NEEDLESTICKS, EXPOSURES AND WORKER’S COMPENSATION

Program Coordinator Quarterly Meeting - May 16, 2013

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Judy Rosen, Manager Disability and Leave Administration,
Needlestick & Exposure Hotline
## WHAT IS THE RISK OF TRANSMISSION?

<table>
<thead>
<tr>
<th>Route of exposure</th>
<th>Risk of exposure when source person is HIV positive</th>
<th>Factors increasing risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needlestick</td>
<td>~0.3%</td>
<td>Hollow bore needles, visibly bloody devices, deep injuries, devices used in an artery/vein</td>
</tr>
<tr>
<td>Splash to mucous membrane</td>
<td>~0.09%</td>
<td>Large amount &gt; small volume</td>
</tr>
<tr>
<td>Cutaneous</td>
<td>&lt;0.09%</td>
<td>Must involve non-intact skin integrity</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Route of exposure</th>
<th>Risk of exposure when source person is Hepatitis C positive</th>
<th>Factors increasing risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needlestick</td>
<td>~1.8%</td>
<td>Hollow bore needles, visibly bloody devices, deep injuries, devices used in an artery/vein</td>
</tr>
<tr>
<td>Splash to mucous membrane</td>
<td>Unknown – very low</td>
<td>Large volume &gt; small volume</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Route of exposure</th>
<th>Risk of exposure when source person is Hepatitis B positive</th>
<th>Factors increasing risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needlestick</td>
<td>~6-30%</td>
<td>Unvaccinated worker</td>
</tr>
<tr>
<td>Needlestick</td>
<td>Virtually no risk</td>
<td>Vaccinated worker</td>
</tr>
</tbody>
</table>
BBP Exposures – Process

• Step One
  • Deglove and wash area with soap and water (rinse eyes with plain water or use eye wash station)

• Step Two
  • Call 353-STIC (7842)

• Step Three
  • Follow hotline clinician instructions
BP Exposures - Process

- Operator Services
  - Initial answer to a real person
  - Connects responder to caller
  - Escalation process
    - Ensures no unanswered calls or dropped pages.
BBP Exposures - Process

- Occupational Health Services – Initial Responder
  - Responds to page from Operator Services
  - Triage call
  - Decides if PEP is necessary
  - Arranges PEP if needed
  - Gives follow-up instructions
BBP Exposures - Process

- Occupational Health Services - RNs & NPs
  - Initial visit with exposed employees
  - Draws labs
  - Determines follow-up schedule for employee
  - Coordinates source patient testing
  - Communicates all test results to employee
BBP Exposures – Visits

- First visit
  - Baseline labs: HIV, HCV, Hep B Surface Ab
  - (for PEP/high risk) CBC, LFT, BUN, Creatinine, pregnancy
  - Counseling
- 2 weeks (PEP/high risk only)
  - Monitor symptoms & side effects from PEP
  - Repeat labs
- 4 weeks (PEP/high risk only)
  - Monitor symptoms & side effects from PEP
  - Repeat labs
- 6 weeks
  - Repeat HIV, HCV
  - Hep C viral load (high risk)
- 3 months
  - HIV, HCV
- 6 months
  - Last HIV test
- 1 year
  - Last HCV test
Needlestick & Exposure
Worker’s Compensation Claims
Worker’s Compensation Overview

- California employers are required by law to have workers' compensation insurance, even if they have only one employee.
- Workers’ compensation laws are based on state (CA Labor Code), not federal regulations.
- UC is self-insured for worker’s compensation through a Third Party Administrator (TPA) - Sedgwick CMS.
Worker’s Compensation Overview

Workers' comp insurance provides the following basic benefits:

- **Medical care**: Paid for by Sedgwick to help the EE recover from an injury or illness caused by work.

- **Temporary disability benefits**: Payments if EE loses wages because the injury prevents him/her from working during recovery.

- **Permanent disability benefits**: Payments for any lasting disability that results in a reduced earning capacity after maximum medical improvement is reached.

- **Supplemental job displacement benefits**: Vouchers help pay for retraining or skill enhancement if the employee doesn't return to work for the employer.

- **Death benefits**: Payments to the spouse or children.
Resident Worker’s Comp. Statistics

Fiscal Year 2009-2010 – 81 claims
  • 62% Sharps (medical and needle)
  • 17% Body fluids

Fiscal Year 2010/2011 – 151 claims
  • 65% Sharps (medical and needle)
  • 15% Body fluids

Fiscal Year 2011/2012 – 159 claims
  • 70% Sharps (medical and needle)
  • 15% Body fluids

Fiscal Year 2012/2013 (to 5/1/13) – 100 claims
  • 71% Sharps (medical and needle)
  • 16% Body fluids
Worker’s Compensation Statistics

Which Residents most often sustain injuries/exposures?

- Resident Phys. II-VIII
- Resident Phys. 1
- Hospital Admin. Resident
Must a Claim Be Filed for Needlesticks & Exposures

Yes.

Absent claim notification:

• The injured party will receive a bill(s) for service rendered

• There may be a delay in authorization of necessary treatment
What Steps Must be Taken When An Injury/Exposure Occurs

A claim form **must** be completed by the injured party and/or the supervisor.

Employee and supervisor incident report forms can be found on the DMS website:

- [http://ucsfhr.ucsf.edu/files/EIR.pdf](http://ucsfhr.ucsf.edu/files/EIR.pdf) - Employee
- [http://ucsfhr.ucsf.edu/files/SIR.pdf](http://ucsfhr.ucsf.edu/files/SIR.pdf) - Supervisor

The claim should be faxed within 24 hours of the date of notice to Disability Management: 476-2328
Workers’ Compensation

Processes:

• At OHS, they will give UC employees the Employee Incident Report (EIR) form

• At SFGH, Masa Rambo will give UC employees the Employee Incident Report (EIR) form

• If the employee is seen in the ER or by his/her own health care provider, UCSF will have no knowledge of the claim.
Important Contact Information

- Needlestick & Exposure Hotline  353-STIC(7842)
- Hotline Desk (do not use to report initial exposure) 353-4341
- Occupational Health appointments  885-7580
  Option 1
- UCSF Campus Workers’ Compensation 476-2621
- Sedgwick CMS claims reporting 1-877-682-7778
If You Have Questions:

About:

Needlestick Hotline or treatment processes or protocols – Call Erin Andersen: 885-7892

Worker’s Compensation claim process, bill payments, reasonable accommodation – Call Judy Rosen: 502-2760