



Required team member education: CEG0004 October 2019 Bloodborne Pathogens (BBP) Education

Applies to all category risk 1 Novant Health/NHMG team members and providers

Training period: October 1 through 31, 2019

Why is this important?

Team member safety issues:

- BBP education is a team member safety and compliance issue. National trends demonstrate an increase in exposures to blood and body fluids within the healthcare workplace.
- Education helps protect our patients and team members and helps minimize risk for our organization.

Compliance issues:

- OSHA regulations are laws. Novant Health is required to follow the law.
- Novant Health policy requires team members complete education about bloodborne pathogens (BBP) education every 11 months.

A reminder!

BBP education is important in order to assure the health and safety of our patients and team members. This mandatory online module helps support our quality and safety goals.

Any team member in an active status showing incomplete or a completion date and time after Oct. 31, 11:59 p.m. is viewed as non-compliant. Failure to complete **“CEG0004 October 2019 Bloodborne Pathogens (BBP) Education”** by 11:59 p.m., Oct. 31, 2019, will result in loss of network access.

Team members will be able to access I-Learn to complete the module. Once the module has been completed, network access will be restored.

Please note: Network access restoration may take 24 hours or more.

OSHA compliance

OSHA regulations require that all risk category 1 clinical team members and providers receive BBP education:

- every year *and*
- within 365 days of the prior year's training (*every 11 months*).

What is a willful violation?

A “**willful violation**” is a violation that the employer commits intentionally and knowingly.

Penalties of up to **\$132,260 per day** may be imposed for **each willful violation**, with a minimum penalty of **\$13,260** for each violation.



If a willful violation results in a team member’s death, employers can be punished by a court-imposed fine, imprisonment for up to six months, or both.

Process

A required online course, CEG0004 October 2019 Bloodborne Pathogens (BBP) Education, will be completed by all risk category 1 team members and providers:

- Risk category 1 team members include those who have contact with our patients and/or are exposed/at risk for exposure to blood and body fluids.
- Requires successful course completion with a **score of 80% or higher.**

Timeline/mobile access

- BBP education will be available beginning at 8 a.m., Oct. 1 through Oct. 31, 2019.
- BBP education is available online via I-Learn and on your **mobile device (Android and Apple)** via the Cornerstone Learn app.



Compliance monitoring

- Leaders will be monitoring team member completions and will utilize the BBP completion dashboard in I-Learn.
- It will be the leaders' responsibility to monitor their team members' completion progress.

Frequently asked questions

Who must comply with this education?

All risk category 1 team members and providers. Risk category 1 team members include those who have contact with our patients and/or are at risk for exposure to blood and body fluids.

How do we know who is “risk category 1?”

Ask your leader - he or she has a list of all risk category 1 team members for the department.

Frequently asked questions (cont.)

If I am a risk category 1 team member, do I need to enroll in the module to complete?

No. All risk category 1 team members will have “CEG0004 October 2019 Bloodborne Pathogens (BBP) Education” pushed to their I-Learn transcripts. You will just need to complete the module by the deadline.

Isn't BBP education in Annual Mandatory Education (AME)?

BBP is not featured in AME. **BBP is a separate course** and team members are required to complete BBP within 365 days of last education.

What if I have already completed AME in 2019?

You will still need to complete the online BBP module in November, as the BBP module is not part of AME.

Frequently asked questions (cont.)

What if I have already completed BBP in November 2018?

OSHA requires team members to complete BBP education every 11 months. In 2019, BBP will need to be completed in October.

What if I have questions about the content?

Page 16 of the BBP module provides contact information for Infection Prevention in the event you have questions about the content.

Do new hires have to complete this?

New hires who complete orientation in October 2019 will be given credit and will not have to complete the BBP module.

Frequently asked questions (cont.)

Can I complete BBP on my phone or tablet?

Yes! Download the Cornerstone Learn app to your mobile device to access BBP education. To ensure the best mobile experience possible, be aware of the following:

- Tablets are recommended for best viewing experience.
- Only mobile-enabled courses will be available in the app. **2019 BBP is mobile-enabled.**
- Mobile completions will be seamlessly recorded on your I-Learn training transcript.

Important note: non-exempt team members will be compensated for the completion of required classes via mobile only if approved by their managers.

More information: [Android devices](#) | [Apple devices](#) | [FAQs](#)

Frequently asked questions (cont.)

What about team members on leave?

They will have 5 days to complete BBP education once they return from leave.