

Contents

	Page
Preface	III
List of participants	IV
Acronyms	IX
Glossary of terms	XI
Introduction	1
Purpose	3
Scope and contents	3
Principles	4
Legal and policy framework	5
Role of government	6
<i>Policy for the development and management of national health systems to respond to HIV/AIDS</i>	8
Role of employers' and workers' organizations	9
The health sector as a workplace	10
Recognition of HIV/AIDS as a workplace issue	11
Stigma and discrimination in the health sector	11
Gender issues for women and men	12
Social dialogue	14
Occupational safety and health	15
OSH management systems	16
Prevention and protection against infectious pathogens	17
<i>Risk management</i>	18
Safe work practices	22
<i>Safe handling of disposable sharps and injection equipment</i>	23
<i>Cleaning, disinfection and sterilization of equipment</i>	24
<i>Cleaning blood spills</i>	24
<i>Body handling and disposal</i>	25
<i>Laundry</i>	25
<i>Waste management</i>	26
Monitoring and evaluation	27
Exposure incident management	28
Exposure response system	28
Immediate actions	29
Follow-up actions	30
Analysis and record keeping	30

Care, treatment and support	30
Voluntary counselling and testing	30
Disclosure and confidentiality	32
Treatment	32
Job security and promotion	33
<i>Terms and conditions of work</i>	33
<i>Reasonable accommodation</i>	33
<i>Employee assistance programmes</i>	34
<i>Social protection</i>	35
Knowledge, education and training	35
Research and development	38
Appendix 1 – International basis for action	39
Fact sheets	43
1. Hazard characterization: Hepatitis and HIV viruses	44
2. The occupational safety and health management cycle	47
3. Model for a hospital OSH management systems structure	48
4. Hierarchy of controls applied to risk of blood-borne pathogen exposure	51
5. Preventing nosocomial HIV infection using standard precautions	52
6. Injection safety	56
7. Measures to reduce risks during surgical procedures	60
8. Sterilization and high-level disinfection methods	63
9. Safe management of wastes from health-care activities	69
10. Summary outline for the management of occupational exposure to blood-borne pathogens	75
11. Workplace education and training	77
12. Selected international sources of HIV/AIDS-related policy, and regulatory and technical information available on the Internet	79