

## OSHA Compliance for Healthcare Practices

Safety is the top goal in any healthcare practice, and complying with Occupational Safety and Health Administration (OSHA) standards is crucial to minimizing potential workplace incidents and keeping providers and patients safe. OSHA standards — including the Hazard Communication Standard, the Bloodborne Pathogens Standard, the Personal Protective Equipment (PPE) Standard, and the Ionizing Radiation Standard — are federal regulations for healthcare practices to protect their employees from risk and health hazards they may encounter daily.

Additionally, OSHA regulations include provisions regarding ergonomics; slip and fall considerations and potential hazards; workplace violence; influenza, tuberculosis, and other infectious diseases; emergency response; patient handling; chemical hazards; and other hazards, including compressed gas, lasers, and latex allergies.<sup>1</sup> OSHA responds to complaints and inspects healthcare practices for compliance. If OSHA cites deficiencies, then healthcare practices might be fined and required to remedy them to be in compliance.

This checklist can serve as a helpful tool to evaluate healthcare practices' compliance protocols and duties as well as identify any deficiencies that need to be addressed.<sup>2</sup>

	Yes	No
<i>Exposure Control Plan</i>		
Does your healthcare practice maintain and update annually its exposure control plan that addresses the following:		
<ul style="list-style-type: none"> <li>A copy of the bloodborne pathogens regulation?</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Identification of employees at risk of exposure and what puts them at risk?</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Identification and use of engineering controls?</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Identification and use of work practice controls (procedures that reduce risk of exposure)?</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>



	Yes	No
<b><i>Compliance With the Bloodborne Pathogens Standard</i></b>		
Does your healthcare practice ensure all employees, including part-time employees, are trained on blood and infectious material exposure annually regardless of their prior training or education?	<input type="checkbox"/>	<input type="checkbox"/>
Does your healthcare practice provide safety devices and education to decrease the number of contaminated-sharps incidents from needles, scalpels, broken glass, or other sharp devices?	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Compliance With the Personal Protective Equipment Standard</i></b>		
Are all staff provided with PPE, including clean and reliable face masks, face shields, protective gloves, gowns, and aprons?	<input type="checkbox"/>	<input type="checkbox"/>
Does your healthcare practice ensure that all PPE fits each employee correctly?	<input type="checkbox"/>	<input type="checkbox"/>
Does your healthcare practice train employees on PPE in terms of what equipment is necessary; when it should be used; how it should be worn; and how to care for, maintain, and dispose of it?	<input type="checkbox"/>	<input type="checkbox"/>
Are healthcare employees trained on the limitations of PPE?	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Compliance With the Ionizing Radiation Standard</i></b>		
Does your healthcare practice maintain a survey of the types of radiation used in the facility, including X-rays?	<input type="checkbox"/>	<input type="checkbox"/>
If your healthcare practice has an X-ray machine, is the area where the machine is located designated, controlled, and indicated as a restricted area to reduce exposure?	<input type="checkbox"/>	<input type="checkbox"/>
Are rooms that contain X-ray equipment labeled with caution signs?	<input type="checkbox"/>	<input type="checkbox"/>
Are healthcare employees provided with shields and PPE as well as personal radiation monitors, such as film badges or dosimeters?	<input type="checkbox"/>	<input type="checkbox"/>
Are X-ray machines clearly labeled as radioactive source equipment with warnings about necessary caution?	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
<b>Training Requirements</b>		
Is all OSHA training for employees documented to provide proof of compliance?	<input type="checkbox"/>	<input type="checkbox"/>
Does OSHA training documentation include training dates, training content, names/job titles of attendees, and trainer names and their qualifications?	<input type="checkbox"/>	<input type="checkbox"/>
Does the healthcare practice maintain employee training records per OSHA guidance and make them available to employees?	<input type="checkbox"/>	<input type="checkbox"/>
<b>Recording and Reporting Occupational Injuries and Illnesses</b>		
Is your healthcare practice aware of the basic requirements for recording and reporting occupational injuries and illnesses?	<input type="checkbox"/>	<input type="checkbox"/>
Are occupational injuries and illnesses recorded and/or reported if they: <ul style="list-style-type: none"> <li>• Result in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.</li> <li>• Involve a significant diagnosed injury or illness (e.g., cancer, chronic irreversible diseases, fractured or cracked bones, or punctured eardrums), even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness?</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Are work-related injuries that led to death reported within 8 hours, and are injuries that resulted in amputation, loss of an eye, or hospitalization reported within 24 hours?	<input type="checkbox"/>	<input type="checkbox"/>
Is the OSHA poster ( <a href="#">Publication 3165</a> ) or an equivalent state plan document displayed at the healthcare practice to explain employee rights in regards to a safe workplace and to provide information on how to file a complaint? Is the poster/document posted in a visible place where employees can see it?	<input type="checkbox"/>	<input type="checkbox"/>
<b>Electrical Hazards</b>		
Is all electrical equipment free from recognized hazards?	<input type="checkbox"/>	<input type="checkbox"/>
Is high-voltage equipment labeled and locked?	<input type="checkbox"/>	<input type="checkbox"/>
Is the healthcare practice complying with OSHA’s wiring and use of electrical equipment requirements?	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
<b>Exit Routes Standards</b>		
Are exits clearly marked at the healthcare practice?	<input type="checkbox"/>	<input type="checkbox"/>
Do the employees know how to leave the building in case of an emergency?	<input type="checkbox"/>	<input type="checkbox"/>
Are the number of exits sufficient for the number of employees at the healthcare practice?	<input type="checkbox"/>	<input type="checkbox"/>
Is a diagram of evacuation routes posted in a visible location?	<input type="checkbox"/>	<input type="checkbox"/>
Does the healthcare practice have signage for these exits?	<input type="checkbox"/>	<input type="checkbox"/>

## Resources

- [Occupational Safety and Health Administration: OSHA Injury and Illness Recordkeeping and Reporting Requirements](#)
- [Occupational Safety and Health Administration: Safety and Health Topics: Bloodborne Pathogen and Needlestick Prevention](#)
- [Occupational Safety and Health Administration: Safety and Health Topics: Electrical](#)
- [Occupational Safety and Health Administration: Safety and Health Topics: Hazards Communication](#)
- [Occupational Safety and Health Administration: Safety and Health Topics: Ionizing Radiation](#)
- [Occupational Safety and Health Administration: Safety and Health Topics: Personal Protective Equipment](#)

## Endnotes

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<sup>1</sup> Gamma Compliance Solutions. (2021, February 11). OSHA compliance checklist for medical offices. Retrieved from <https://www.oshamanual.com/compliance101/article/osha-compliance-checklist-for-medical-offices>

<sup>2</sup> 29 CFR Part 1910.1030; 29 CFR Part 1904.7; 29 CFR Part 1910.1200; 29 CFR Part 1910 Subpart I; 29 CFR 1910.1096; 29 CFR Part 1904.39; 29 CFR Part 1910 Subpart S; 29 CFR Part 1910 Subpart E; Gamma Compliance Solutions, OSHA compliance checklist for medical offices; Occupational Health and Health Administration. (n.d.). Hazard communication. Retrieved from [www.osha.gov/hazcom](http://www.osha.gov/hazcom); Occupational Health and Health Administration. (n.d.). Bloodborne pathogens and needlestick prevention. Retrieved from [www.osha.gov/bloodborne-pathogens/general](http://www.osha.gov/bloodborne-pathogens/general); Spin Compliance Solutions. (n.d.). OSHA compliance. Retrieved from [www.spincompliance.com/osha-compliance/](http://www.spincompliance.com/osha-compliance/); Occupational Safety and Health Administration. (2015). *Training requirements in OSHA standards*. Retrieved from [www.osha.gov/sites/default/files/publications/osha2254.pdf](http://www.osha.gov/sites/default/files/publications/osha2254.pdf); Occupational Health and Safety Administration. (n.d.). OSHA injury and illness recordkeeping and reporting requirements. Retrieved from [www.osha.gov/recordkeeping](http://www.osha.gov/recordkeeping)

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