



DEDER GENERAL HOSPITAL

Standard Operating Procedure (SOP) for *Healthcare Worker Protection and Safety*

Document Number: IPC-HCWPS-001

Version: 1.0

Effective Date: January 20, 2024

Review Date: January 20, 2026

Prepared By: Ibrahim Tahir (BSc)-IPC focal Person

January 2024

Deder, Oromia

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1. Purpose

To establish standardized infection prevention and control (IPC) procedures for the safety and protection of healthcare workers (HCWs) from occupational hazards, especially healthcare-associated infections (HAIs).

2. Scope

This SOP applies to all healthcare personnel—clinical and non-clinical—within all departments of a healthcare facility.

3. Responsibilities

- ✍ **Management:** Ensure IPC resources and training.
- ✍ **IPC Committee:** Monitor implementation and compliance.
- ✍ **All Healthcare Workers:** Follow IPC protocols and report incidents.

4. IPC Measures for Healthcare Worker Safety

4.1 Hand Hygiene

- ✍ Adhere to WHO “5 Moments for Hand Hygiene”.
- ✍ Use alcohol-based hand rub or soap and water.
- ✍ Ensure availability of hand hygiene stations.

4.2 Use of Personal Protective Equipment (PPE)

- ✍ Use PPE based on risk of exposure: gloves, gowns, masks, eye protection.
- ✍ Follow correct donning and doffing procedures.
- ✍ Dispose of PPE safely after use.

4.3 Standard and Transmission-Based Precautions

- ✍ Apply standard precautions with all patients.
- ✍ Use contact, droplet, or airborne precautions when required.

4.4 Sharps and Injection Safety

- ✍ Never recap needles.
- ✍ Dispose of sharps in puncture-proof containers.
- ✍ Report needlestick injuries immediately.

4.5 Post-Exposure Prophylaxis (PEP)

- ✍ Follow PEP protocol after exposure to blood or body fluids.
- ✍ Complete incident report and attend follow-up.

4.6 Waste Management

- ✍ Segregate waste per national HCWM guidelines.
- ✍ Use color-coded bins.
- ✍ Ensure safe collection and final disposal.

4.7 Environmental Cleaning

- ✍ Clean and disinfect surfaces routinely and after spills.
- ✍ Use appropriate disinfectants.
- ✍ Ensure proper ventilation.

4.8 Immunization and Surveillance

- ✍ Provide immunization (HBV, Influenza).
- ✍ Monitor occupational exposure trends.
- ✍ Conduct regular health assessments.

4.9 Training and Education

- ✍ Provide ongoing IPC training
- ✍ Use hands-on simulations and practical demonstrations.
- ✍ Maintain attendance and evaluation records.

5. Monitoring and Evaluation

- ✍ Perform regular audits.
- ✍ Review incident reports.
- ✍ Adjust SOPs based on findings and updates to national guidelines.

6. References

1. Ethiopia National IPC Reference Manual (Vol. 1, 2019)
2. WHO Guidelines on Core Components of IPC
3. CDC: Guidelines for Infection Control in Healthcare Personnel