



**OCCUPATIONAL DISEASE PREVENTION
ANIMAL CARE SURVEILLANCE PROGRAM**

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STANDARD OPERATING PROCEDURES

OCCUPATIONAL HEALTH & SAFETY - ANIMAL RESEARCH FACILITIES

INTRODUCTION

This program has been developed for University employees whose work involves contact with experimental animals. This program has been developed by the Occupational Health Services, and complies with appropriate regulations, guidelines, and accepted standards of practice.

OCCUPATIONAL HEALTH REQUIREMENTS FOR ALL ANIMAL CARE PROVIDERS

MANDATORY REQUIREMENTS (1-5)

1. Pre-placement health assessment, Pulmonary Function Test (PFT) (if indicated)
2. Annual health assessment, including immunity status
3. Vaccines (as indicated)
4. Ongoing immunity and allergy status updates
5. Biological Surveillance as indicated (varicella, toxoplasmosis, rabies, and Q fever, hepatitis A/B)

OCCUPATIONAL HEALTH SERVICE RECOMMENDATIONS: (IN ADDITION TO THE MANDATORY REQUIREMENTS)

6. Tetanus-Diphtheria immunization
7. Other tests/vaccines
8. Chest x-ray
9. Audiogram and vision testing
10. Respirator Clearance

All employees working as Animal Care Providers must provide Occupational Health Services Medical Certification that the necessary occupational health requirements have been completed.



HEALTH ASSESSMENT FOR ANIMAL CARE PROVIDERS

PURPOSE

1. To ensure that employees are medically fit to do the job for which they are being hired in a safe manner.
2. To ensure that employees' health is not adversely affected by the workplace activities or exposure;
3. To comply with all regulatory requirements and guidelines;
4. To provide health and safety education.

POTENTIAL OCCUPATIONAL RISKS

1. Contact with animals which may have an infectious disease
2. Workers who have an infectious disease, or who are carriers of disease, may pose a risk to the animals or to colleagues and the public
3. Risk of cuts, abrasions, bites and musculoskeletal injuries
4. Numerous allergens that can lead to various allergic reactions
5. Biological and chemical agents used in experiments
6. Noise
7. Gases and drugs
8. Repetitive Strain Injury



GUIDELINES

1. All individuals hired to work as an Animal Care Provider (full time, part time or casual) will undergo a work-focused health assessment;
2. This assessment should be completed within the first two weeks of employment;
3. The health assessment will include an occupationally targeted medical history, immunity status and physical examination;
4. Each individual will undergo a health risk assessment and will be evaluated for their potential risk of exposure to:
 - animal allergens
 - microbiological organisms
 - experimental and therapeutic chemicals including carcinogens
 - inhalant anaesthetic agents
 - physical efforts (e.g. movement of heavy equipment, feed bags, large animals, etc. and/or repetitive movements)
 - biohazardous agents
 - radiation/radioisotopes
 - noise
 - laboratory animals with zoonotic diseases that are potential human pathogens.



RESPONSIBILITIES

1. Department Head

- Notify Occupational Health Services of all individuals being hired (full time, part time or casual) and arrange/schedule appointments for their health assessments at the Occupational Health Services at St George Campus
- Ensure that all new employees (full time, part time or casual) have had a health assessment completed within the first two weeks of employment and that you receive and retain a Fitness For Work as an Animal Care Provider document for each employee
- Schedule annual health review as indicated on the Fitness For Work Form received
- Schedule appointments for tests and vaccinations at St George Campus when notified by the Occupational Health Nurse

2. Occupational Health Service

- Complete the health assessment, hazards and risks counselling, any immunization requirements, and surveillance as indicated
- Provide employing departments with a Fitness For Work document, advising of the individual's status regarding fitness to work
- Communicate to the Director and to the JHSC any anonymated statistical data and trends (as indicated if abnormal)
- Administer required tests and vaccines

3. Employee

- Participate in the health assessment, ensure appropriate immunization is completed and provide certification of fitness to work as an Animal Care Provider
- Report hazards, near misses, and injuries to the immediate supervisor, principal investigator (PI), or Doctor of Veterinary Medicine (DVM)

RELATED DOCUMENTS

1. Occupational Health & Safety Act
2. Health Canada WHMIS Regulation.
3. Canadian Biosafety Standards and Guidelines 1st edition 2013
4. University of Toronto Biosafety Policies and Procedures
5. University of Toronto EHS Health and Safety Manual
6. CCAC Guidelines and Policy Statements
7. CDC-NIH Biosafety in Microbiological and Biomedical Laboratories 5th edition 2009
8. NRC – Occupational Health & Safety in the Care and Use of Research Animals
9. ILAR Guidelines
10. Canadian Biosafety Standards and Guidelines, 1st Edition 2013