

OSHA Zika Job Hazard Analysis Template for Federal Agencies

Updated: September 9, 2016

Instructions: Update the language marked by [brackets and grey highlighting] to reflect your own agency operations, activities, and policies. You should provide specific examples of work activities/tasks that fall into the pre-defined hazard categories. In some instances, you may need to make edits to the recommended controls for the various levels of Zika hazards (i.e., if certain controls are not feasible for your specific operations).

This template is intended to help Federal agencies develop their own job hazard analyses and hazard control strategies to protect their workers from occupational exposure to Zika virus. The template is designed to apply to operations and activities in Centers for Disease Control and Prevention (CDC)-defined Zika transmission areas (i.e., areas with local transmission of Zika virus through mosquito vectors); see: www.cdc.gov/zika/geo/index.html. The document does not apply to areas with only travel-associated Zika cases or cases resulting only from bloodborne exposure (e.g., in laboratories and healthcare facilities) or sexual transmission. This template is not intended to provide specific instructions for complying with Occupational Safety and Health Administration (OSHA) standards or Office of Personnel Management (OPM) policies or to cover every situation in which workers may be exposed to Zika virus.

The Occupational Safety and Health Act of 1970, Executive Order 12196 and 29 CFR 1960 require the heads of Federal agencies to furnish to employees places and conditions of employment that are free from job safety and health hazards. Your agency Designated Agency Safety and Health Official (DASHO) or his/her designee should perform hazard analyses and implement control measures to protect workers from recognized hazards.

Federal agencies should train workers about their risk of exposure to Zika virus, methods to protect themselves from exposure, health effects associated with Zika infection, and to seek medical evaluation if they develop symptoms of Zika or have other Zika-related concerns. Information about which individuals should be tested for Zika virus infection is available at: <http://www.cdc.gov/zika/hc-providers/testing-for-zikavirus.html>.

Interim guidance from OSHA and the National Institute for Occupational Safety and Health (NIOSH), available at www.osha.gov/zika, provides additional information about protecting workers from occupational exposure to Zika virus.

For information about workplace flexibilities available to assist Federal employees affected by the Zika virus, please see Attachment 1 of the OPM memorandum. For information about reasonable accommodations for Federal employees affected by the Zika virus, please see Attachment 2 of the OPM memorandum.

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| [Agency] | Zika Job Hazard Analysis | |
| | [Office location, if specific] | |
| <p>Applies to: Operations and activities in CDC-defined Zika transmission areas (i.e., areas with local transmission of Zika virus through mosquito vectors). The document does <u>not</u> apply to areas with only travel-associated Zika cases or cases resulting only from bloodborne exposure (e.g., in laboratories and healthcare facilities) or sexual transmission.</p> | | |
| <p>Brief Description: Analysis and risk reduction for all tasks associated with agency operations and activities in areas designated by the CDC or other lead health agency as Zika-affected areas.</p> <p>Field activities potentially expose employees to contracting the disease through the bites of infected mosquitoes. Zika may cause a range of symptoms, from mild, transient effects (e.g., fever, rash, joint pain, red/pink eyes, muscle pain, headache) to more serious health outcomes (e.g., neurological disorders) in an infected individual. Infections in pregnant women are also associated with significant birth defects, including microcephaly and other neurocognitive problems. Zika can be transmitted between sexual partners, and, as a result, infected workers may infect their susceptible partner(s).</p> | | |
| <p>Date analysis completed: [date]</p> | | |
| <p><input type="checkbox"/> NEW <input type="checkbox"/> REVISED</p> | | |
| <p>Approved by: [signature/date]</p> | | |
| <p>Additional notes: Consult the CDC web site for the latest information on Zika transmission areas in the U.S.: www.cdc.gov/zika/intheus/maps-zika-us.html.</p> | | |
| <p>[As of (date), mosquitoes carrying Zika virus have caused/are causing human infections in the following areas: (Insert current list of CDC-defined Zika transmission areas.)]</p> <p>Use zip codes as a screening tool to identify addresses that may fall within the defined Zika transmission area, and use judgment in assignment of work. Where appropriate, use remote communication tools to prevent unnecessary entry and exposure of employees in defined Zika transmission areas.</p> <p>For more information, consult the OSHA/NIOSH interim guidance at: www.osha.gov/zika</p> | | |
| Potential Hazard Description | Controls to Eliminate/Reduce Exposure | |
| <p>Operations and activities in areas outside of CDC-defined Zika transmission areas.</p> <p>[Examples of agency-specific work tasks or jobs that fall into this category]</p> | <p>No special precautions required however application of mosquito repellent containing EPA-registered active ingredients with demonstrated repellency, such as 30% DEET¹, or at least 20% Picaridin, or Oil of Lemon eucalyptus (OLE), or para-methane-diol (PMD) is recommended for outdoor activities.</p> | |

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Operations and activities inside of CDC-defined Zika transmission areas, but where outdoor exposure is limited, such as leaving a vehicle and entering directly into an indoor, air conditioned workplace.ⁱⁱ</p> <p>[Examples of agency-specific work tasks or jobs that fall into this category]</p> | <p>Ensure facilities have screens on windows that may be opened. Keep doors closed, or ensure open doorways also have screens (e.g., screen doors).</p> <p>Application of mosquito repellent containing EPA-registered active ingredients with demonstrated repellency, such as 30% DEETⁱ, or at least 20% Picaridin, or Oil of Lemon eucalyptus (OLE), or para-methane-diol (PMD) is required. Wearing lightweight, long sleeve shirts, long pants, socks and boots treated with permethrin is recommended.</p> |
| <p>Outdoor operations and activities inside of CDC-defined Zika transmission areas, but in open areas where the work activity does not disturb mosquitoes or where mosquito populations are not especially dense.</p> <p>[Examples of agency-specific work tasks or jobs that fall into this category]</p> | <p>Special precautions required: Wear lightweight, long sleeve shirts, long pants, socks and boots treated with permethrin. Application of mosquito repellent containing EPA-registered active ingredients with demonstrated repellency, such as 30% DEETⁱ, or at least 20% Picaridin, or Oil of Lemon eucalyptus (OLE), or para-methane-diol (PMD) is required.</p> |
| <p>Outdoor operations and activities in areas inside of CDC-defined Zika transmission areas where exposure to mosquitoes is expected (e.g., during brush clearing in damp areas, observing mosquito habitat destruction or other mosquito control operations, or landscaping activities in damp or wet areas).</p> <p>[Examples of agency-specific work tasks or jobs that fall into this category]</p> | <p>Special precautions required: Wear lightweight long sleeve shirts, long pants, socks and boots treated with permethrin. Apply mosquito repellent containing EPA-registered active ingredients with demonstrated repellency, such as 30% DEETⁱ, or at least 20% Picaridin, or Oil of Lemon eucalyptus (OLE), or para-methane-diol (PMD), to all exposed skin. Wear mosquito screening over or attached to a hat (or hardhat, if required by work activities) to protect neck and face.</p> |
| <p>Outdoor operations and activities in areas inside of CDC-defined Zika transmission areas around or involving conduct or observation of mosquito control processes involving wide-area (or area) application of pesticides.</p> <p>[Examples of agency-specific work tasks or jobs that fall into this category]</p> | <p>Special precautions required: Wear lightweight long sleeve shirts, long pants, socks and boots treated with permethrin. Apply mosquito repellent containing EPA-registered active ingredients with demonstrated repellency, such as 30% DEETⁱ, or at least 20% Picaridin, or Oil of Lemon eucalyptus (OLE), or para-methane-diol (PMD) to all exposed skin. Wear mosquito screening over or attached to a hat (or hardhat, if required by work activities) to protect neck and face.</p> <p>If possible, observe mosquito control operations from a distance to limit or eliminate exposure to pesticides.</p> |

ⁱ Choose a repellent that provides protection for the amount of time that you will be outdoors. In general, the more active ingredient (higher concentration) a repellent contains, the longer it will protect against mosquito bites. For example, the more DEET a repellent contains, the longer time it can protect you from mosquito bites, with protection times ranging from 1 hour (4.75% DEET) to 5 hours (23.8% DEET). Studies suggest that concentrations of DEET above approximately 50% do not offer a marked increase in protection time against mosquitoes; DEET efficacy tends to plateau at a concentration of approximately 50%. Repellents containing DEET are widely available through various vendors, including GSA Advantage![®] at: www.gsaadvantage.gov/.

ⁱⁱ *Aedes aegypti* and *A. albopictus* are aggressive daytime biters, but they can also bite at night. These mosquitoes may be found in both indoor and outdoor environments.