



Leicester Event Medical LTD

Latex Policy

DOCUMENT PROFILE and CONTROL.

Purpose of the document Outlines the company's commitment to ensure the risks, to both staff and patients, associated with latex allergy are adequately controlled.

Author/Reviewer: c.johnston. To be reviewed by december 2018.

Document Status: Final

Date	Author/Contributor	Amendment Details

1. Introduction

Leicester Event Medical(LEM)has responsibilities under the Health and Safety at Work etc. Act (1974) to protect employees from exposure to health hazards whilst at work. As an employer, the Company also has a duty under the Control of Substances Hazardous to Health Regulations (COSHH) (revised 2002) to carry out a suitable and sufficient assessment of any health risk present in work activities involving substances hazardous to health. The Company also has a duty of care to persons other than employees to ensure they are not exposed to any risks whilst being treated, or as a result of the Company’s activities.

The Company recognises that exposure to latex must be adequately controlled. This policy outlines the Company’s commitment to address the risks associated with latex allergy, and will be supported by specific protocols relating to the management of staff or patients with known or suspected latex allergy. The Company will wherever possible replace Latex products with a non-Latex alternative.

2. Scope

This policy is limited to Medical Equipment, Infection control, Patient and Staff Safety; it is not intended to cover any consumer item.

3. Objectives

- To comply with the COSHH regulation in respect to managing the hazards associated with latex products.
- Ensure safe treatment for Latex allergic patients
- Ensure safe working practises for Latex allergic staff

4. Responsibilities

4.1 The Managing Director is responsible for:
Delegation and implementation of the policy.

4.2 Managers are responsible for ensuring that:

- Risk assessments are undertaken to identify the action/control required. Undertaking specific individual risk assessments when staff or patients are identified as allergic to NRL.
- They are familiar with the Company's latex policy, guidance and any related treatment protocol with regard to latex allergy.
- They disseminate information, investigate and initiate appropriate action in the management of latex allergy.
- All incidents relating to latex or latex allergy are registered and investigated in line with the Company's incident reporting procedure.
- A proactive approach is taken to identify possible latex allergy issues with staff, referring them to the Company's occupational health providers.
- Awareness of latex sensitivity is raised amongst staff.

4.3 Employees are responsible for :

- Complying with this policy and following any other associated protocols / procedures / safe systems of work.
- Reporting any concerns with the use / exposure to NRL to their line manager and occupational health provider.

- Reporting all recognised incidents connected to latex allergy to their line manager and recording the incident on casus.
- Ensuring risks of exposure are kept to a minimum, by using only authorised equipment and consumables in accordance with the Company's procedures.

4.4 operations Managers are responsible for:

- The monitoring of all products which potentially have NRL present in them through liaison with suppliers and manufacturers. Where it is reasonable to do so, the operations department will seek to purchase latex-free equipment where these are available, thereby reducing the number of products containing NRL and therefore the risks to staff and patients.
- Keeping a data-base of all approved latex free equipment (and cross referenced to the consumables catalogue) that will be maintained, updated and made available to all staff.

4.5 Health, Safety and Security Department is responsible for:

- The monitoring of reported incidents to establish trends.

4.6 Infection, Prevention and Control Committee ensures that:

- The Company complies with best practise in terms of infection prevention and monitors the implementation and effectiveness of this policy.

5. Definitions

Nitrile – Nitrile is a synthetic copolymer of Acrylonitrile and Butadiene.

Natural Rubber Latex (NRL) - Used in a wide range of products and equipment used in healthcare. It is a natural product which offers a combination of qualities such as strength and sensitivity allows dexterity and also provides a protective barrier against infection. Although NRL has many benefits, it can cause reactions in people who become sensitised to it. NRL proteins enter the body in different ways such as via skin, mucous membranes and lungs which can set up an allergic response which worsens on repeated exposure. Latex sensitivity can lead to a variety of allergic reactions ranging from mild skin irritation to anaphylactic shock. Three types of sensitivity have been identified:

- i) Irritation
- ii) Delayed hypersensitivity

- iii) Immediate hypersensitivity

6. Identifying and Protecting Patients

6.1 Patients who identify themselves as latex allergy sufferers, or present with signs and symptoms of latex allergy, and / or anaphylactic shock are to be treated as per the current JRCALC National Clinical Guidelines.

6.2 Those patients who identify themselves to the service as latex / NRL allergy sufferers can be offered Patient Specific care.

6.3 Latex free equipment

- All operational vehicles carry Nitrile disposable medical examination gloves.
- All operational vehicles carry disposable latex-free kits for use with patients identified as NRL allergic.
- When purchasing new equipment, consideration will be given to latex-free alternatives where it is reasonable to do so.

7. Identifying and Protecting Staff

7.1 Occupational Health

- All front line staff joining the Company will undergo confidential preemployment health screening by the occupational health service provider to identify allergy to NRL. The Occupational Health department will provide appropriate guidance and advice to individual members of staff and management.
- Staff reporting any symptoms or health concerns related to the use or exposure to NRL products will be referred to Occupational Health for further assessment and advice. Occupational Health will provide advice and guidance on any necessary measures to be taken to ensure that the working environment is safe for the continuing employment of the affected member of staff. Occupational Health will inform the director of HR of any serious latex allergies identified in staff following a thorough assessment.

7.2 Glove policy

- The Company will provide Nitrile disposable examination gloves on all operational vehicles for staff use.

- Alternatives to Nitrile gloves will be provided subject to risk assessment and Occupational Health advice.

IMPLEMENTATION PLAN				
Intended Audience	For all staff			
Dissemination	Available to all staff on salus			
Communications	Policy to be announced in salus and a link provided to the document.			
Training	Training awareness is provided to all operational staff during their initial training and periodically at Core Skills refresher training. Awareness training in COSHH is provided to Senior and Line Managers at Health Safety and Risk awareness courses. Workshop staff also receive periodic COSHH awareness courses.			
Monitoring:				
Aspect to be monitored	Frequency of monitoring AND Tool used	Individual/ team responsible for carrying out monitoring AND Committee/ group where results are reported	Committee/ group responsible for monitoring outcomes/ recommendations	How learning will take place
Numbers of reported allergy or sensitivity incidents	Quarterly at sector level, and Corporate H&S Committee	H, S &S Department (Corporate level)	Sector H&S Meeting / Corporate Health and Safety Committee	Revision of risks to reflect changes in practice and controls