



COVID-19 Steps for Staff and Physicians

Re-aligning Return to Work (RTW) practices with pre-pandemic workflows

After an illness, healthcare workers can return to work for routine operations **when asymptomatic** and when they meet the conditions outlined below.

Routine COVID-19 testing related to symptoms or positive contact is no longer required. Return to work (RTW) will be based upon symptom resolution when:

- Symptoms are resolving and have been improving for 24 hours
- Healthcare worker has been fever free for at least 24 hours;
- Healthcare worker has not had gastro-intestinal symptoms for at least 48 hours.
- **A negative PCR or Rapid Antigen test will not be required if these criteria are met.**

NOTE that mild lingering symptoms of cough, mild congestion and/or use of inhalers does not restrict return to work.

Any team members returning to work from ARI illness must complete workplace isolation while at work until 10 days following symptom onset. Workplace isolation includes:

- Wear a well-fitting medical mask.
- Take breaks alone and do not carpool unless masked while in the car/within 6 feet walking to and from workplace

Staff testing (PCR/RAT) related to COVID-19 outbreaks may be considered

	Step 1	Step 2
I am experiencing symptoms such as: Fever, chills, vomiting, diarrhea or loss of smell/taste.	<p>DO NOT COME TO WORK, or go home immediately.</p> <ul style="list-style-type: none"> • Contact Employee Health Services as per Communicable disease Protocol at: EHS HGH – ext 46307 EHS JH – ext 42314 EHS MUMC – ext 75573 EHS SPH – ext 12204 EHS WLMH – ext 11211 • Inform your leader 	<p>RTW will be based on symptoms resolving, In order to return to work, healthcare workers must be:</p> <ul style="list-style-type: none"> - Fever-free for at least 24 hours - Have not has gastro-intestinal symptoms for at least 48 hours - Other symptoms improving for 24 hours

<p>I have tested positive on a PCR test or Rapid Antigen Test</p>	<ul style="list-style-type: none"> • Contact Employee Health Services as per Communicable disease Protocol at: EHS HGH – ext 46307 EHS JH – ext 42314 EHS MUMC – ext 75573 EHS SPH – ext 12204 EHS WLMH – ext 11211 	<p>Ability to work based on symptoms and evaluated on a case-by-case basis.</p>
<p>I am experiencing symptoms such as: Sore throat, new/worsening cough, shortness of breath.</p>	<p>DO NOT COME TO WORK if you are feeling unwell; can consider working while masked if feeling well enough to do so.</p> <ul style="list-style-type: none"> • Inform your leader if you will be absent from work 	<p>Ability to work based on whether staff is feeling well enough to perform required duties.</p> <p>Wearing a mask prevents transmission to other staff and patients</p>
<p>I am asymptomatic but have been exposed to someone who is symptomatic in my household, or in the community while not wearing a mask.</p>	<p>COME TO WORK</p> <ul style="list-style-type: none"> • Wear a mask at work and self-monitor for symptoms for 10 days from contact 	<p>If symptoms develop as listed above, follow directions above related to reporting and RTW guidelines.</p>