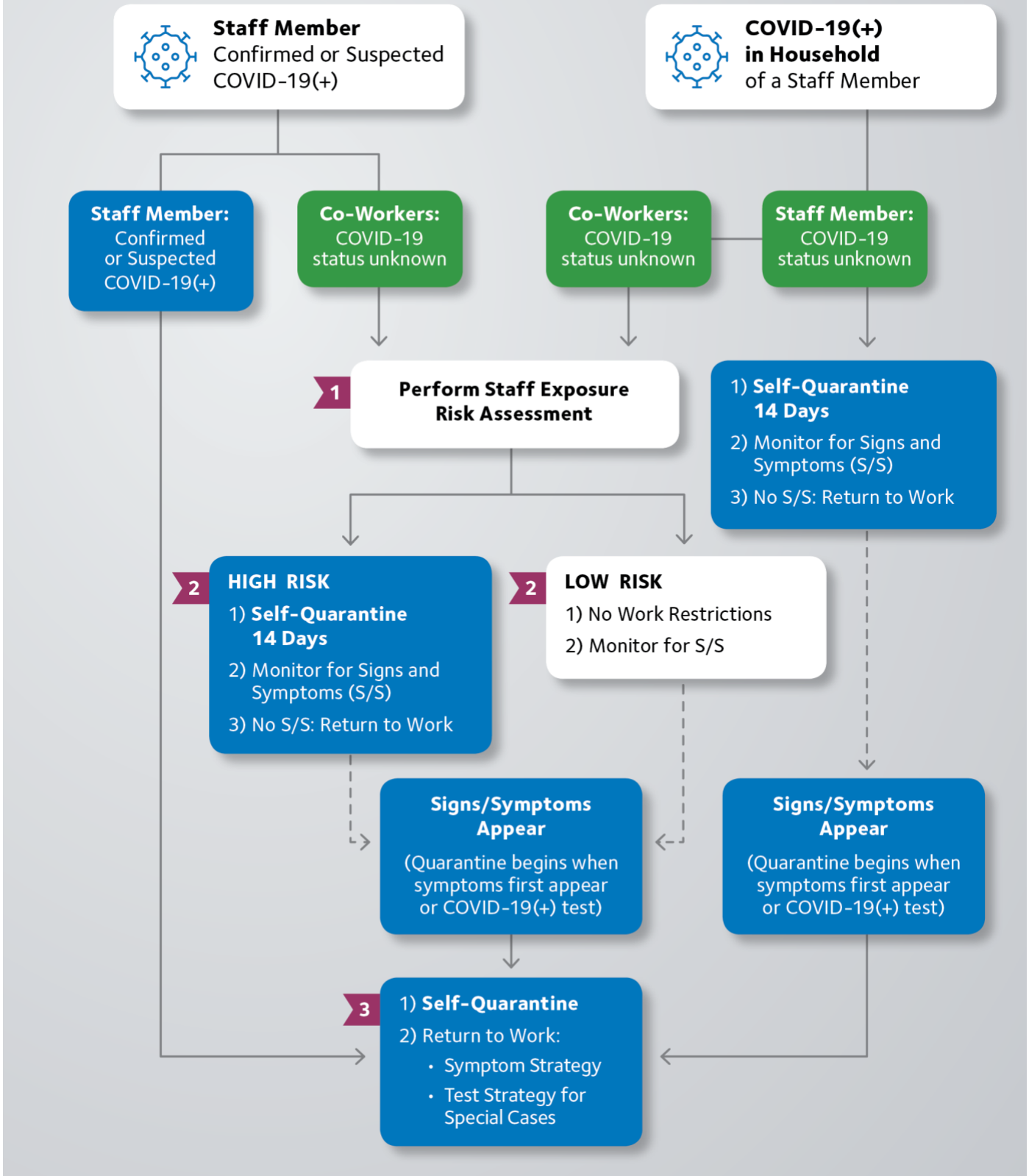
Protocols to Follow if a Staff or Household Member is COVID-19(+)*



*See Additional Office Protocols.

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1 Perform Staff Exposure Risk Assessment

Identify other staff members in contact with COVID-19(+) person

- Note date of last contact
- Perform contact risk assessment

2 Low Risk vs. High Risk Assessment

LOW RISK		
Exposure	**PPE Used**	**Work Restrictions**
☐ Prolonged close contact to person with COVID-19(+) (>15 min, within 6 feet) ☐ Other exposures to COVID-19(+) person	☐ Appropriate PPE worn	• No work restrictions • Continue wearing appropriate PPE • Monitor for S/S of COVID-19
HIGH RISK		
Exposure	**PPE Used**	**Work Restrictions**
☐ Prolonged close contact to person with confirmed COVID-19 (>15 min, within 6 feet)	☐ Appropriate PPE not worn*	• Exclude from work for 14 days after last exposure • Advise staff member to monitor themselves for fever or symptoms consistent with COVID-19 (S/S) • If no S/S, return to work and continue to use appropriate PPE • Any staff member who develops fever or symptoms consistent with COVID-19 should immediately contact their health care provider to arrange for medical evaluation and testing

**For example, staff remove masks and eat lunch together in staff break room.*

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3 Self-Quarantine & Return to Work Strategies

When a staff member has a confirmed or suspected case of COVID-19, follow this table to help guide you in determining when the team member may return to work.

SYMPTOM STRATEGY			
TYPE	**CLINICAL PRESENTATION***	**MINIMAL DAYS IN SELF-QUARANTINE**	**RETURN TO WORK CRITERIA**
SYMPTOMATIC	Mild to moderate illness and not severely immunocompromised	At least 10 days since symptoms first appeared	1. At least 24 hours since last fever without use of fever reducing medication 2. Improved symptoms
	Severe to critical illness or severely immunocompromised	At least 20 days since symptoms first appeared	1. At least 24 hours since last fever without use of fever reducing medication 2. Improved symptoms
ASYMPTOMATIC	Not severely immunocompromised	At least 10 days since first positive viral diagnostic test	N/A
	Severely Immunocompromised	At least 20 days since first viral diagnostic test	N/A
TEST-BASED STRATEGY**			
TYPE	**CLINICAL PRESENTATION****	**MINIMAL DAYS IN SELF-QUARANTINE**	**RETURN TO WORK CRITERIA**
SYMPTOMATIC	**	N/A	1. Resolution of fever without use of fever reducing medication 2. Improved symptoms 3. Negative results of FDA authorized COVID-19 RT-PCR tests from at least two consecutive specimens collected ≥ 24 hours apart.
ASYMPTOMATIC	**	N/A	1. Negative results of FDA authorized COVID-19 RT-PCR tests from at least two consecutive specimens collected ≥ 24 hours apart.

*__Mild illness__: Signs and Symptoms of COVID-19 (S/S) without shortness of breath, dyspnea, or abnormal chest imaging.

__Moderate illness__: Evidence of lower respiratory disease by clinical assessment or imaging and a saturation of O_2 (SpO2) ≥94% on room air at sea level.

__Severe illness__: respirations ≥30 breaths/min., SpO2 ≥94%, ratio of arterial partial pressure of oxygen to fraction of inspired oxygen < 300 mm Hg, or lung infiltrates >50%.

__Critical illness__: Respiratory failure, septic shock, and/or multiple organ dysfunction.

**To be considered if staff needed to return earlier than symptom strategy or for staff who are severely immunocompromised, in consultation with local infectious disease experts

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Additional Office Protocols

Notify Patients Per State Specific Protocol

Be prepared before a staff member reports a confirmed case of COVID-19:

- Determine how patient or staff notifications will be made; include what actions and follow-up advice are recommended.
- Designate staff member responsible for identifying contacts.

Clean and Disinfect Environmental Surfaces in Office

- If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection.
- Apply an EPA-registered, hospital-grade disinfectant to frequently touched surfaces or objects for appropriate contact times as indicated on the product's label.
- For disinfection, use surface-appropriate products that meet EPA's criteria for use against SARS-CoV-2 (the cause of COVID-19), following manufacturer's instructions.

Follow OSHA Reporting Requirements if Infection Resulted from Work Exposure

- Employers with 10 or fewer employees report hospitalization or death.
- Employers with more than 10 employees include incident in the exposure control plan.

OSHA Guidance on Determining Work Exposure

EXPOSURE NOT WORK RELATED	EXPOSURE WORK RELATED
☐ A single employee, job duties do not include having frequent contact with patients	☐ Several cases develop among staff who work closely together and there is no alternative explanation
☐ An employee, outside the workplace, closely and frequently associates with someone who has COVID-19 and who is not a coworker (e.g., a family member, significant other, or close friend) and that individual exposes the employee to the virus during the period in which the individual is likely infectious	☐ It is contracted shortly after lengthy, close exposure to a particular patient or coworker who has a confirmed case of COVID-19 and there is no alternative explanation ☐ An employee's job duties include having frequent, close exposure to the public with ongoing local community transmission and there is no alternative explanation

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Resources

Return to Work Guidelines

- CDC's Criteria for Return to Work for Healthcare Personnel with Suspected or Confirmed COVID-19 (Interim Guidance)

Employee Risk Assessment

- CDC's Interim U.S. Guidance for Risk Assessment and Work Restrictions for Healthcare Personnel with Potential Exposure to COVID-19

Contact Tracing

- Health Departments: Interim Guidance on Developing a COVID-19 Case Investigation and Contact Tracing Plan
- CDC's Clinical Questions about COVID-19: Questions and Answers

Disinfecting

- CDC's Disinfection and Sterilization

OSHA Reporting Work Related COVID Transmission

- OSHA's Revised Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 (COVID-19)
- ADA's Summary of Reporting Work-Related COVID-19 Illnesses for OSHA

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