



TITLE	Prevention and Management of Exposure to COVID-19 amongst Healthcare Personnel and Return to Work Guidance		
TODAY'S DATE	July 29, 2020		
SECTION	<input checked="" type="checkbox"/> Organization Wide	<input type="checkbox"/> PPE	<input type="checkbox"/> OB/GYN
	<input type="checkbox"/> Emergency Department	<input type="checkbox"/> Surgery	
	<input type="checkbox"/> Inpatient	<input type="checkbox"/> Ambulatory	
	<input type="checkbox"/> Nursing	<input type="checkbox"/> Medical staff [physicians and advance care practitioners]	

APPLICABLE LOCATIONS	<input checked="" type="checkbox"/> All Bozeman Health locations <input type="checkbox"/> Bozeman Health Deaconess Hospital <input type="checkbox"/> Big Sky Medical Center	<input type="checkbox"/> Belgrade Clinic + UrgentCare <input type="checkbox"/> Hillcrest Senior Living <input type="checkbox"/> b2 UrgentCare <input type="checkbox"/> b2 MicroCare
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PURPOSE:

To identify and manage Health Care Personnel (HCP) who are positive for COVID-19, have symptoms consistent with COVID-19, or who have been exposed to an individual with COVID-19. To outline practices HCP must follow at all times during the pandemic to avoid exposing themselves or others to SARS-CoV-2.

POLICY/PROTOCOL:

Definitions

- **Health Care Personnel (HCP):** for the purposes of this guidance HCP applies to all individuals employed by or whose services are contracted by the Bozeman Health Enterprise
- **Confirmed COVID-19:** laboratory confirmed with positive test or clinical diagnosis
- **Infectious Period:** Persons infected with COVID-19 have been found to be infectious up to 48 hours prior to the onset of symptoms
- **Incubation period:** the period between the infection of an individual by a pathogen and the manifestation of the illness or disease it causes
- **Isolation:** separates people who are infected with the virus away from people who are not infected
- **Quarantine:** keeps someone who might have been exposed to the virus away from others
- **Quarantine and Isolation Health Order:** an official order issued by the County Health Officer and enforceable pursuant to Sections 50-2-123 and 50-2-124, Montana Code Annotated

Important Contacts

- Employee Health 414-5566
- Employee Health COVID-19 RN 595-2295
- House Supervisor 595-1494
- COVID-19 Hotline 414-2619
- Viral Triage Clinic 414-2640

Mitigating Risk

- All HCP are considered to be at some risk for acquiring COVID-19 through occupational or community exposure during the pandemic. In order to decrease the risk of exposing others and to avoid acquiring COVID-19 from others who may be infectious and asymptomatic or pre-symptomatic all HCP are required to:
 - Self-monitor for fever (subjective or measured temperature of 100.0F or higher) or symptoms consistent with COVID-19 twice daily.
 - Do not come to work if ill, report any symptoms consistent with COVID-19 to Employee Health see the section below titled *Comprehensive Return to Work Guidelines during COVID-19 Pandemic*.
 - Practice social (physical) distancing while at work
 - Avoid being within 6 feet of others for more than 15 minutes at all times.
 - Follow meticulous hygiene practices including frequent hand washing and not touching your face.
 - Wear a mask while at work for source control per the *Universal Masking and Face Covering Policy and Protocol*.

Exposures

- HCP with potential exposure in a healthcare setting to patients, visitors, or other HCP with confirmed COVID-19:

Exposure	PPE Used	Work Restrictions
<ul style="list-style-type: none"> • HCP who had prolonged (>15 mins) close contact (<6ft) with a patient, visitor, or HCP with confirmed COVID-19. <p>or</p> <ul style="list-style-type: none"> • Unprotected exposure to infectious secretions* from a patient, visitor, or HCP with confirmed COVID-19. <p>*(e.g. HCP is coughed on directly, present during AGP without full PPE)</p>	<ul style="list-style-type: none"> • HCP not wearing a PPE mask or respirator • HCP not wearing eye protection (applies only if the person with COVID-19 was not wearing a mask or face covering) • HCP not wearing all recommended PPE during and aerosol-generating procedure (15 min duration does <i>not</i> apply to AGP, <i>any</i> duration without proper PPE is considered an exposure) 	<ul style="list-style-type: none"> • Exclude from work for 14 days after last exposure • Provide GCCHD with HCP name and contact number • HCP must self-monitor for fever (subjective or 100.0°F or higher) or symptoms consistent with COVID-19 • Immediately report any fever or symptoms to Employee Health
<ul style="list-style-type: none"> • HCP other than those with exposure risk described above 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • No work restrictions

Note: Infectious period begins two days before symptom onset or, for asymptomatic confirmed cases, two days following an exposure; if no exposure is identified, two days prior to the positive test.

Testing

- Contact Employee Health if you feel you require COVID-19 testing
- **Positive Test**
 - Exclude from working onsite until meeting the return to work criteria below.



- **Negative Test**

- If symptomatic, follow guidance below for return to work.
- If you are asymptomatic with no exposure risk, you can return to work.
- If exposed or quarantined you *cannot* return to work onsite until released from quarantine regardless of a negative test (typically 14 days after your last exposure to an individual with confirmed COVID-19).

Return to Work Criteria for HCP with Confirmed COVID-19

- HCP with laboratory-confirmed COVID-19 who are **asymptomatic** and are not immunocompromised
 - Exclude from work until:
 - 10 days have passed since the date of their first positive COVID-19 diagnostic test assuming they have not subsequently developed symptoms.
- HCP with confirmed COVID-19 with **mild to moderate illness** who are not immunocompromised
 - Exclude from work until:
 - At least 10 days have passed *since symptoms first appeared* **and**
 - At least 24 hours have passed *since last fever* without the use of antipyretics **and**
 - Symptoms (e.g. cough, shortness of breath) have improved
- HCP with **severe to critical illness** or those who are **severely immunocompromised**
 - Exclude from work until
 - At least 20 days have passed *since symptoms first appeared* **and**
 - At least 24 hours have passed *since last fever* without the use of antipyretics **and**
 - Symptoms (e.g. cough, shortness of breath) have improved
- CDC definitions regarding illness severity and degree of immunocompromise
 - **Mild Illness:** Individuals who have any of the various signs and symptoms of COVID 19 (e.g., fever, cough, sore throat, malaise, headache, muscle pain) without shortness of breath, dyspnea, or abnormal chest imaging.
 - **Moderate Illness:** Individuals who have evidence of lower respiratory disease by clinical assessment or imaging and a saturation of oxygen (SpO2) $\geq 94\%$ on room air at sea level.
 - **Severe Illness:** Individuals who have respiratory frequency >30 breaths per minute, SpO2 $<94\%$ on room air at sea level (or, for patients with chronic hypoxemia, a decrease from baseline of $>3\%$), ratio of arterial partial pressure of oxygen to fraction of inspired oxygen (PaO₂/FiO₂) <300 mmHg, or lung infiltrates $>50\%$.
 - **Critical Illness:** Individuals who have respiratory failure, septic shock, and/or multiple organ dysfunction.
 - **Severely immunocompromised**
 - Some conditions, such as being on chemotherapy for cancer, untreated HIV infection with CD4 T lymphocyte count < 200 , combined primary immunodeficiency disorder, and receipt of prednisone $>20\text{mg/day}$ for more than 14 days, may cause a higher degree of immunocompromise and require actions such as lengthening the duration of HCP work restrictions.



- Ultimately, the degree of immunocompromise for HCP is determined by the treating provider, and preventive actions are tailored to each individual and situation.
- Other factors, such as advanced age, diabetes mellitus, or end-stage renal disease, may pose a much lower degree of immunocompromise and not clearly affect occupational health actions to prevent disease transmission.

Returning to Work

- After returning to work, HCP should:
 - Wear a facemask for source control at all times while in the healthcare facility until all symptoms are completely resolved or at baseline. A facemask (PPE mask, surgical mask) instead of a cloth face covering should be used by these HCP for source control during this time period while in the facility. After this time period, these HCP should revert *Universal Masking and Face Covering Policy and Protocol*.
 - A facemask does not replace the need to wear an N95 or higher-level respirator (or other recommended PPE) when indicated, including when caring for patients with suspected or confirmed COVID-19.
 - N95s or other respirators with an exhaust valve might not provide source control and cannot be used as source control in this circumstance.
 - Self-monitor for symptoms, notify Employee Health if respiratory symptoms recur or worsen.

Comprehensive Return to Work Guidelines during COVID-19 Pandemic

COVID-19 Return to Work Guidelines for HCP			
Symptoms/Exposure	HCP Response?	Can I Work Onsite?	Do I need to stay at home? Additional actions
Any symptom below, which is new or not explained by a pre-existing condition: <ul style="list-style-type: none"> • Fever, Chills, Shivering, Shakes ($\geq 37.8^{\circ}\text{C}/100^{\circ}\text{F}$) • Cough • Sore throat • Difficulty breathing or shortness of breath • Unexplained muscle aches • Feeling unusually weak or fatigued • Loss of sense of smell or taste 	YES	NO	YES <ul style="list-style-type: none"> • Stay home if you are feeling ill • Contact Employee Health for return to work clearance
Have you tested positive for COVID-19?	YES	NO	YES <ul style="list-style-type: none"> • Self-isolate until released by the GCCHD • Contact Employee Health for return to work clearance:



COVID-19 Return to Work Guidelines for HCP

Symptoms/Exposure	HCP Response?	Can I Work Onsite?	Do I need to stay at home? Additional actions
			<ul style="list-style-type: none"> See Return to Work Criteria above for guidelines
Do you have any of the above symptoms and a negative test for COVID-19?	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Stay home if you are feeling ill Contact Employee Health for return to work clearance: <ul style="list-style-type: none"> >24hrs without fever (without use of antipyretics), and illness improving Can return with improving or lingering symptoms
Do you have any of the above symptoms and have not been tested for COVID-19?	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Stay home if you are feeling ill Contact Employee Health for return to work clearance, if untested: <ul style="list-style-type: none"> Apply Return to Work Criteria for confirmed COVID positive HCP (above)
Do you have symptoms and a pending test for COVID-19?	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Stay home if you are feeling ill Self-isolate until test results received, then follow guidelines for either a negative or positive COVID-19 test
Are you asymptomatic with no known exposure (see <i>Exposure</i> below) and have a pending test for COVID-19? (e.g. surveillance test, pre-op test)	YES	YES	NO
<p>In the past 14 days, have you been exposed to COVID-19 at work or in the community?</p> <p><i>Exposure:</i></p> <ul style="list-style-type: none"> Prolonged (>15 min) close contact (<6 ft) with an individual with confirmed COVID-19 <p>or</p> <ul style="list-style-type: none"> Unprotected exposure to infectious secretions from an individual with confirmed COVID-19 	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Stay home and quarantine for 14 days following your last exposure Monitor for symptoms twice daily Abide by GCCHD quarantine order Contact Employee Health if you develop any symptoms Contact Employee Health for return to work clearance
Have you been issued an Isolation and Quarantine order by the	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Abide by Health Order



COVID-19 Return to Work Guidelines for HCP

Symptoms/Exposure	HCP Response?	Can I Work Onsite?	Do I need to stay at home? Additional actions
Gallatin City-County Health Department (GCCHD)?			<ul style="list-style-type: none"> Stay home and monitor for symptoms twice daily Contact Employee Health if you develop any symptoms Contact Employee Health for return to work clearance
Do you live with someone who has been diagnosed with COVID-19 or has a pending test for COVID-19?	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Self-isolate until test results come back If their test is positive, you cannot work onsite <ul style="list-style-type: none"> Contact Employee Health for return to work clearance Follow guidelines for exposed If their test is negative, you may return to work if not ill
In the past 14 days have you travelled internationally?	YES	NO	<p>YES</p> <ul style="list-style-type: none"> Self-isolate for 14 days and self-monitor for symptoms twice daily Contact Employee Health if symptoms develop Contact Employee Health for return to work clearance A negative test does <i>not</i> clear you for return to work

NOTES:

- If you are self-isolating or in quarantine you may leave your home to seek medical care. Please call ahead and make an appointment with your primary care provider, urgent care or the COVID hotline if not an emergency. If you are experiencing severe symptoms that require emergency care, call 911 and inform the dispatcher of your COVID-19 status.
- The exposure window is two days (48 hours) before symptom onset if the person with COVID-19 is symptomatic. If the person with COVID-19 is asymptomatic, they should be considered infectious two days following an exposure (defined above) or two days prior to the positive test.
- Exposures can also occur from a suspected case of COVID-19 or from a person under investigation (PUI) when testing has not yet occurred or if results are pending. Work restrictions described in this guidance should be applied to HCP exposed to a PUI if test results for the PUI are not expected to return within 48 to 72 hours.
- Exceptions may be applied if Bozeman Health Incident Command and Executive team have officially designated contingency or crisis practices for staffing. These staffing exceptions would be implemented in accordance with the CDC guidelines: Strategies to Mitigate HCP Staffing Shortages.

OTHER POLICIES/PROTOCOLS TO REFERENCE:

Universal Masking and Face Covering Policy and Protocol.

REFERENCES:

1. <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>
2. <https://www.cdc.gov/coronavirus/2019-ncov/php/risk-assessment.html>
3. <https://www.cdc.gov/coronavirus/2019-ncov/travelers/map-and-travel-notice.html>

SCOPE:

We anticipate these adjustments to be temporary and reserve the right to revise or discontinue these adjustments with or without notice depending on the current understanding and/or business needs of Bozeman Health relating to COVID-19.