

BILH Return to Work for Healthcare Personnel with COVID-19 Infection

The following updated Return to Work guidance applies to all healthcare personnel (HCP)* returning to work after confirmed or suspected Coronavirus Disease-2019 (COVID-19). All HCP returning after confirmed or suspected COVID-19 require contact with Employee Health prior to resuming work onsite.

Table 1. Return to Work Criteria for HCP returning from confirmed or suspected COVID-19, regardless of vaccination status.

Initial COVID-19 Test Result	Exclude from on-site work until
<p>COVID-positive by PCR or antigen test, Symptomatic^{1,2}</p>	<ul style="list-style-type: none"> At least 24 hours have passed since resolution of fever without the use of fever-reducing medications; improvement in all other symptoms, or return to pre-COVID-19 baseline; and feels well enough to work, AND At least 7 days have passed since date symptoms first appeared (Day 0). Return on Day 8. <p>HCP who are severely immunocompromised³ or were hospitalized for the treatment of COVID-19: at least 20 days have passed since date symptoms first appeared (Day 0). Return on Day 21, OR tests negative on two (2) consecutive COVID-19 tests (molecular test or antigen test) performed at least 24 hours apart.</p>
<p>COVID-positive by PCR or antigen test, Asymptomatic</p>	<ul style="list-style-type: none"> At least 7 days have passed since the date of first positive COVID-19 test (Day 0), assuming they have not subsequently developed symptoms since their positive test. Return on Day 8. <p>HCP severely immunocompromised³: at least 20 days have passed since date of first positive COVID-19 test (Day 0). Return on Day 21, OR tests negative on two (2) consecutive COVID-19 tests (molecular test or antigen test) performed at least 24 hours apart.</p>
<p>COVID-negative by PCR only</p>	<ul style="list-style-type: none"> At least 24 hours have passed since resolution of fever and other systemic symptoms without the use of fever-reducing medications AND Improvement in all other symptoms (e.g., cough, shortness of breath), or return to baseline. If HCP has an alternate diagnosis (e.g., tested positive for influenza, concern for norovirus), criteria for return to work should be based on that diagnosis. <p><i>Additional considerations:</i></p> <ul style="list-style-type: none"> Under certain circumstances, such as known exposure to a person with COVID-19 or persistent/worsening symptoms, repeat testing for COVID-19 (by PCR or antigen) may be indicated. If under local DPH quarantine for any reason, then may need to remain out for a longer period pending discussion with DPH.

- Symptomatic is defined as having a fever (temp 100.4°F or higher) or feverishness, cough, shortness of breath, sore throat, muscle aches, nausea, vomiting, diarrhea, headache, excessive fatigue, nasal congestion and/or loss of smell/taste.
- Suspected COVID-19 but awaiting test result or never tested: follow instructions for COVID-positive, symptomatic.
- Severely immunocompromised for the purpose of this guidance is defined as being on chemotherapy for cancer, being within one year out from receiving a hematopoietic stem cell or solid organ transplant, untreated HIV infection with CD4 T lymphocyte count < 200, combined primary immunodeficiency disorder, and receipt of prednisone >20mg/day (or equivalent) for more than 14 days.

After returning to work, HCP should:

- Wear a mask at all times while in the facility, including break rooms, unless eating or replaced by a respirator until 10 days have passed since positive test. When eating, must sit **at least 6 feet** from other staff and consider staggering breaks as much as possible to avoid exposure to others.
- Self-monitor for symptoms while completing the required daily symptom reporting.
- If symptoms worsen or develop, HCP must cease work immediately and contact Employee Health to arrange for prompt testing for COVID-19.

*HCP: Includes all BILH employees, employed and affiliated physicians, students, volunteers, and anyone entering to work/observe in the hospital/business unit