



COVID-19 RESPONSE PROTOCOL

Return to Work Guidelines for All Employees Except LTC

TYPE OF EXPOSURE	REQUIREMENTS FOR EMPLOYEE TO RTW		
	Employee Asymptomatic	Negative Test	Positive Test
Lab-Confirmed Household Contact	Test employee within 24 hours. While awaiting test results employee can work.	Monitor for COVID symptoms daily- cough, shortness of breath, chills, persistent headache, persistent fatigue, muscle pain, sore throat, recent loss of taste or smell, and diarrhea), and take temperature twice a day including prior to leaving for work for 14 days. ▪ Call manager and hotline if temp $\geq$ 100 degrees or develops symptoms. Hotline will order repeat test if employee meets testing criteria. ▪ Practice diligent hand hygiene and wear a surgical face mask at all times. ▪ Ear loop masks cannot be removed in break areas, dictation rooms, medical staff lounges, locker rooms, or other common areas. ▪ Cannot be in unmasked in the presence of another colleague. ▪ Maintain self-isolation/distance when at home for 14 days. If at work when fever or respiratory symptoms develop, the employee should immediately notify their supervisor, go home and call hotline. The employee who provides direct patient care during this 14-day period and test is negative, should: ▪ Avoid seeing high-risk immunocompromised patients if possible. (see category below)	If asymptomatic, 10 days from positive test date. 10 days from onset of symptoms AND 24 hours fever free with significant improvement in other symptoms. If employee is severely immunocompromised* or had been admitted to the ICU, escalate to physician advisor.

REQUIREMENTS FOR EMPLOYEE TO RTW			
Type of Exposure	Employee Asymptomatic	Negative Test	Positive Test
Symptomatic Household Contact- <u>not yet tested</u>	No work restrictions until further evaluation from household member test results.	Employee living with someone who has symptoms consistent with COVID-19 should separate themselves from the ill household member, wear mask within the home as much as possible. The household member should be tested. Monitor for COVID symptoms daily- cough, shortness of breath, chills, persistent headache, persistent fatigue, muscle pain, sore throat, recent loss of taste or smell, and diarrhea), and take temperature twice a day including prior to leaving for work for 14 days. ▪ Call manager and hotline if temp $\geq$ 100 degrees or develops symptoms. Hotline will order repeat test if employee meets testing criteria. ▪ Practice diligent hand hygiene and wear a surgical face mask at all times. ▪ Ear loop masks cannot be removed in break areas, dictation rooms, medical staff lounges, locker rooms, or other common areas. ▪ Cannot be in unmasked in the presence of another colleague. ▪ Maintain self-isolation/distance when at home for 14 days. If at work when fever or respiratory symptoms develop, the employee should immediately notify their supervisor, go home and call hotline. The employee who provides direct patient care during this 14-day period and test is negative, should: ▪ Avoid seeing high-risk immunocompromised patients if possible.(see category)	If household member test positive refer to: Lab-Confirmed of Household Contact



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Type of Exposure	Employee Asymptomatic	Negative Test	Positive Test
Community exposure to person with positive test. Exposure defined as within six feet, greater than 15 minutes cumulative within a 24-hour period, and neither person has a mask.	Test employee within 24 hours. While awaiting test results employee can work.	Return to work Call manager and hotline if temp $\geq$ 100 degrees or if symptoms develop. Hotline may order repeat test. Monitor for COVID symptoms daily- cough, shortness of breath, chills, persistent headache, persistent fatigue, muscle pain, sore throat, recent loss of taste or smell, and diarrhea), and take temperature twice a day including prior to leaving for work for 14 days. ▪ Call manager and hotline if temp $\geq$ 100 degrees or develops symptoms. Hotline will order repeat test if employee meets testing criteria. ▪ Practice diligent hand hygiene and wear a surgical face mask at all times. ▪ Ear loop masks cannot be removed in break areas, dictation rooms, medical staff lounges, locker rooms, or other common areas. ▪ Cannot be in unmasked in the presence of another colleague. ▪ Maintain self-isolation/distance when at home for 14 days. If at work when fever or respiratory symptoms develop, the employee should immediately notify their supervisor, go home and call hotline. The employee who provides direct patient care during this 14-day period and test is negative, should: ▪ Avoid seeing high-risk immunocompromised patients if possible.(see category)	10 days from onset of symptoms AND 24 hours fever free with significant improvement in other symptoms. If asymptomatic, 10 days from test date. If employee is severely immunocompromised* or had been admitted to the ICU, escalate to physician advisor.



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Type of Exposure	Employee Asymptomatic	Negative Test	Positive Test
Contact of a Contact Defined as employee has interaction with a person who has had interaction with a person who tested positive. (3rd Removed)	Employee will continue to work.	No testing required Monitor for COVID symptoms daily- cough, shortness of breath, chills, headache, muscle pain, sore throat, or loss of taste or smell), and take temperature twice a day including prior to leaving for work.	
Healthcare Facility Exposure (Employee to Employee, Patient to Employee) Exposure is defined as: HCP who had prolonged close contact (within 6 feet, greater than 15 minutes cumulatively in a 24 hour period) with a patient, visitor, or employee with confirmed COVID-19 If health care worker not wearing N-95 or ear loop mask. If health care worker not wearing eye protection if the person with COVID-19 was not wearing mask If health care worker not wearing all recommended PPE while performing an aerosol-generating procedure (for any period of time) with confirmed COVID	Employee will continue to work. Test needs to be performed at 7 days VMGRES@virtua.org will receive a message automatically from App. VMG resp. team will call employee and schedule testing.	Monitor for COVID symptoms daily- cough, shortness of breath, chills, persistent headache, persistent fatigue, muscle pain, sore throat, recent loss of taste or smell, and diarrhea), and take temperature twice a day including prior to leaving for work for 14 days. ▪ Call manager and hotline if temp>= 100 degrees or develops symptoms. Hotline will order repeat test if employee meets testing criteria. ▪ Practice diligent hand hygiene and wear a surgical face mask at all times. ▪ Ear loop masks cannot be removed in break areas, dictation rooms, medical staff lounges, locker rooms, or other common areas. ▪ Cannot be in unmasked in the presence of another colleague. ▪ Maintain self-isolation/distance when at home for 14 days. If at work when fever or respiratory symptoms develop, the employee should immediately notify their supervisor, go home and call hotline.	If asymptomatic, 10 days from test date. 10 days from onset of symptoms AND 24 hours fever free with significant improvement in other symptoms. If employee is severely immunocompromised* or had been admitted to the ICU, escalate to physician advisor.

* Severely immunocompromised conditions may include:

Category A: Patient with transplant patient or neutropenic patient **Category B:** Patient with active cancer or on/receiving chronic biologic modifier

*Common examples include Humira, Rituxan, Enbrel, Remicade, Stelara, Entyvio, Keytruda, Opdivo, Libtayo, Interleukin-2, and Alpha Interferon



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This document collates CDC, CMS, other professional society (where available) & institutional guidelines and offers guidance for treatment of COVID 19 disease while minimizing risk to staff. This is an evolving area, in some cases without definitive evidence that underwent multi-disciplinary discussion. This has been approved for posting on the Virtua COVID-19 Policy and Procedure SharePoint site by QIPCC, effective beginning March 9, 2020 (with the implementation of Virtua's Emergency Operations Plan) until further notice. The guidance in this document applies to all Virtua care locations as applicable to the service provided, unless otherwise specified.