

# MANAGEMENT OF COVID-EXPOSED AND COVID-POSITIVE STAFF DURING CRISIS STAFFING LEVEL

- This guidance is based on most up-to-date CDC recommendations for isolation and quarantine of health care workers and staffing levels. This guidance is dynamic and subject to change.
- All PPE requirements apply. Staff are reminded NOT to remove PPE in presence of others if they are allowed to stay at work
- **Staff with moderate to severe immunocompromise who are COVID-positive and symptomatic must contact COVID Employee Exposure Response Team (CEERT) for clearance to return to work**
- **Please note that we have incorporated the use of N95s into this document. There are two different categories regarding the use of N95s.**
  - **Source control = Protects others; infected or exposed staff wear during possible contagious period (no fit testing required). Do NOT wear CAPRS/PAPR for this purpose**
  - **PPE = Protects staff member; N95/respirator (fit testing required) to be worn by staff according to our usual guidance to prevent COVID infection. No changes.**
- **\*Day 0 depends on the category: 1) Date of positive test if infected and no symptoms, or 2) Date of onset of symptoms if present, or 3) last date of exposure**

	Category	TESTING	Manager Action	PPE/Source Control	RTW	Contact EERT?
<b>ASYMPTOMATIC EXPOSED STAFF</b>						
1	<b>Fully vaccinated (and boosted if meet criteria) staff</b>	None needed	Until Day 14*: 1)Ensure understanding and appropriate use of N95/respirator as described in PPE column.  2)Ensure symptom monitoring. Employee must leave work if symptoms develop	Until Day 14* -N95 as source control (no fit testing required) for all interactions with patients and other staff  -PPE N95(fit tested) required for all AGPs and care of COVID-positive patients	No work restrictions, unless symptoms develop (follow row 3)	No
2	<b>Vaccinated more than 5 months ago but NOT yet boosted OR COVID vaccine exempted staff</b>	Schedule PCR test on Day 7*. IF POSSIBLE. Home test/antigen test, if positive, is acceptable. If negative, not acceptable	Until Day 14*: 1)Ensure understanding and appropriate use of N95/respirator as described in PPE column.  2)Ensure symptom monitoring. Employee must leave work if symptoms develop  COVID vaccination exempt staff follow accommodation guidance	Until Day 14* -N95 as source control (no fit testing required) for all interactions with patients and other staff  -PPE N95 (fit tested) required for all AGPs and care of COVID-positive patients	No work restrictions, unless symptoms develop (follow row 3)	No

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<b>SYMPTOMATIC STAFF WITH NO TEST YET, REGARDLESS OF VACCINE STATUS</b>					
3	PCR test IF POSSIBLE. Home test/antigen test, if positive, is acceptable. If negative, not acceptable	For staff who test negative, return to work in accordance with the Infectious Diseases and Work Restrictions Employee policy in Compliance 360	After return to work (RTW), follow PPE column as appropriate based on return to work row. If COVID is ruled out, then follow usual guidance for PPE.	Stay home and follow instructions: 1) If PCR test or home antigen test is positive, then follow row 5 or 6 for RTW 2) If PCR test is negative, follow “Infectious Disease and Work Restrictions”, Employee policy in Compliance 360. 3)If unable to test, or if only home antigen test is negative, then follow row 5 for RTW.	No
Category	TESTING	Manager Action	PPE/Source Control	RTW	Contact EERT?
<b>STAFF TESTING POSITIVE FOR COVID-19 REGARDLESS OF VACCINATION STATUS</b>					
4	<p>N/A already done.</p> <p>If obtained outside of MultiCare, save test results to upload in the future to employee record.</p>	<p>Until day 10*:</p> <ul style="list-style-type: none"> <li>-Ensure employees are symptom monitoring and completing the appropriate symptom attestation form.</li> <li>-If symptoms develop send home and follow row 5 or 6.</li> <li>-Monitor that staff wear appropriate PPE/source control</li> <li>- DO NOT take breaks with others.</li> <li>-If possible, assign to non-clinical role.</li> </ul> <p>IF working with patients:  <span style="color: red;">Do NOT assign to care for immunocompromised patients</span>                      Prioritize patient assignments in this order as possible:                      1) COVID positive /COVID rule out patients                      2) vaccinated patients                      3)all other patients.                      Managers may choose to make other exceptions based on</p>	<p>Until day 10*</p> <ul style="list-style-type: none"> <li>-N95 as source control (no fit testing required) for all interactions with patient and other staff</li> <li>-<u>PPE</u> N95(fit testing required) required for all AGPs and care of COVID-positive or rule- out patients</li> </ul>	No work restriction, unless symptoms develop (follow row 5 or 6)	NO

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			patient risk and staff availability.			
<b>5</b>	<b>Positive staff with mild to moderate illness (managed as outpatient)</b>	N/A. Already done.  If obtained outside of MultiCare, save test results to upload in the future to employee record.	<p>Until Day 10*:</p> <ul style="list-style-type: none"> <li>-Monitor that staff wear appropriate PPE</li> <li>-DO not take breaks with others.</li> <li>-If symptoms worsen, staff need to return home and contact CEERT</li> <li>-If possible, assign to non-clinical role. IF working with patients: <b>Do NOT assign to care for immunocompromised.</b></li> <li>-Prioritize patient assignments in this order as possible:                             <ol style="list-style-type: none"> <li>1) COVID positive /COVID rule out patients</li> <li>2) vaccinated patients.</li> <li>3)all other patients</li> </ol> </li> </ul> <p>Managers may choose to make other exceptions based on patient risk and staff availability.</p>	<p>Until Day 10*</p> <ul style="list-style-type: none"> <li>-N95 as source control (no fit testing required) for all interactions with patient and other staff</li> </ul> <p><u>PPE</u> N95 (fit testing required) required for all AGPs and care of COVID-positive or rule- out patients</p>	RTW as soon as it has been 24 hours with no fever AND with symptoms improving	<p>NO</p> <p style="color: red;">Unless symptoms worsen, return home and contact CEERT</p>
<b>6</b>	<b>Positive staff with severe to critical illness (requiring hospitalization)</b>	N/A. Already done.  If obtained outside of MultiCare, save test results to upload in the future to employee record.	<p>Ensure upon return to work, wear appropriate PPE and if possible, assign to COVID-positive patient</p> <p>Fit tested N95 highly recommended</p>	<u>PPE</u> N95 (fit testing required) required for all AGPs and care of COVID-positive or rule-out patients	Return to work no sooner than day 10 if symptoms are improving AND no fever in 24 hours	Yes. CEERT needs to clear for RTW

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/mitigating-staff-shortages.html>