

Standard Operating Procedures

Clinical Safety Procedure #66 – Return to work criteria for employees with confirmed or suspected COVID-19	
Date Implemented: 4/24/2020	Revision Date: 5/7/2020

A. Purpose

Ensuring that employees with confirmed or suspected COVID-19 are no longer contagious before returning to work is critical to protecting patients and co-workers from the virus.

B. Scope

Employees with confirmed or suspected COVID-19 must meet the CDC return to work criteria before resuming their job duties.

Employees who are symptomatic with suspected or confirmed COVID-19 will be excluded from work based on one of the following strategies.

- **Symptom-based Strategy**
 - At least 3 days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications **and** improvement in respiratory symptoms (i.e. cough, shortness of breath), **and**
 - At least 10 days have passed since symptoms first appeared
- **Test-based Strategy**
 - Resolution of fever without the use of fever-reducing medications, **and**
 - Improvement in respiratory symptoms (i.e. cough, shortness of breath), **and**
 - Negative results of an FDA Emergency Use Authorized COVID-19 molecular assay for COVID-19 for the detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected ≥ 24 hours apart (total of two negative specimens).

Employees with laboratory-confirmed COVID-19 who have not had symptoms will be excluded from work based on one of the following strategies.

- **Time-based Strategy**
 - 10 day have passed since the date of their first positive COVID-19 diagnostic test assuming they have not subsequently developed symptoms since their positive test. If they have developed

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symptoms, then the **symptom-based** or **test-based strategy** will be used.

- **Test-Based Strategy**
 - Negative results of an FDA Emergency Use Authorized COVID-19 molecular assay for COVID-19 for the detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected ≥ 24 hours apart (total of two negative specimens).

When returning to work, employees will:

- Wear a facemask for source control at all times while in the healthcare facility until all symptoms are completely resolved.
 - 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.
- Self-monitor for symptoms, and seek re-evaluation from occupational health if respiratory symptoms recur or worsen

C. Responsibility/Affected Employees

All employees

D. Personal Protective Equipment

N/A

E. Definitions & Abbreviations

CDC – Centers for Disease Control and Prevention

F. Resources

CDC Criteria for Return to Work for Healthcare Personnel with Confirmed or Suspected COVID-19: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html>