

## Health Care Worker Guidelines

Revised October 5, 2022

### Return to work for health care workers INFECTED with COVID-19

| Vaccination status        | Conventional                                                                                                                                                                                                                                                                                                                                                                                         | Contingency                                                                                                                                                                                                                                                                                                                      | Crisis                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Up to date/Not up to date | <p>Return to work on <b>day 7</b> if your point-of-care test (POCT) is negative. If your POCT result is still positive, test daily until you have a negative result or until day 10, whichever comes first.</p> <ul style="list-style-type: none"> <li>You must not have a fever and your symptoms must be improving.</li> <li>You must <a href="#">work isolate</a> until <b>day 10</b>.</li> </ul> | <p>Return to work on <b>day 6</b> if your POCT test is negative <b>OR</b> return to work on <b>day 7</b> regardless of the POCT result.</p> <ul style="list-style-type: none"> <li>You must not have a fever and your symptoms must be improving.</li> <li>You must <a href="#">work isolate</a> until <b>day 10</b>.</li> </ul> | <p>Return to work before <b>day 7</b> regardless of the POCT result, making sure to follow the protection measures below:</p> <ul style="list-style-type: none"> <li>You must not have a fever and your symptoms must be improving;</li> <li>You must <a href="#">work isolate</a> until <b>day 10</b>;</li> <li>Whenever possible, prioritize care to active COVID-19 cases or cases that have recovered from it within the last 90 days;</li> <li>Do not provide care to immunocompromised patients.</li> </ul> |

**NOTE:** In the event of COVID-19 infection, **day 0** is the date on which symptoms appeared if you are symptomatic or the date of your first positive result if you are asymptomatic. The onset of symptoms must be clear to use this parameter. Watch for symptoms! If you develop symptoms of COVID-19, book an appointment for a PCR test by submitting [form RA-198E](#).

### Health care workers EXPOSED to a confirmed case of COVID-19 (community or household exposures)

| Vaccination status        | Conventional                                                                                                                                                                                       | Contingency | Crisis |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------|
| Up to date/Not up to date | <p>You must <a href="#">work isolate</a> until <b>day 10</b>.<br/>Book an appointment for a PCR test on day 5 by submitting <a href="#">form RA-198E</a>.<br/>Perform POCT on days 1, 3 and 7.</p> |             |        |

**NOTE:** Close contact is contact without a mask, at less than six feet apart, for more than 15 minutes (cumulative within a single day) with a positive case. **Day 0** is considered the date of your last contact with the positive case (community or occupational exposure) or the date of the positive result of the contact (household exposure). Watch for symptoms! If you develop symptoms of COVID-19, book an appointment for a PCR test by submitting [form RA-198E](#).

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### Recommendations regarding tests in relation to workplace exposures and outbreaks

| Workplace exposures                                                                                                                                                                                                                                                                           | Tests required if exposed to a confirmed case                                                                                                                                                                                                                                                          | Additional recommendations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>We notified you that you were exposed to a positive case of COVID-19 (patient or employee) <b>in the workplace</b>.</p> <p>The <b>start date of contagiousness</b> is considered to be two days before the appearance of symptoms or the date on which the screening test is positive.</p> | <p>The day on which you learn that you were exposed, book an appointment for a PCR test by submitting form <a href="#">RA-198E</a> and book another appointment for day 5 after your initial test.</p> <p><b>Vaccination status up to date/not up to date</b><br/>Perform POCT on days 1, 3 and 7.</p> | <p>Watch for symptoms! If you develop symptoms of COVID-19, book an appointment for a PCR test by submitting <a href="#">form RA-198E</a>.</p> <p>When there is an <b>outbreak on the unit</b> in which you work, it is important that you continue to follow the measures and protocols established by the Infection Prevention and Control Department. The personal protective equipment (PPE) protocols help limit the spread of the virus and protect vulnerable patients.</p> <p>When an outbreak is declared, it is strongly recommended that you book an appointment for a <b>PCR test at that time as well as on days 5 and 10</b> by submitting <a href="#">form RA-198E</a>.</p> <p>Additional measures may be necessary to control the spread on units where there is an outbreak. Thank you for your cooperation.</p> |

**NOTE:** The risk of contracting COVID-19 increases based on the length of exposure, intensity of exposure (i.e., an aerosol-generating medical procedure) and adherence to personal protective equipment protocols established by the Infection Prevention and Control Department. Please be safe and follow required testing. *Watch for symptoms! If you develop symptoms of COVID-19, book an appointment for a PCR test by submitting [form RA-198E](#).*

# INFLUENZA GUIDELINES

Revised: December 1, 2022

## Return to work for health care workers INFECTED with INFLUENZA

| Conventional                                                    | Contingency and Crisis                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Return to work on the <b>7th day</b> from the onset of symptoms | Early return to work prior to the <b>7th day</b> from onset of symptoms <b>IF:</b> <ul style="list-style-type: none"><li>• <b>No fever for 24 hours</b> without use of fever reducing medication <b>AND</b> symptoms improving;</li><li>• Must <b>work isolate</b> until day 7 is reached;</li><li>• Whenever possible, prioritize care to patients with influenza;</li><li>• Do not care for patients with immunocompromised status.</li></ul> |

**NOTE:** Day zero is the date of the onset of symptoms, and HCWs who test positive for influenza must notify their manager.