

Occupational Health Return to Work Criteria for Common Communicable Diseases for All SAH Health Care Workers

SAH employees, physicians, and volunteers must report their symptoms to Occupational Health at x4317 or healthnurse@sah.on.ca

Illness	Symptoms	Return to Work Criteria
Cold-like	<p>One or more of the following: Fever, cough, chills, shortness of breath, olfactory/taste disorder (change in taste or smell), sore throat</p> <p>OR</p> <p>Two or more of the following: Fever, chills, cough, shortness of breath, olfactory/taste disorder (change in taste or smell), sore throat, rhinorrhea, nasal congestion, headache, gastro symptoms (nausea, vomiting, diarrhea, and/or abdominal pain), fatigue/lethargy (unexplained/long lasting), malaise, arthralgia, myalgia, conjunctivitis</p> <p>Note for gastro symptoms: If nausea/vomiting/diarrhea/abdominal pain, but no other symptoms, then not considered to be experiencing COVID-19 symptoms. Return to work when 48h symptom-free.</p>	<p>Excluded from work until:</p> <ol style="list-style-type: none"> 1) Respiratory symptoms have been improving for at least 24 hours; AND 2) Afebrile for 24 hours; AND 3) Any vomiting or diarrhea ended at least 48 hours ago; AND 4) Worker feels well enough to return to work; AND 5) Practice work self-isolation for 10 days after symptom onset, regardless of whether symptoms have resolved. <p>NOTE: If working in an area with a COVID-19 outbreak, also requires a negative COVID-19 Rapid Antigen Test (RAT) two days in a row. If persistently testing RAT positive, the worker can return to work on the 10th day after their symptoms first started, as long as they meet criteria #1-4 above.</p>
Influenza-like	<p>Fever, cough, and one or more of the following: headache, sore throat, arthralgia, myalgia, fatigue/lethargy (unexplained/long lasting)</p>	<p>Return to work on day 6 after onset of symptoms if meeting these criteria:</p> <ol style="list-style-type: none"> 1) Respiratory symptoms have been improving for at least 24 hours; AND 2) Afebrile for 24 hours; AND 3) Any vomiting or diarrhea ended at least 48 hours ago; AND 4) Worker feels well enough to return to work; AND 5) Practice work self-isolation for 10 days after symptom onset, regardless of whether symptoms have resolved. <p>NOTE: If working in an area with a COVID-19 outbreak, also requires a negative COVID-19 Rapid Antigen Test (RAT) two days in a row. If persistently testing RAT positive, the worker can return to work on the 10th day after their symptoms first started, as long as they meet criteria #1-4 above.</p>
Streptococcal pharyngitis (Strep throat)	<p>Fever, sore throat, difficulty swallowing, fever, red and swollen tonsils, exudate (white patches) on tonsils, swollen lymph nodes in the neck region</p>	<p>Excluded from work until:</p> <ol style="list-style-type: none"> 1) Afebrile for 24 hours; AND 2) All symptoms are improving for at least 24 hours; AND 3) It has been at least 24 hours since starting appropriate antibiotics; AND 4) Worker feels well enough to return to work; AND 5) Practice work self-isolation for 10 days after symptom onset, regardless of whether symptoms have resolved. <p>NOTE: If working in an area with a COVID-19 outbreak, also requires a negative COVID-19 Rapid Antigen Test (RAT) two days in a row. If persistently testing RAT positive, the worker can return to work on the 10th day after their symptoms first started, as long as they meet criteria #1-4 above.</p>

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Illness	Symptoms	Return to Work Criteria
Conjunctivitis (bacterial)	Redness and discharge from the eyes or crusting of the eyelids	Excluded from work for the duration of symptoms.
Hand, Foot, and Mouth Disease	Symptoms in adults initially can include fever, sore throat, rhinorrhea, loss of appetite, followed by development of blisters and/or a rash with red sores, typically on the hands, feet and mouth.	<p>Excluded from work until:</p> <ol style="list-style-type: none"> 1) Afebrile for 24 hours; AND 2) Any blisters have healed (e.g. are no longer filled with fluid); AND 3) All other symptoms are improving for at least 24 hours; AND 4) Worker feels well enough to return to work; AND 5) Practice work self-isolation for 10 days after symptom onset, regardless of whether symptoms have resolved. <p>NOTE: If working in an area with a COVID-19 outbreak, also requires a negative COVID-19 Rapid Antigen Test (RAT) two days in a row. If persistently testing RAT positive, the worker can return to work on the 10th day after their symptoms first started, as long as they meet criteria #1-4 above.</p>
Enteric Illness (norovirus-like)	Symptoms include, but not limited to sudden onset of nausea, vomiting, diarrhea, abdominal pain, headache, chills, fever, fatigue, and myalgia	<p>Excluded from work until:</p> <ol style="list-style-type: none"> 1) Any vomiting and diarrhea ended at least 48 hours ago (or if diarrhea is not present, vomiting ended at least 24 hours ago); AND 2) Worker feels well enough to return to work.
Shingles (Herpes Zoster)	Localized, blistering rash. Can be preceded by pain, itching, tingling, fever, headache and/or chills.	<p>Can return to work immediately as long as:</p> <ol style="list-style-type: none"> 1) NOT diagnosed with disseminated zoster**; 2) Practices good hand hygiene; 3) Lesions are covered or in an area that will not be in contact with a patient (e.g. face); 4) Works in Maternity, Pediatrics, NICU, Renal or ADCP; 5) Returns to work when all lesions have dried and crusted over. <p>**Workers with disseminated zoster are excluded from work anywhere in the hospital until lesions are dried and crusted.</p>

Definitions:

Work Self-Isolation: Worker will wear a surgical or N95 mask when in any public or shared space and when required by policy. Worker must also endeavor to take breaks alone in order to avoid taking off their mask in the presence of others.