

Healthcare Worker Protocol: Development of COVID-19 Symptoms

Should a healthcare worker (HCW) develop Influenza like illness symptoms, potentially consistent with the COVID-19 virus, this protocol shall be followed. Symptoms are listed here: [COVID-19 Reference Document for Symptoms](#)

The process below applies to employees and physicians. Students, learners, contractors and volunteers who develop symptoms while on site are to immediately put on a mask, leave their area as soon as it is safe to do so, proceed home to self-isolate and contact their educational institution, employer or volunteer resources.

Protocol:

- 1) HCWs must monitor themselves for symptoms.
- 2) If the HCW develops symptoms, as outlined above, the HCW shall do the following:

If Healthcare Worker Develops Symptoms at Work:	If Healthcare Worker Develops Symptoms at Home:
<ol style="list-style-type: none"> a) If HCW develops symptoms at work, the HCW is to immediately put on a mask, leave their area and/or stop providing care as soon as it is safe to do so, leave work/go home and self-isolate. b) HCW is to call Occupational Health at extension 4317 as soon as reasonably possible. HCW cannot return to work until cleared by Occupational Health. c) If after hours, HCW to leave a message and Occupational Health will reach out the next morning. 	<ol style="list-style-type: none"> a) If HCW develops symptoms at home, the HCW is to self-isolate. b) HCW is to call Occupational Health at extension 4317 as soon as reasonably possible. HCW cannot return to work until cleared by Occupational Health. c) If after hours, HCW to leave a message and Occupational Health will reach out the next morning.

- 3) HCWs with symptoms will be considered suspected COVID-19, unless ruled out through clinical assessment.
- 4) Occupational Health will call the assessment centre to book an appointment for the HCW so they can be tested for COVID-19. The assessment centre will facilitate testing, as well as consent from the HCW to share information with Occupational Health.
- 5) As required, Occupational Health will consult with Infection, Prevention and Control and Public Health.
- 6) All HCWs are to be wearing a mask as per [COVID-19 Mask Policy for SAH Workers](#), as well as a face shield when providing care or services. As such, the risk of exposure should be significantly reduced in the event a HCW develops symptoms at work. If the HCW does develop symptoms at work and the circumstances warrant contact tracing (i.e. HCW is a positive or probable case), the determination and tracing of potentially exposed HCWs and patients/families will be conducted as follows:

- a) Occupational Health and Infection Prevention and Control to work with impacted HCW, leaders, Workforce Planning and public health to determine any HCW, patient, or family member that had high or low-risk contact with the HCW during their period of communicability as defined in Table 7 of Management of Cases and Contacts of COVID-19 in Ontario.
 - b) Impacted HCWs are to be contacted and directed to self-quarantine until further notice and are not to return to work until cleared by Occupational Health.
 - c) Impacted patients or family members are to be contacted by Infection, Prevention and Control and directed to self-quarantine until further notice.
 - d) Infection, Prevention and Control to contact Public Health with results of this work.
- 7) Occupational Health and Infection, Prevention and Control will collaborate on decisions regarding when a HCW can return to work and when HCWs, patients and families can be notified that they are no longer on self-quarantine. This will be done in collaboration with Public Health. HCWs are not to return to work until cleared by Occupational Health.
- 8) Decision making regarding return to work will be made by referring to the OHA and COVID-19 HCW protocols. Supply of swabs will be monitored daily. Should a supply concern arise, the testing of all HCWs with symptoms may be paused. In this circumstance, the HCW will self-isolate at home and await further direction from Occupational Health.