

## OHA WORK RESTRICTIONS BASED ON SYMPTOMS

As per the Public Hospitals Act - R.R.O. 1990, Revised Statute of Ontario Reg. 965 and following the OHA/OMA Communicable Diseases Protocols for All Ontario Hospitals, the diseases listed below are the most common for employees calling in sick. This document addresses the work restriction and return to work guidelines based on a Health Care Worker (HCW) report of Acute Illness regardless of whether the illness has been acquired through community or occupational contact. This document is a reference guideline for all HCWs at SAH and does not replace or substitute appropriate timely medical assessment and diagnosis. These Protocols apply to anyone carrying on activities in the hospital – including, but not limited to employees, physician, volunteer, contractors, students, post-graduate medical trainees and researchers.

Illness	If You Are Experiencing These Symptoms:	These Are The Work Restrictions:
COVID-19	See Symptomatic and Asymptomatic Health Care Worker Protocol and <a href="#">COVID-19 Reference Document for Symptoms</a>	See Symptomatic and Asymptomatic Health Care Worker Protocol
Enteric Disease (Norwalk-Like Illness)	Symptoms include, but not limited to sudden onset of vomiting, diarrhea, abdominal pain, headache, chills, fever or muscle pain	Excluded from work until symptom-free for 48 hours <b>and cleared of COVID-19</b> as per Symptomatic and Asymptomatic Health Care Worker Protocol.
Influenza like illness	Acute (sudden) onset of respiratory illness with fever and cough and one or more of the following – sore throat, joint pain, muscle pain or extreme fatigue - which is likely due to influenza.	Excluded from work 5 days after the start of symptoms (returning on day 6) <b>and cleared of COVID-19</b> as per Symptomatic and Asymptomatic Health Care Worker Protocol.
Respiratory (cold-like) illness	Gradual onset of 2 or more of: nasal discharge, sore throat, cough, sneezing, headache (absence of fever)	Excluded from work until symptom free <b>and cleared of COVID-19</b> as per Symptomatic and Asymptomatic Health Care Worker Protocol.
Conjunctivitis (Bacterial)	Redness, discharge (oozing) of eyes	Excluded from work for the duration of symptoms and instruct on proper hand hygiene <b>and cleared of COVID-19</b> as per Symptomatic and Asymptomatic Health Care Worker Protocol.
Strep Throat (streptococcal pharyngitis)	Sore throat, red/swollen tonsils [with or without exudate (white coating)], swollen lymph nodes in the neck.	Excluded from work until 24 hours after the start of effective antibiotic therapy <b>and cleared of COVID-19</b> as per Symptomatic and Asymptomatic Health Care Worker Protocol.
Shingles	Pain, tingling, itching and localized blistering rash.	HCW with localized zoster may work in most cases if appropriate barriers are used and all lesions are covered and good hand hygiene is used – the exception being work with high-risk patients (i.e. children, newborns, obstetrical patients, transplant patients, oncology patients). Under these circumstances HCWs may not RTW until all lesions are dry and crusted.