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 **Kics.sah.on.ca** or x4317.

Illness	Symptoms	Return to Work Criteria
Respiratory Illness	One or more of the following: Fever, cough, chills, shortness of breath, olfactory/taste disorder (change in taste or smell), sore throat **OR** 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 **Note for gastro symptoms:** If nausea/vomiting/diarrhea/abdominal pain, but no respiratory symptoms, see "Enteric Illness."	Excluded from work until: 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.
Streptococcal pharyngitis (Strep throat)	Fever, sore throat, difficulty swallowing, fever, red and swollen tonsils, exudate (white patches) on tonsils, swollen lymph nodes in the neck region	Excluded from work until: 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.
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.	Excluded from work until: 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.
Enteric Illness (norovirus-like / gastro symptoms)	Symptoms include, but not limited to sudden onset of nausea, vomiting, diarrhea, abdominal pain, headache, chills, fever, fatigue, and myalgia.	Excluded from work until: 1) Any vomiting and/or diarrhea* ended at least 48 hours ago; **AND** 2) Worker feels well enough to return to work. *Applies if worker has vomiting AND diarrhea, or has had two or more episodes of vomiting or diarrhea within a 24-hour period unrelated to a chronic illness or medication side effects. Note: Exclusion period may differ IF likely alternative reason for illness AND different exclusion period advised by Occupational Health Nurse.

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Illness	Symptoms	Return to Work Criteria
Conjunctivitis (bacterial)	Redness and discharge from the eyes, crusting of the eyelids, eyes that are itchy or swollen.	Excluded from work for the duration of symptoms.
Shingles (Herpes Zoster)	Localized, blistery rash. Can be preceded by pain, itching, tingling, fever, headache and/or chills.	Can return to work immediately as long as: 1) NOT diagnosed with disseminated zoster**; **AND** 2) Practices good hand hygiene; **AND** 3) Lesions are covered **AND** 4) If your role involves direct patient care, you cannot work directly with high-risk patients until all of your lesions have dried and crusted over. High-risk patients include newborns, children, pregnant individuals, transplant patients, and oncology patients. Contact your manager/supervisor to determine if this can be accommodated; **OR** 5) If your role does NOT involve direct patient care (regardless of the department you work in), you can continue to come to work as long as you meet criteria A through D above. **Workers with disseminated zoster are excluded from work anywhere in the hospital until lesions are dried and crusted.
Chickenpox (Varicella), Measles, Mumps, Whooping Cough (Pertussis) and other diseases reportable to public health	Vary by disease. Diagnosis provided by a health care provider.	Cannot attend work until direction received from Occupational Health. Employee must report their absence to Staffing and Scheduling and report their diagnosis to Occupational Health and await direction prior to returning to work. Occupational Health Nurse will refer to disease-specific protocols for return to work and contact tracing requirements.
Other communicable disease not listed	Other diseases that spread person-to-person and are not listed in this chart.	Contact Occupational Health for direction prior to returning to work.

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.