

## Healthcare Workers (HCW) COVID-19 Protocol for Assessment, Testing, and Monitoring

HCWs are defined as staff, residents, fellows, medical students, faculty, vendors/contractors, and others who interact with patients and families in the course of their work or education or support the clinical work of the organizations.

### Daily Self-Monitoring

**All HCWs must self-monitor for the following symptoms concerning COVID-19 infection:**

Possible COVID-19 and upper respiratory infection symptoms are defined as any of the below:

- fever (subjective or  $T \geq 100^{\circ}$  Fahrenheit/ $37.8^{\circ}$  Celsius) **or**
- cough **or**
- shortness of breath **or**
- sore throat **or**
- fatigue **or**
- muscle ache **or**
- new loss of smell and/or taste **or**
- runny nose/congestion **or**
- headache **or**
- diarrhea **or**
- nausea **or**
- vomiting **or**
- chills

1. All HCWs must follow mask and social distancing protocol as per COVID-19 Guidelines for PPE Use. See also: Mask Protocol for Admin Spaces
2. At beginning of each shift, a symptom check is required. HCWs complete daily attestation as directed by their organization and at specific entry sites.
3. HCWs are expected to continuously self-monitor for symptoms throughout the day and report symptoms to their supervisor immediately

### COVID-19 symptomatic HCW procedures

Specific symptoms exhibited by the HCW will dictate the testing criteria following the triage protocols of OHTEC and OHREC.

1. If home: **stay home** & notify direct supervisor per policy
  - a. Contact Occupational Health-Telephone Evaluation Center (OH-TEC) at **650-497-9595**
  - b. OH-TEC will determine if COVID-19 testing is indicated
2. If symptoms develop at work: HCW notifies manager and contact OH-TEC at 650-497-9595
3. For all HCWs who are symptomatic, testing should be done at the Occupational Health Respiratory Evaluation Center (OH-REC) and not present to work until a negative result is received.
  - a. In some cases with mild symptoms, HCW may be asked to return to work after test results are received.
4. HCWs and providers who have had a positive COVID-19 test from an outside organization must notify supervisor and contact OH-TEC (650-497-9595) to provide the results and obtain guidance.

## **COVID-19 symptomatic HCW procedures (continued)**

5. COVID-19 positive HCWs:
  - a. Asymptomatic HCWs may return to work **10 days after positive test date**. Those HCWs who are immune compromised may return to work 20 days after positive test date.
  - b. Symptomatic HCWs may return to work **10 days after symptom onset, at least 3 days without fever (without anti-pyretics), and improvement of symptoms**. Immune compromised HCWs or those with severe illness (hospitalization) may return 20 days after symptom onset, 3 days without fever (without anti-pyretics) and improvement of symptoms.
  - c. Immunocompromised as defined by CDC: "being on chemotherapy for cancer, untreated HIV infection with CD4 T lymphocyte count < 200, combined primary immunodeficiency disorder, and receipt of prednisone >20mg/day (or equivalent) for more than 14 days"

## **Asymptomatic Testing**

1. Beginning April 20, 2020, all HCWs are eligible and encouraged to receive baseline COVID-19 PCR testing. Antibody testing was completed from April 20, 2020, to June 30, 2020.
2. Effective August 1, 2020, all HCWs who are newly hired or will newly begin interacting with patients are required to have COVID-19 PCR testing at OHREC or ValleyCare Occupational Health, and a negative result, less than 7 days before their first shift in which they meet the HCW definition.
3. Asymptomatic HCWs who meet the exposure definition will be scheduled to have a PCR test completed 2-5 days from the last exposure date. A second test will be completed on day 14 from the last exposure date, unless the exposure window is over. Employees may continue to work following all infection control policies. This does not apply to household exposures, where HCW lives with a COVID+ person.
4. Stanford Medicine OHREC/OHTEC partners with the SU School of Medicine to provide asymptomatic testing that meets the above requirements, at a minimum. The School of Medicine may have additional requirements of their students.
5. Stanford Medicine OHREC/OHTEC will implement future orders from the Santa Clara County Health Officer and follow guidance from the CDC and CDPH.
6. Travel
  - a. HCWs who return from international travel are required to self-quarantine for 14 days upon return before returning to work. Testing is not required to return to work on day 15 unless the HCW develops symptoms during the 14-day period. HCWs who develop symptoms will contact OHTEC for guidance.
  - b. HCWs who travel anywhere via airplane are encouraged to be tested 2 to 5 days following the travel.
7. Mass Gatherings: HCWs who have attended a mass gathering (>100people), will be offered and encouraged to be tested within 14 days of attending the event.
8. Public Transportation Use: HCWs who frequently use public transit systems may be tested, if they wish. Testing is not recommended more than every 14 days.

## Population Monitoring & Re-testing

1. Having established baseline prevalence information about the HCWs at Stanford Medicine, OHREC/OHTEC partners with hospital epidemiology to monitor the incidence of COVID-19 infection through these activities:
  - a. Symptom monitoring and OHTEC/OHREC encounters with employees for screening/testing
  - b. Testing results of the HCWs through OHREC testing
  - c. Contact tracing of COVID-19 positive patients and HCWs and following exposure testing protocol
  - d. Stanford University research studies examining healthcare worker and community surveillance
  - e. When a cluster occurs (a work unit where TWO or more positive HCW cases, symptomatic or asymptomatic, occur within a one-week period), without an unequivocal external source, OHREC consult with IPC assess the unit with testing as a possible recommendation.
2. Stanford Medicine OHREC/OHTEC will continuously monitor the guidance from the CDC, CDPH, and local counties

## Healthcare Worker Exposure Management

1. Exposure Definition
  - Any **unmasked** (procedure mask) healthcare worker (HCW), who has had contact with an **unmasked** COVID-19 positive individual within a 6 foot radius for more than 15 minutes **OR**
  - HCW who was **masked** (procedure mask), **but without eye protection** who has had contact with **unmasked** COVID-19 positive individual within a 6 foot radius for more than 15 minutes **OR**
  - If aerosol-generating procedure has occurred: HCW who was not wearing an **N95 mask and face shield or eye protection** during the procedure performed on a COVID positive individual.
2. **Infectious window look back periods for Stanford Medicine encounters:**
  - If COVID+ individual is symptomatic: look back period at least 2 calendar days before date of symptom onset
  - If COVID+ individual is asymptomatic: look back period at least 2 calendar days before day of test
3. **HCWs who live with a COVID+ person** or had a COVID+ person spend more than 8 hours in their home will follow Santa Clara County Public Health isolation criteria for close contact:
  - If HCW isolates from household member with COVID, HCW must quarantine for 14 days from last contact with the infected person. Follow testing and return to work guidance from OHTEC.
  - If HCW unable to avoid contact with the infected person, HCW must quarantine for 14 days after the infected person's isolation period (10 days after symptom onset, 3 days afebrile, and symptom improvement). This could mean quarantine for 24 days. Follow testing and return to work guidance from OHTEC.

## **Additional Guidance:**

1. HCW who have had close contact with a COVID-19 positive patient while the HCW is wearing appropriate PPE and following masking protocols for staff and patients are not considered exposed. These HCWs should follow current OHTEC and OHREC standards.
2. HCW must notify OH-TEC if they have had a close specific community exposure to a COVID-19 positive patient outside of the healthcare setting.

## COVID-19 Work Guidance Summary Chart

	<u>Situation</u>	<u>Work Status/Return to Work Guidance</u>	<u>Testing Requirements</u>
1	<b>Asymptomatic, Meets Exposure Criteria</b> (non-household exposure)	Ok to work and wait for results	Test 1: 2-5 days after exposure Test 2: 14 days after exposure
2	<b>Symptomatic, Meets Exposure Criteria</b> (non-household exposure)	<b>Mild symptoms:</b> No work until 1st result (negative) received & symptoms cleared by OHTEC  <b>Moderate/Severe Symptoms:</b> No work until 1st result (negative) received & symptoms cleared by OHTEC	Test 1: 2-5 days after exposure Test 2: 14 days after exposure
3	<b>International Travel</b>	14-day quarantine upon return and return to work, day 15	No test required
4	<b>Live with COVID+ person</b> (stays overnight/8+ hours or reside together)	<b>HCW isolates from household member with COVID:</b> HCW must quarantine for 14 days from last contact with the infected person. Follow testing and return to work guidance from OHTEC.  <b>HCW unable to avoid contact with the infected person:</b> HCW must quarantine for 14 days <u>after</u> the infected person's isolation period (10 days after symptom onset, 3 days afebrile, and symptom improvement). This could mean quarantine for 24 days. Follow testing and return to work guidance from OHTEC.	Test around day 7 following exposure. If tested prior to day 7, test again at end of quarantine.
5	<b>COVID+ Test Result</b> <i>Immunocompromised as defined by CDC: "being on chemotherapy for cancer, untreated HIV infection with CD4 T lymphocyte count &lt; 200, combined primary immunodeficiency disorder, and receipt of prednisone &gt;20mg/day (or equivalent) for more than 14 days"</i>	<b>Symptomatic:</b> Return to work at least 10* days after symptom onset and at least 3 days with no fever (without anti-pyretics) AND symptoms improved  <b>Asymptomatic:</b> Return to work at least 10* days after date of positive test  *20 days for immune compromised or severely ill HCWs	Test to confirm diagnosis. No repeat test required.
6	<b>Symptomatic, Not Exposed</b>	No work until result received and symptoms improved (cleared by OHTEC)	Test 1: On presentation of symptoms.
7	<b>Asymptomatic:</b> airplane travel, frequent use of mass transit or attendance at a mass gathering	Testing encouraged. Ok to work with no symptoms.	Test 1: 2-5 days after event.