

Guidance for Risk Assessment, Recommended Monitoring and Work Restrictions  
of Healthcare Personnel with Potential Exposure to COVID-19

Rev 3/29/2020

Possible Exposures for Healthcare Personnel	Risk Level	Management if Asymptomatic	Management if Symptomatic <sup>1</sup>
I have had close contact with a patient or have a family member who has confirmed COVID-19 and was <b>not wearing adequate PPE.</b>	HIGH	<ul style="list-style-type: none"> <li>Report incident to Management</li> <li>Self-monitor twice daily with delegated supervision</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must wear facemask (not N-95) for 14 days after exposure. Must go home immediately if even mild symptoms of COVID-19 develop.</p>	<ul style="list-style-type: none"> <li>Immediately leave work if already reported to work</li> <li>Self-isolation</li> <li>Contact your healthcare provider to determine the need for medical evaluation</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must be afebrile for 3 days with no medication to reduce fever, at least 7 days from onset of symptoms, and improvement in respiratory symptoms.</p>
I have had close contact with a patient or have a family member who is being tested for COVID-19 and was <b>not wearing adequate PPE.</b>	HIGH	<ul style="list-style-type: none"> <li>Report incident to Management</li> <li>Self-monitor twice daily with delegated supervision</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must wear facemask (not N-95) for 14 days after exposure. Must go home immediately if even mild symptoms of COVID-19 develop.</p>	<ul style="list-style-type: none"> <li>Immediately leave work if already reported to work</li> <li>Self-isolation</li> <li>Contact Manager</li> <li>Contact your healthcare provider to determine the need for medical evaluation</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must be afebrile for 3 days with no medication to reduce fever, at least 7 days from onset of symptoms, and improvement in respiratory symptoms.</p>
I have had close contact with a patient who has confirmed COVID-19 <b>while consistently using recommended PPE.</b>	LOW	<ul style="list-style-type: none"> <li>Self-monitor with delegated supervision</li> </ul> <p><b>WORK RESTRICTIONS:</b> None</p>	<ul style="list-style-type: none"> <li>Immediately leave work if already reported to work</li> <li>Self-isolation</li> <li>Contact your healthcare provider to determine the need for medical evaluation</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must be afebrile for 3 days with no medication to reduce fever, at least 7 days from onset of symptoms, and improvement in respiratory symptoms.</p>

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Possible Exposures for Healthcare Personnel	Risk Level	Management if Asymptomatic	Management if Symptomatic <sup>1</sup>
I had indirect contact with a confirmed COVID-19 patient and was <b>not wearing adequate PPE</b> . (entered patient's room but no direct contact with patient or the patient's secretions/excretions).	LOW	<ul style="list-style-type: none"> <li>• Self-monitor with delegated supervisor</li> </ul> <p><b>WORK RESTRICTIONS:</b> None</p>	<ul style="list-style-type: none"> <li>• Immediately leave work if already reported to work</li> <li>• Self-isolation</li> <li>• Contact your healthcare provider to determine the need for medical evaluation</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must be afebrile for 3 days with no medication to reduce fever, at least 7 days from onset of symptoms, and improvement in respiratory symptoms.</p>
I visited a school, medical facility, or other location in which a suspected or positive COVID-19 case has been found or my family member may have been exposed to COVID-19 but is asymptomatic.	LOW	<ul style="list-style-type: none"> <li>• Self-monitor with delegated supervisor</li> </ul> <p><b>WORK RESTRICTIONS:</b> None</p>	<ul style="list-style-type: none"> <li>• Immediately leave work if already reported to work</li> <li>• Self-isolation</li> <li>• Contact your healthcare provider to determine the need for medical evaluation</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must be afebrile for 3 days with no medication to reduce fever, at least 7 days from onset of symptoms, and improvement in respiratory symptoms.</p>
I walked by a confirmed COVID-19 patient but had no contact with the patient and did not enter the patient's room.	NO IDENTIFIABLE RISK	<ul style="list-style-type: none"> <li>• Self-monitor</li> </ul> <p><b>WORK RESTRICTIONS:</b> None</p>	<ul style="list-style-type: none"> <li>• Immediately leave work if already reported to work</li> <li>• Self-isolation</li> <li>• Contact your healthcare provider to determine the need for medical evaluation</li> </ul> <p><b>WORK RESTRICTIONS:</b> Must be afebrile for 3 days with no medication to reduce fever, at least 7 days from onset of symptoms, and improvement in respiratory symptoms.</p>

<sup>1</sup> For the purpose of this document: subjective or measured fever, cough, muscle aches or difficulty breathing.

### Definitions

**Healthcare Personnel (HCP):** For the purposes of this document HCP refers to all paid and unpaid persons serving in healthcare settings who have the potential for direct or indirect exposure to patients or infectious materials, including body substances; contaminated medical supplies, devices, and equipment; contaminated environmental surfaces; or contaminated air. For this document, HCP does not include clinical laboratory personnel.

**Close contact** for is defined as follows: a) being within approximately 6 feet (2 meters), of a person with COVID-19 for a prolonged period of time (such as caring for or visiting the patient; or sitting within 6 feet of the patient in a healthcare waiting area or room); or b) having unprotected direct contact with infectious secretions or excretions of the patient (e.g., being coughed on, touching used tissues with a bare hand).

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The duration of time that constitutes a prolonged exposure has not been precisely defined; however, the CDC advised it is reasonable to consider an exposure greater than a few minutes as a prolonged exposure. Factors for consideration include the duration of exposure (e.g., longer exposure time likely increases exposure risk), clinical symptoms of the patient (e.g., coughing likely increases exposure risk) and whether the patient was wearing a facemask (which can efficiently block respiratory secretions from contaminating others and the environment), PPE used by personnel, and whether aerosol-generating procedures were performed.

Brief interactions are less likely to result in transmission; however, clinical symptoms of the patient and type of interaction (e.g., did the patient cough directly into the face of the HCP) remain important. Examples of brief interactions include: briefly entering the patient room without having direct contact with the patient or their secretions/excretions, brief conversation at a triage desk with a patient who was not wearing a facemask. See [Table 1](#) for more detailed information.

**Self-monitoring** means HCP should monitor themselves for fever by taking their temperature twice a day and remain alert for respiratory symptoms (e.g., cough, shortness of breath, sore throat)\*. Anyone on self-monitoring who develops fever or respiratory symptoms during the self-monitoring period should: stay home, follow your department guideline for sick absences, and **begin self-monitoring with delegated supervision**. You should also contact your healthcare provider to determine whether medical evaluation is needed.

**Self-monitoring with delegated supervision** means HCP should perform self-monitoring with oversight by Employee Health in coordination with Infection Control and the Health Department. HCP is to self-monitor and email Employee Health daily at [employeehealth@premierhealth.com](mailto:employeehealth@premierhealth.com) with your name, Employee#, phone#, Facility, Dept, Manager's name and provide temperature and symptoms (or absence of symptoms).

**Isolation** means the separation of a person or group of people known or reasonably believed to be *infected with a communicable disease and potentially infectious* from those who are not infected to prevent spread of the communicable disease. Isolation for public health purposes may be voluntary or compelled by federal, state, or local public health order.

**Quarantine** in general means the separation of a person or group of people reasonably believed to have been *exposed to a communicable disease but not yet symptomatic*, from others who have not been so exposed, to prevent the possible spread of the communicable disease.

**Social distancing** means remaining out of congregate settings, avoiding mass gatherings, and maintaining distance (approximately 6 feet or 2 meters) from others when possible.