3/25/2020
In response to the widespread impact of the COVID-19 virus, Vidant Health is adjusting its policies and procedures to ensure the safety, health and well-being of all team members and patients. Occupational Health is relying on guidance from the CDC, as we prepare to see an increase in community transmission of COVID-19. One of the guidelines includes a symptomatic exposed health care workers* remaining at work, while wearing a facemask for 14 days after a COVID-19 exposure.

An asymptomatic health care worker who is believed to have close confirmed contact (not wearing PPE) with a confirmed positive COVID-19 patient:

- If exposure occurred at work, the health care worker will complete an event report and deliver it immediately to Occupational Health. Occupational Health will work with the Infection Control (IC) team to begin exposure protocol.
- If exposure occurred outside of work, the health care worker must call Occupational Health. Occupational Health will determine if IC exposure protocol should be initiated.
- The health care worker will be asked to monitor for signs and symptoms and check temperature twice daily.
- The health care worker may continue to work unless they develop signs/symptoms of respiratory illness. If the health care worker develops signs/symptoms, the health care worker must notify Occupational Health immediately, and he/she will be removed from work.
- The health care worker must use a surgical mask in the workspace for 14 days after date of exposure, regardless of symptoms.
- The health care worker should not care for or be assigned to work in areas with immunocompromised patients.
- Occupational Health will provide return-to-work or out-of-work document to managers (for team members) and Kelli Pack Smith (for providers).
- Note: Close confirmed contact = more than 10 continuous minutes of close contact (within 6 feet) without Personal Protective Equipment (PPE).

A symptomatic healthcare worker with known or unknown (patient or community) exposure to COVID-19:

- If the health care worker develops a cough, shortness of breath or fever (100.4°F or above), he/she should call Occupational Health. Occupational Health will review the situation to determine if testing, quarantine and/or home isolation are needed.
- Occupational Health will provide return-to-work or out-of-work document to managers (for team members) and Kelli Pack Smith (for providers).

COVID-19 Testing Criteria [verified by Occupational Health Medical Director (OHMD) or Infection control]:

- Health care workers with symptoms (fever OR lower respiratory symptoms (cough or shortness of breath) who have close confirmed contact (not wearing PPE) with a confirmed COVID-19 patient: If a flu test is negative, proceed with COVID-19 testing.
- Health care workers with symptoms (fever AND lower respiratory symptoms (cough or shortness of breath) who do not have a known close confirmed contact: If a flu test is negative, proceed with COVID-19 testing.
- If a flu test is negative, OHMD will consult with Dr. Keith Ramsey to determine if the health care worker needs rapid testing or non-urgent testing. A COVID-19 test should then be ordered. Once test is ordered, will remain in quarantine until results are received.

Procedures have been implemented taking the latest guidance of the NCDHHS and the CDC. Approved by Keith Ramsey, MD - Infection Control and Dan Terryberry, MD - Occupational Health Medical Director 03/25/20
- Occupational Health will provide return-to-work or out-of-work document to managers (for team members) and Kelli Pack Smith (for providers).

**A health care worker who tests positive for COVID-19 or if test is pending:**

- If the health care worker followed the process as outlined in this document, he/she is required to be in home isolation. If testing was not directed by Occupational Health, the testing verification form must be completed and work status will be determined by the Occupational Health medical director.
- The health care worker may return to work after a minimum of seven (7) days **since symptoms first appeared** and 72 hours without fever off of anti-pyretic medication and with improving respiratory symptoms. The health care worker must complete a telephonic phone screen clearance with Occupational Health.
- Occupational Health will provide return-to-work clearance to managers (for team members) and Kelli Pack Smith (for providers).
- The health care worker must use a surgical mask in the workplace for 14 days after date of exposure, regardless of symptoms.

*Health care worker includes anyone working within the Vidant facilities.*