[Facility Logo]

Healthcare Worker Work Restrictions for Exposed or Infected

**EFFECTIVE DATE:** [date]

**REVISION DATE:** [date]

**APPROVED BY:** [Approving individual or committee]

**Purpose**:

To provide direction for and to summarize the management of healthcare staff with exposure to or infection with a communicable disease.

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| Disease / Problem | Work Restriction | Duration |
| Eye, Ears, Nose Throat and Upper Respiratory Diseases | | |
| Conjunctivitis (i.e., pinkeye, adenovirus) | Restrict from patient contact and contact with the patient’s environment | Until conjunctival discharge ceases |
| Cytomegalovirus infections | No restriction for infected, restrict from close contact with non-immune pregnant co-workers | n/a |
| Mumps, active | Exclude from duty | Until 5 days after onset of parotitis |
| Mumps, post-exposure (HCW without evidence of immunity) | Exclude from duty | From 12th day after 1st exposure through 25th day after last exposure or until 5 days after onset of parotitis |
| Diarrheal Diseases | | |
| Acute stage (diarrhea with other symptoms, e.g., norovirus) | Restrict from patient contact, contact with patient’s environment, or food handling | Until at least 48 hours after resolution of diarrhea |
| *Clostridioides difficile* (*C.diff)* | Exclude from duty | Until at least 48 hours after resolution of diarrhea |
| Convalescent stage, *Salmonella* spp. | Restrict from care of high-risk patients | Until symptoms resolve, consult with local authorities regarding need for negative stool cultures |
| Hepatitis A | Exclude from duty | Until 7 days after onset of jaundice |
| Shigella | Exclude from duty | Until at least 24 hours after symptoms resolve, consult with local authorities regarding need for negative stool cultures |
| Lower Respiratory and/or Airborne Spread Diseases | | |
| Influenza (and flu like illnesses) | Exclude from duty | Until 24 hours fever free (without the use of fever-reducing medications) |
| Measles active | Exclude from duty | Until 4 days after rash appears |
| Measles post-exposure (HCW without evidence of immunity) | Exclude from duty | From 5th day after 1st exposure until 21st day after last exposure |
| Meningococcal infections | Exclude from duty | Until 24 hours after start of effective antibiotics |
| Pertussis active | Exclude from duty | From start of catarrhal stage through 3rd week after onset of paroxysms, or until 5 days after start of effective antibiotic therapy |
| Pertussis exposed with symptoms | Exclude from duty | Until 5 days after start of effective antibiotics |
| Pertussis, post-exposure (asymptomatic personnel who would be likely to expose patients if became infected) | No restriction  Start antibiotic post-exposure therapy and monitor 21 days after exposure | n/a |
| Pertussis, post-exposure (asymptomatic personnel who would not expose patients, e.g., IT) | No restriction  Can receive antibiotic post-exposure therapy OR be monitored for 21 days after exposure | n/a |
| Rubella, active | Exclude from duty | Until 7 days after rash appears |
| Rubella, post-exposure (personnel without evidence of immunity) | Exclude from duty | From 7th day after 1st exposure through 23rd day after last exposure |
| Tuberculosis – active disease | Exclude from duty | Until proved non-infectious |
| Tuberculosis – latent disease (TST or IGRA converter) | No restriction | n/a |
| Skin Diseases | | |
| Group A streptococcal infections (impetigo, skin infections, strep throat) | Restrict from patient care, or food handling | Until 24 hours after adequate treatment |
| Methicillin resistant *Staphylococcus aureus (MRSA),* active draining skin lesions | Restrict from patient care, or food handling | Until 24 hours after adequate treatment and drainage stops |
| Varicella active | Exclude from duty | Until all lesions dry & crusted. If only lesions that do not crust (e.g., macules or papules) until no new lesions appear within 24 hour period |
| Varicella, post-exposure (personnel without evidence of immunity) | Exclude from duty until receipt of the 2nd dose of varicella vaccine within 3-5 days of exposure | From 8th day after 1st exposure through 21st exposure (28th day if VZIG administered); if varicella occurs until all lesions dry or crusted, or if only lesions that do not crust (as above) |
| Zoster, localized in immunocompromised HCP | Cover lesions, restrict from care of high-risk patients (pregnant women, neonates, immunocompromised patients of any age) | Until all lesions dry & crust |
| Zoster, disseminated or localized in immunocompromised HCP | Exclude from duty | Until all lesions dry & crust |
| Zoster, post-exposure (HCP without evidence of immunity-disseminated zoster or localized zoster with uncontained/uncovered lesions) | Exclude from duty unless receipt of 2nd dose of varicella vaccine without 3-5 days after exposure | From 8th day after 1st exposure through 21st exposure (28th day if VZIG administered); if varicella occurs until all lesions dry or crusted, or if only lesions that do not crust (as above) |

Adapted from:

Bennett & Brachman’s Hospital Infections, 6th edition. 2014.

Bolyard E., et al. Infection Control Hospital Epidemiology. 1998:19:407-463.