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**Return to Work After an  
Infectious Disease Related  
Absence**

APPROVALS:

SLT: 05/12/21; MEC: 05/12/21; BOD: 2Q-21

Scope:  Medical Center  Beckman Research  Philanthropy  Foundation

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I. PURPOSE / BACKGROUND

This policy establishes guidelines for Employees and Medical Staff Personnel employed by City of Hope National Medical Center (“COHNMC”), City of Hope Medical Foundation (“COHMF”), Beckman Research Institute of the City of Hope, and City of Hope (collectively, “City of Hope”) to return to work after an infection related absence.

II. POLICY

All Employees and Medical Staff Personnel should be free of transmissible infectious disease before they return to work. Employees and Medical Staff Personnel should notify Employee Health Services (EHS) as part of the calling out process. Once recovered, they should contact EHS for clearance to return to work. The following is a selected list of infectious diseases. Conditions not appearing on this list will be reviewed on a case by case basis, in collaboration with EHS, Infectious Diseases, and/or Infection Prevention.

1. **Aerosol Transmissible Diseases**

- a. **COVID 19 (Symptomatic):** 10 days from start of symptoms, with no fever while off antipyretics for 72 hours and respiratory symptoms are improving. (For staff with chronic cough from non-infectious conditions, e.g., gastroesophageal reflux disease (GERD), allergies, etc., a return to baseline.)
- b. **COVID 19 (Asymptomatic):** 10 days from date of positive test.
- c. **COVID-19 (Unvaccinated Exposure only):** 10 days from date of last exposure without testing or return on day 8 post-exposure if staff has been asymptomatic since exposure and has tested negative on day 7 post-exposure.
- d. **Influenza (confirmed):** 7 days after onset of illness and no fever off antipyretics for 24 hours.
- e. **Measles:** 5 days after rash appearance.
- f. **Mumps:** 10 days after parotitis appearance.
- g. **Pertussis:** After 5 days of effective antimicrobial therapy.
- h. **Upper Respiratory Infection Viral or Unknown cause:** 7 days from start of symptoms, with no fever while off antipyretics for 72 hours and respiratory symptoms are improving. (For staff with chronic cough from non-infectious conditions, e.g., GERD, allergies, etc., a return to baseline.)
- i. **Varicella Primary Infection or Disseminated:** After all lesions are crusted.
  - 1) **Shingles:** Non patient facing staff whose lesions are under clothing may come to work. Patient facing staff may return to work after all lesions are crusted.

2. **Diarrheal Illnesses**
  - a. **E.coli Diarrheal Illness:** 2 negative stools at least 24 hours apart, 48 hours after last dose of antibiotics.
  - b. **Norovirus:** 72 hours after symptoms have resolved.
  - c. **Salmonella:** 2 negative stools at least 24 hours apart, 48 hours after last dose of antibiotics.
  - d. **Shigella:** 2 negative stools at least 24 hours apart, 48 hours after last dose of antibiotics.
  
3. **Other Infections**
  - a. **Conjunctivitis:** 24 hours after therapy.
  - b. **Scabies:** 24 hours after therapy.

III. PROCEDURE

RESPONSIBLE PERSON(S)/DEPT.	PROCEDURE
Employee Employee Health	A. Contact EHS after calling off per policy. B. Review with Employee estimated return to work time and records in the employee’s health record and contacts manager of employee’s estimated return to work.
Employee	C. Prior to returning to work, contact EHS for final clearance.

Owner: Executive Director, Quality, Infection Prevention and Employee Health

Sponsor: Vice President, Enterprise Quality and Patient Safety

**Policy History:**

Reviewed: 09/24/20

Revised: 07/06/20; 09/25/20

**References:**

1. City of Hope Infection Control Manual
2. Control of Communicable Diseases Manual 20<sup>th</sup> Edition

**Related Policies:**

1. Employee Illness, Injury and Exposure Reporting
2. Sick Time, Paid

**Appendix One – Acronyms, Terms and Definitions Applicable to this Policy**

1. **City of Hope (“COH”)** – City of Hope National Medical Center (“COHNMC”), Beckman Research Institute (“BRI”), Philanthropy, and City of Hope Medical Foundation (“COHMF”), collectively referred to as City of Hope (“COH”) for the purposes of this policy.
2. **EHS** – Employee Health Services
3. **Medical Center** – Refers to all facilities covered by City of Hope National Medical Center’s hospital license.