

COVID-19: UK HealthCare Employee Guidance

Exposure, Infection, and Return-to-Work

Employee Responsibilities: Keeping supervisor informed, self-monitoring and completing UK Healthcare daily symptom screening attestation tool, wearing a tight-fitting mask while at work, maintaining social distancing when at all possible, adhering to hand hygiene standards, and wearing appropriate PPE in all patients' rooms, regardless of COVID status.

HCW Exposure: When a healthcare worker (HCW) is with an unmasked infected person closer than 6 feet for greater than 15 minutes without an N-95 mask and eye protection on.

Household Exposure: Being within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period when not wearing appropriate PPE.

Fully Vaccinated: Greater than 14 days following the final dose of your primary vaccine series. (For the purpose of this document, booster doses are not included in the definition)

Quarantine: Separate from others, wear a mask, and monitor for symptoms. Quarantine separates and restricts movement of people who were exposed to a contagious disease to see if the person becomes sick.

Isolation: Stay at home, stay separate from others in a sick room or area, use separate bathrooms, if possible, and clean and disinfect common areas after use. Isolation separates sick people with a contagious disease from people who are not sick.

Asymptomatic: No symptoms before or after the positive result. No symptoms at any point.

Mildly Symptomatic and Symptomatic: Experiencing any of the following: fever or chills, cough, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea

Severely Symptomatic or Critically Illness: Shortness of breath or difficulty breathing or hospitalized for any of the symptoms listed above

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If you have symptoms of COVID-19

1. If at UK Healthcare, STOP work and remove yourself from the clinical area.
2. Notify your supervisor immediately
3. Get tested. You may use the UK Healthcare Drive through by [completing the Qualtrics Survey](#)
4. Employee will be contacted to schedule a COVID test at the Drive-Thru Clinic from the Drive-Thru Staff
 - a. If Negative Test result
 - i. If you take a home test and the result is negative, you must get a PCR for confirmation when symptomatic.
 - ii. If you have a fever, stay at home until you have NO fever for 24 hours without fever-reducing medications.
 - iii. If you have respiratory symptoms, you can return to work as long as these symptoms are improving. YOU MUST wear a tight-fitting mask at all times and maintain social distance from others, especially in common spaces
 - b. If Positive Test result via Antigen or PCR
 - i. If tested at UK Healthcare facility the Infection Prevention and Control Office (IPAC) will contact you
 - ii. If the test was done outside a *UK Healthcare facility, you must report the result to your supervisor. Your supervisor will then call IPAC.
 - iii. Stay home and Isolate.
 - iv. Follow the “Return to work after positive test result” guidelines on page-

Work or Community Setting Exposure (regardless of vaccination status)

1. If exposed at work, contact your supervisor immediately.
2. Supervisor will work with IPAC to review your work exposure.
 - a. If deemed high risk:
 - i. Continue to work as long as you are asymptomatic.
 - ii. IPAC will advise your supervisor of next steps and someone from the drive through will call you to set up testing for 2 days post exposure and again 5-7 days from exposure.
 - iii. Monitor for symptoms 14 days post exposure.
 - iv. Wear a tight-fitting mask at all times while at work
 - v. Do not remove your mask in common areas to eat or drink
 - vi. Practice social distancing whenever possible.
 - vii. You should NOT eat with others.
 - viii. If you become symptomatic during the exposure work-up follow steps under “If you have symptoms” section in BLUE on page 2.
 - b. If not deemed as a high-risk exposure:
 - i. Continue to work as long as you are asymptomatic.
 - ii. Complete daily symptom screening.
 - iii. Wear a tight-fitting mask at all times while at work.

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- iv. Do not remove your mask in common areas to eat or drink.
- v. Practice social distancing whenever possible.
- vi. If you become symptomatic follow steps under the “If you have symptoms” section in BLUE on page 2.

If you are fully vaccinated and exposed at home or in the community:

1. Let your supervisor know immediately.
2. Continue to work as long as you are asymptomatic.
 - a. Complete the daily UK Healthcare symptom screening before your shift.
 - b. While at work, you must wear a tight-fitting mask at all times.
 - c. You should not remove your mask in common areas to eat or drink.
 - d. Practice social distancing whenever possible.
 - e. You should NOT eat with others.
 - f. Get PCR test for COVID-19 on day 5 post exposure
 - g. If you become symptomatic follow steps under the “If you have symptoms” section in BLUE on page 2.

If you are NOT fully vaccinated and suspect an exposure at home or in the community:

1. If the household contact or direct contact individual test results are:
 - a. Negative result- You may continue to work without ANY restrictions. Continue to follow all COVID-19 precautions while at work.
 - b. Pending result and you are NOT symptomatic- you may continue to work, BUT
 - i. You must wear a tight-fitting mask at all times
 - ii. Social distance at work when at all possible
 - iii. Do not eat with others
 - iv. If a household member is pending results- quarantine at home until results come back.
 - c. Positive result- As long as you are **asymptomatic** you can continue to work
 - i. If the positive individual is a household member, quarantine away from the individual.
 - ii. Completely quarantine from positive household member by using separate bedrooms and bathrooms.
 - iii. If able to completely quarantine from positive household member, complete PCR testing on day 2 after initial exposure and another test on day 5-7 after last direct contact with positive individual.
 - iv. If unable to completely quarantine at home wear a mask in common areas, wash hands frequently, and wipe down surfaces frequently.
 - v. If NOT able to completely quarantine from positive household member, complete PCR testing on day 2 after initial exposure and then every 5-7 days

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until the positive household member is released from quarantine. Your last PCR test should occur 5-7 days after the positive member is released.

- d. If during the quarantine period you become symptomatic, refer to the section titled “if you have symptoms of COVID-19” in BLUE on page 2.

If you work REMOTELY (at a location not in a UK Healthcare building)

1. If you develop COVID-19 symptoms, refer to the section “if you have symptoms of COVID-19” in BLUE on page 2.
2. Testing is not needed to return to REMOTE work.
3. Collaborate with your supervisor and you may resume work when you are feeling able.
4. If returning to work at an ONSITE UK Healthcare facility, refer to Return-to-Work Guidelines below.

General Return-to-Work Guidance:

Most individuals can return to work between 6-8 days** from either positive test if they are asymptomatic or from symptom onset, as long as symptoms are improving. Follow the Return-to-Work Guidelines below.

1. Remember when you return to work:
 - a. Complete the daily symptom monitoring attestation before you begin your shift. You can complete this screening at least 4 hours before arrival.
 - b. Wear a tight-fitting mask at all times.
 - c. Do not remove your mask in common areas to eat or drink, or when in close contact with others (Such as breakrooms).
 - d. Practice social distancing when at all possible.
 - e. Practice adequate hand hygiene at all times.

***UK Healthcare facilities DOES NOT** include any Wild health drive thru or any UK College (i.e. Gatton Center) testing sites. If you get a test at one of these sites you will need to self-report the results.

**** Example of asymptomatic positive return date:** Positive test is on Jan 1 =day zero and individual did not ever become symptomatic they may return to work on Jan 7 without testing (five full days of isolation for an asymptomatic case has occurred).

**** Example of symptomatic positive return date:** Symptom onset is Jan 1= day zero, positive COVID test on Jan 2= day one. The individual’s symptoms are improving and they have been afebrile for 24 hours without fever-reducing medicines and they are not short of breath on day 5 (Jan 6) they can get a negative antigen test on Jan 6 to return to work on Jan 7 (five full days of isolation with negative antigen).

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Return to Work Guidelines for COVID-19 Positive HCWs

Symptoms or Not?	Conventional	Contingency	Crisis
<p><u>Asymptomatic</u></p> <p>NO SYMPTOMS at any point. NO SYMPTOMS before or after the positive result.</p>	<p>10 full days of isolation No testing required to return to work on day 11</p> <p style="text-align: center;">OR</p> <p>7 full days of isolation WITH a Negative proctored antigen <u>test</u> no earlier than 48 hours prior to planned return to work.</p>	<p>5 full days of isolation No testing required to return to work on day 6</p>	<p>No isolation or testing required. Employee may work if able Based on prioritization considerations</p>
<p><u>Mildly Symptomatic/Symptomatic</u></p> <p>Employee must be AFEBRILE without the use of antipyretics for 24 hours prior to the planned return to work ** Employee should not be experiencing shortness of breath</p>	<p>10 full days of isolation No testing required to return to work on day 11</p> <p style="text-align: center;">OR</p> <p>7 full days of isolation WITH a Negative proctored antigen <u>test</u> no earlier than 48 hours prior to planned return to work.</p>	<p>5 full days of isolation WITH a Negative proctored antigen test no earlier than 48 hours prior to planned return to work.</p> <p style="text-align: center;">OR</p> <p>7 full days of isolation No testing required to return to work on day 8</p>	<p>No isolation or testing required. Employee may work if able Based on prioritization considerations</p>
<p><u>Severely Symptomatic</u></p> <p>Employee hospitalized</p>	<p>10-20 days of isolation No testing required to return to work. Depends on employee's illness course</p>	<p>10-15 days of isolation No testing required to return to work. Depends on employee's illness course</p>	<p>No isolation or testing required. Employee may work if able Based on prioritization considerations</p>

** testing example----employee test on day 7 of isolation to return to work on day 8

****decisions might have to be individualized based on specific area demands (particularly in crisis and for severely symptomatic)