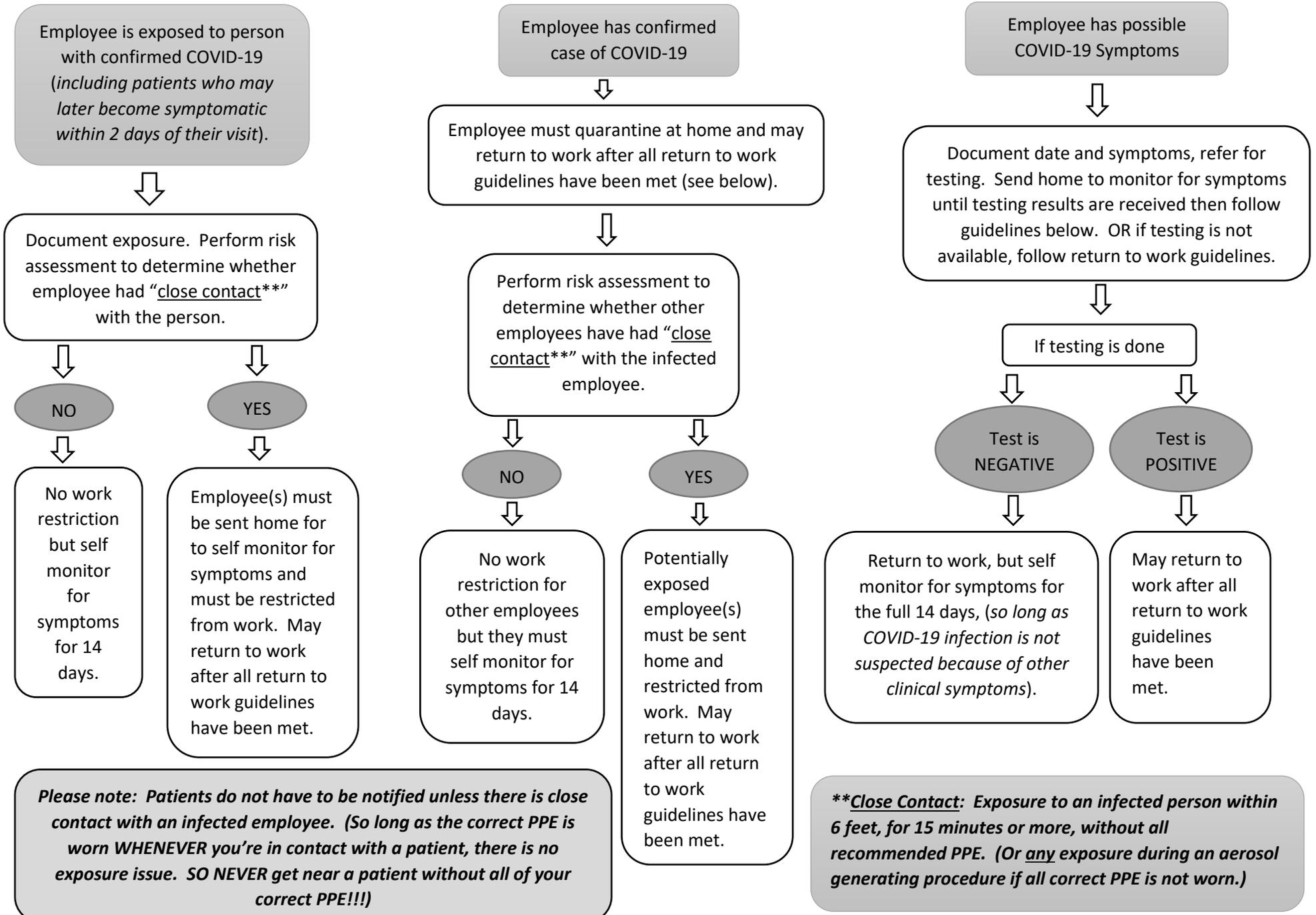# COVID-19 Employee Protocol

(Compiled directly from guidelines, recommendations, and information from the CDC, ADA, and Ga Dept of Public Health. Please consult your own state for other specific information.)

Employee is exposed to person with confirmed COVID-19 (*including patients who may later become symptomatic within 2 days of their visit*).

⬇

Document exposure. Perform risk assessment to determine whether employee had "close contact**" with the person.

NO

⬇

No work restriction but self monitor for symptoms for 14 days.

YES

⬇

Employee(s) must be sent home for to self monitor for symptoms and must be restricted from work. May return to work after all return to work guidelines have been met.

Employee has confirmed case of COVID-19

⬇

Employee must quarantine at home and may return to work after all return to work guidelines have been met (see below).

⬇

Perform risk assessment to determine whether other employees have had "close contact**" with the infected employee.

NO

⬇

No work restriction for other employees but they must self monitor for symptoms for 14 days.

YES

⬇

Potentially exposed employee(s) must be sent home and restricted from work. May return to work after all return to work guidelines have been met.

Employee has possible COVID-19 Symptoms

⬇

Document date and symptoms, refer for testing. Send home to monitor for symptoms until testing results are received then follow guidelines below. OR if testing is not available, follow return to work guidelines.

⬇

If testing is done

Test is NEGATIVE

⬇

Return to work, but self monitor for symptoms for the full 14 days, (*so long as COVID-19 infection is not suspected because of other clinical symptoms*).

Test is POSITIVE

⬇

May return to work after all return to work guidelines have been met.

Please note: Patients do not have to be notified unless there is close contact with an infected employee. (So long as the correct PPE is worn WHENEVER you're in contact with a patient, there is no exposure issue. SO NEVER get near a patient without all of your correct PPE!!!)

**Close Contact: Exposure to an infected person within 6 feet, for 15 minutes or more, without all recommended PPE. (Or any exposure during an aerosol generating procedure if all correct PPE is not worn.)

COVID-19 Return to Work Flowchart

(Compiled directly from guidelines, recommendations, and information from the CDC, ADA, and Ga Dept of Public Health. Please consult your own state for other specific information.)

Because many people continue to shed virus for long periods of time, even though they're no longer infectious, the CDC is no longer recommending using a "test-based strategy, which required two negative tests before returning to work. Instead, they are recommending using a "symptom-based strategy" to determine when it's safe for dental health care workers (**DHCW**) to return to work. *Please note: Once DHCW return to work, they must wear a surgical mask at all times until all symptoms are completely resolved OR until 14 days after symptoms began, (or the positive test), whichever is longer. They should be very careful to adhere to all hand hygiene, cough etiquette guidelines. They should also not provide care for immunocompromised patients during this time period.*

SYMPTOMATIC DHCW with confirmed or suspected COVID-19

Employees with **mild to moderate illness** (who are not severely immunocompromised) can return to work after:

- At least 10 days have passed since symptoms appeared;
- 24 hours since last fever (without the use of medication to reduce fever); AND
- Symptoms have improved.

Employees with **severe to critical illness OR who are severely immunocompromised** can return to work after:

- At least 20 days have passed since symptoms first appeared;
- At least 24 hours have passed since a fever (without the use of medication to reduce fever); AND
- Symptoms have improved.

ASYMPTOMATIC DHCW with confirmed COVID-19 infection

Employees who are **asymptomatic and are NOT severely immunocompromised** can return to work after:

At least 10 days have passed since the positive lab test was performed and the person is still asymptomatic.

Employees who are **asymptomatic and ARE severely immunocompromised** can return to work after:

At least 20 days have passed since the lab test was performed and the person is still asymptomatic.

Please note: if an asymptomatic DHCW develops symptoms, they should follow the guidance for symptomatic employees, instead.

Facilities could consider allowing asymptomatic DHCW who have had an exposure to a COVID-19 patient to continue to work if staffing shortages are a problem and in consultation with local public health authorities. Consult CDC's **Strategies to Mitigate Healthcare Personnel Staffing Shortages** *https://www.cdc.gov/coronavirus/2019-ncov/hcp/mitigating-staff-shortages.html. Exposed employees must monitor temperature and symptoms, and must stop patient care and go home if any symptoms, regardless of how mild, occur. They may return after all return to work guidelines have been met.*