

## Occupational Health Illness, Restrictions and Precautions Table

<b>Definitions</b>				
High Risk – HCWs who have direct contact with patients, patient care environments or patient equipment and supplies				
Low Risk – HCWs who do not have direct contact with patients, patient care environments or patient equipment and supplies				
High Risk Patient – Immunocompromised patients, neonates and pregnant patients				
Low Risk Patient – Immunocompetent patients				
<b>DISEASE / CONDITION</b>	<b>ALLOWED TO WORK?</b>	<b>PRECAUTIONS</b>	<b>DURATION</b>	<b>ADDITIONAL COMMENTS</b>
<b>Methicillin Resistant <i>Staphylococcus aureus</i> (MRSA) colonization or infection</b>				
<ul style="list-style-type: none"> <li><b>Health Care Workers (HCWs) with MRSA colonization of the nose with nasal discharge</b></li> </ul>	<p><b>NO</b> if HCWs has direct contact with high-risk patients</p> <p><b>YES</b> If HCWs has direct contact with low-risk patients</p>	<p>Wear a surgical mask while providing all patient care as respiratory shedding of MRSA is possible</p> <p>Good hand hygiene</p>	Until symptoms have resolved	Reassignment to areas/wards housing low risk patients is acceptable and can be determined by the HCW manager in discussion with Infection Control Practitioner (ICP)/Occupational Health Nurse (OHN) and Medical Officer of Health (MOH), if needed
<ul style="list-style-type: none"> <li><b>HCWs with MRSA infection of the lower arms or hands</b></li> </ul>	<p><b>NO</b> if HCWs are unable to perform hand hygiene</p>	Restricted from all patient care and patient care areas if the affected area(s) cannot be properly covered and securely dressed with an appropriate occlusive dressing	Until wound site is fully healed and hand hygiene can be performed	Reassignment to non-direct patient care duties is acceptable and will be assessed on a case by case basis determined by manager in consultation with ICP/OHN
<ul style="list-style-type: none"> <li><b>HCWs with MRSA Infection, excluding lower arms or hands</b></li> </ul>	<p><b>NO</b> If wound unable to be covered by a dressing or drainage unable to be contained by a dressing</p> <p><b>YES</b> If wound is</p>	<p>Restricted from all patient care and patient care areas if the affected area(s) cannot be properly covered and securely dressed with an appropriate occlusive dressing</p> <p>HCWs must keep</p>	Until wound site is healed	Not Applicable (N/A)

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	covered by a dressing and drainage can be contained by a dressing	wounds properly and securely bandaged while in the workplace		
<b>Conjunctivitis</b>	<b>NO</b>	N/A	<b>Bacterial:</b> Until no purulent drainage and 24 hours antibiotics  <b>Viral:</b> Until symptoms resolve (up to 14 days)	N/A
<b>Cytomegalovirus</b>	<b>YES</b>	No additional precautions required	N/A	N/A
<b>Diarrhea/Vomiting</b>				
• <b>Unknown cause</b>	<b>NO</b>	N/A	Until 72 hours after diarrhea resolves	N/A
• <b>Norovirus</b>	<b>NO</b>	N/A	Until 72 hours after diarrhea resolves	N/A
• <b>Salmonella (nontyphoidal)</b>	<b>NO</b>	N/A	Until symptoms resolve	If a carrier, consult ICP/OHN
• <b>Clostridiodes difficile</b>	<b>NO</b>	N/A	Until 48 hours after diarrhea resolves	N/A
• <b>Salmonella Typhi and Paratyphi</b>	<b>NO</b>	N/A	Case by case consult with ICP/OHN	N/A
• <b>E. coli 0157:H7</b>	<b>NO</b>	N/A	Case by case consult with ICP/OHN	N/A
• <b>Shigellosis (Bacillary Dysentery)</b>	<b>NO</b>	N/A	Until symptoms have resolved	N/A
<b>Eczema, open wounds and other skin conditions</b>				
• <b>Does not interfere with hand hygiene</b>	<b>YES</b>	N/A	N/A	N/A

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• Interferes with hand hygiene – works in low risk environment	YES	N/A	N/A	N/A
• Interferes with hand hygiene – works in high risk environment	NO	N/A	Until healed (consider modified low-risk duties)	N/A
<b>Gonorrhea</b>	YES	N/A	N/A	N/A
<b>Hand Foot and Mouth</b>				
• Exposed HCWs	YES	Good hand hygiene	N/A	N/A
• Symptomatic HCWs	NO	N/A	Until no further symptoms	N/A
<b>Hepatitis A</b>				
• HCWs who prepare or handle food	NO	N/A	Until 7 days after onset of jaundice or 7 days after onset of symptoms if jaundice is absent	N/A
• All other staff	YES	Good hand hygiene	N/A	N/A
<b>Hepatitis B</b>	YES	Good hand hygiene	N/A	N/A
<b>Hepatitis C</b>	YES	N/A	N/A	N/A
<b>Herpes Zoster (Shingles)</b>				
• Exposed HCWs with 2 documented doses of Varicella vaccine or proven immunity	YES if asymptomatic	Monitor daily during days 8-21 after exposure for fever, skin lesions and respiratory symptoms	N/A	N/A

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DISEASE / CONDITION	ALLOWED TO WORK?	PRECAUTIONS	DURATION	ADDITIONAL COMMENTS
<ul style="list-style-type: none"> <li>• <b>Exposed and Susceptible HCWs (no proven immunity or documented vaccines)</b></li> </ul>	<b>NO</b>	N/A	From day 8-21 after last exposure  From day 8-28 after last exposure if varicella-zoster immune globulin [VarIg] was given	Varlg may be required for immunocompromised or pregnant staff
<ul style="list-style-type: none"> <li>• <b>Symptomatic HCWs with Localized Shingles</b></li> </ul>	<b>NO</b> If unable to cover lesions  <b>YES</b> if able to cover lesions	Lesions must be covered with occlusive dressing and clothing.	If unable to cover lesions, must be off work until lesions are dried and crusted.	N/A
<ul style="list-style-type: none"> <li>• <b>Symptomatic HCWs with Disseminated Shingles</b></li> </ul>	<b>NO</b>	N/A	Until all lesions are dried and crusted	N/A
<b>Human Immunodeficiency Virus (HIV)/Acquired Immunodeficiency Syndrome (AIDS)</b>	<b>YES</b>	N/A	N/A	N/A
<b>Group A Streptococcus (i.e., Impetigo, Scarlet Fever)</b>				
<ul style="list-style-type: none"> <li>• <b>Exposed HCWs</b></li> </ul>	<b>YES</b>	N/A	N/A	N/A
<ul style="list-style-type: none"> <li>• <b>Symptomatic HCWs</b></li> </ul>	<b>NO</b>	N/A	Until 24 hours of effective antibiotic treatment is completed	N/A
<b>Lice (Pediculosis)</b>				
<ul style="list-style-type: none"> <li>• <b>Exposed HCWs</b></li> </ul>	<b>YES</b>	N/A	N/A	N/A
<ul style="list-style-type: none"> <li>• <b>Symptomatic HCWs</b></li> </ul>	<b>NO</b>	N/A	Until 24 hours after treatment	N/A

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<b>Measles “Red Measles” Rubeola</b>				
• Exposed HCWs and 2 documented doses of MMR vaccine or confirmed antibodies	<b>YES</b>	N/A	N/A	N/A
• Exposed and susceptible HCWs	<b>NO</b>	N/A	From Day 5 from first exposure until Day 21 after last exposure	Must consult ICP/OHN regarding return to work (RTW) and immunity status
• Infected Symptomatic HCWs	<b>NO</b>	N/A	Until 5 days after appearance of rash  Until symptoms resolve if immunocompromised	Must consult ICP/OHN regarding RTW
<b>Meningitis (Invasive Meningococcal Disease – Neisseria meningitidis)</b>				
• Exposed Asymptomatic HCWs	<b>YES</b>	N/A	N/A	Consult ICP re: requirement for antibiotic prophylaxis
• Symptomatic HCWs (with or without exposure)	<b>NO</b>	N/A	Until 24 hours after the start of effective therapy and well enough to work	N/A
<b>Mononucleosis</b>	<b>YES</b>	N/A	N/A	Follow respiratory etiquette
<b>Mumps</b>				

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• Exposed HCWs with 2 documented doses of MMR vaccine or confirmed antibodies	<b>YES</b>	N/A	N/A	Provide ICP/OHN with documented immunity status
• Exposed and susceptible HCWs	<b>NO</b>	N/A	From day 10 after first unprotected exposure through day 26 after last exposure	N/A
• Symptomatic HCWs with or without confirmed immunity	<b>NO</b>	N/A	Until 5 days after onset of parotitis (inflammation of the parotid gland)	N/A
<b>Pertussis (Whooping Cough)</b>				
• Exposed & taking prophylactic antibiotics	<b>YES</b>	N/A	N/A	Provide ICP/OHN with documented immunity status
• Exposed & NOT taking prophylactic antibiotics	<b>NO</b> If works with high risk patients	N/A	From days 6-21 following last exposure	Consider modification to work with low risk patients
• Symptomatic HCWs treated with antimicrobials	<b>NO</b>	N/A	Until after completing five (5) days of effective treatment	N/A
• Symptomatic HCWs untreated	<b>NO</b>	N/A	From onset of symptoms until 21 days after onset of coughing	N/A
<b>Respiratory Infections, including Influenza and COVID-19</b>				
• Febrile	<b>NO</b>	Should wear a mask	Until 24 hours afebrile (no	N/A

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		continuously while at work for 7 days after the onset of symptoms	fever) without use of fever reducing medications	
<ul style="list-style-type: none"> <li><b>Afebrile (no fever)</b></li> </ul>	<b>YES</b> if feeling well enough to declare themselves “fit for work”	Should wear a mask continuously while at work for 7 days after the onset of symptoms	N/A	N/A
<b>Rubella (German Measles)</b>				
<ul style="list-style-type: none"> <li><b>Exposed HCWs and 1 documented dose of MMR vaccine or confirmed antibodies</b></li> </ul>	<b>YES</b>	N/A	N/A	Must consult ICP/OHN regarding immunity status
<ul style="list-style-type: none"> <li><b>Exposed and susceptible</b></li> </ul>	<b>NO</b>		Until day 7 from first exposure to day 23 after last exposure	Consider vaccination of exposed susceptible non-pregnant persons within 3 days of exposure
<ul style="list-style-type: none"> <li><b>Symptomatic HCW</b></li> </ul>	<b>NO</b>	N/A	Until 7 days after rash onset	N/A
<b>Scabies</b>				
<ul style="list-style-type: none"> <li><b>Exposed Asymptomatic HCWs</b></li> </ul>	<b>YES</b>	No work modifications/restrictions	N/A	N/A
<ul style="list-style-type: none"> <li><b>Symptomatic HCWs</b></li> </ul>	<b>NO</b>	N/A	Until 24 hours after initiation of appropriate treatment	If not improved after initial treatment, an additional treatment may be required one week later. Consult ICP/OHN

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<b>Streptococcal Disease (Group A)</b> (including strep throat, skin or wound infection)	<b>NO</b>	N/A	Until 24 hours after appropriate treatment is started	N/A
<b>Tuberculosis (TB) (pulmonary) including previous positive documented TST, previous treatment for TB disease or latent TB</b>				
• <b>Symptomatic TB</b>	<b>NO</b>	N/A	Until deemed to be non-infectious by physician knowledgeable and experienced in managing TB Disease	N/A
• <b>Asymptomatic TB</b>	<b>YES</b>	N/A	N/A	They should be educated about signs and symptoms and told to report to physician immediately if symptoms develop
<b>Tuberculosis (non-pulmonary)</b>	<b>YES</b> If physician has confirmed there is no concurrent pulmonary TB	N/A	N/A	N/A.
<b>Varicella (Chickenpox)</b>				
• <b>Exposed Asymptomatic Immunized HCWs</b>	<b>YES</b>	N/A	N/A	Self-monitor daily for symptoms from day 8-21 days



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<ul style="list-style-type: none"> <li>Exposed Susceptible HCWs</li> </ul>	NO	N/A	From day 8 after first exposure to day 21 after last exposure  Duration is extended to day 28 after last exposure, if varicella-zoster immune globulin [Varlg] was given	Varlg may be required for immunocompromised or pregnant HCW
<ul style="list-style-type: none"> <li>Symptomatic HCWs</li> </ul>	NO	N/A	Until all lesions are dried and crusted	N/A
Upper extremity supportive devices (casts, braces, etc.)				
<ul style="list-style-type: none"> <li>Device is able to be removed for hand hygiene and is not worn during patient care.</li> </ul>	YES	N/A	N/A	N/A
<ul style="list-style-type: none"> <li>Device is able to be removed for hand hygiene, but is worn for patient care activities.</li> </ul>	YES	Device must be removed AND must be cleaned with a facility-approved disinfectant each time hand hygiene is indicated	N/A	Device material must be able to be cleaned with the facility-approved disinfectant

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DISEASE / CONDITION	ALLOWED TO WORK?	PRECAUTIONS	DURATION	ADDITIONAL COMMENTS
<ul style="list-style-type: none"> <li>Device is not able to be removed for hand hygiene</li> </ul>	<p style="text-align: center;"><b>YES</b> For low risk</p> <p style="text-align: center;"><b>NO</b> For high risk</p>	N/A	N/A	Employees may not provide direct patient care or other high-risk activities until able to perform hand hygiene (consider modified low-risk duties)

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