



<p>Team Name: Infection Prevention and Control</p> <p>Team Lead: Regional Director Staff Development, Infection Prevention and Control</p> <p>Approved by: VP - Human Resources</p>	<p>Reference Number: CLI.8011.SG.004</p> <p>Program Area: Infection Prevention and Control</p> <p>Policy Section: Infection, Prevention and Control</p>
<p>Issue Date: May 5, 2020</p> <p>Review Date:</p> <p>Revision Date:</p>	<p>Subject: Occupational Health-Infectious Disease and Upper Extremity Supportive Device Work Restrictions</p>

Use of pre-printed documents: Users are to refer to the electronic version of this document located on the Southern Health-Santé Sud Health Provider Site to ensure the most current document is consulted.

POLICY SUBJECT:

Occupational Health infectious disease and upper extremity supportive device work restrictions for all Southern Health-Santé Sud (SH-SS) programs and sites.

PURPOSE:

This policy outlines work restrictions that are necessary when an employee, volunteer or student is known to be colonized or infected with a communicable organism or has an upper extremity condition.

BOARD POLICY REFERENCE:

- Executive Limitation (EL-02) Treatment of Clients
- Executive Limitation (EL-03) Treatment of Staff
- Executive Limitation (EL-07) Corporate Risk

POLICY:

Occupational infections may occur in the delivery of health care and are acquired by health care workers (HCWs) from various sources in the workplace and outside the workplace (i.e. an infected individual or contaminated equipment/ environment). HCWs have the potential to acquire or transmit infectious agents during the course of their work. There are times when it is necessary for an employee, volunteer or student to be restricted from duty based on a colonization, infection or condition.

The Occupational Health Program promotes health and well-being, ensures safety and makes every effort to minimize the risks related to illness transmission.

DEFINITIONS:

Employee: An individual who provides health care related services in Southern Health-Santé Sud. For the purpose of this document an employee may be an employee, volunteer or student. An employee includes physicians, and those employees of affiliated sites/organizations including Shared Health staff who work in SH-SS.

Patient: An individual who accesses and/or receives health care related services. A patient may be a patient in an acute care setting, a resident in a personal care home, or client in a community program or facility.

Colonized: An organism is living on an individual with no apparent signs or symptoms of infection. This organism may be passed on to other individuals.

Infected: An organism is causing signs or symptoms of infection in an individual. This organism may be passed on to other individuals.

PROCEDURE:

1. If an employee is ill or injured and concerned that it is due to a contagious illness or condition, they or their manager are encouraged to consult this policy and the Infection Control/Occupational Health Nurse or designate prior to returning to work.
2. The employee or manager must consult this policy if they have any of the following symptoms **before** reporting to work:
 - skin lesions/open wounds;
 - symptoms of gastroenteritis or an acute respiratory illness;
 - conjunctivitis;
 - a vaccine-preventable disease (measles, mumps, rubella, chicken pox, influenza, etc.);
 - other communicable illness/disease; or
 - upper extremity supportive devices (braces, casts, etc.).
3. The employee or manager may consult the Infection Control/Occupational Health Nurse or designate if they have any questions or require clarification.
4. Refer to CLI.8011.SG.004.SD.01 Illness/Restrictions/Precaution table to determine the action required for specific infectious diseases and upper extremity supportive devices. This table is not intended to be comprehensive. Contact Infection Control/Occupational Health Nurse or designate for further information on illnesses not listed. *Please note that **high risk** hand hygiene activities involve **direct** contact with patients, patient care environments or patient equipment and supplies. **Low risk** hand hygiene activities involves work areas that **do not have direct** contact with patients, patient care environments or patient equipment and supplies.
5. Refer to the Winnipeg Regional Health Authority (WRHA) Occupational and Environmental Safety and Health (OESH) Guideline for Managers/Supervisors - Communicable Diseases for additional disease information as needed
https://professionals.wrha.mb.ca/old/professionals/safety/policies_section02.php

SUPPORTING DOCUMENTS:

CLI.8011.SG.004.SD.01 Illness/Restrictions/Precaution Table

REFERENCES:

CLI.8011.PL.001 Hand Hygiene

CLI.8011.PL.004 Outbreak Management in Acute Care and Personal Care Homes

CLI.8011.PL.004.SD.02 Gastrointestinal Outbreak Management Protocol

Government of Manitoba. (September 2019). *Manitoba Workplace Safety and Health Regulations*. <https://web2.gov.mb.ca/laws/regs/current/217.06.pdf>

Health Canada, Canada Communicable Disease Report, Infection Control Guidelines Prevention and Control of Occupational Infections in Health Care, March 2002.

Manitoba Health, Seniors and Active Living, Guidelines for the Prevention and Control of Antimicrobial-Resistant Organisms, November 27, 2018.

Manitoba Health, Seniors and Active Living, Communicable Disease Management Protocol, Hepatitis A, February 2014.

Manitoba Health, Seniors and Active Living, Communicable Disease Management Protocol, Invasive Meningococcal Disease (*Neisseria meningitidis*), June 2011.

Manitoba Health, Seniors and Active Living, Communicable Disease Management Protocol, Salmonellosis (Non-Thyphoid), November 2011.

Manitoba Health, Seniors and Active Living, Communicable Disease Management Protocol, Shigellosis, November 2011.

Northern Health Region. (2019). *Occupational Health Policy & Procedure: Occupational Health Work Restrictions, 1-2*.

Northern Health Region. (2019). *Occupational Health Policy & Procedure: Occupational Health Work Restrictions-Appendix A: Illness/Restrictions/Precautions Table, 1-7*.

Winnipeg Regional Health Authority (WRHA) Occupational and Environmental Safety and Health (OESH) Guideline for Managers/Supervisors - Communicable Diseases
https://professionals.wrha.mb.ca/old/professionals/safety/policies_section02.php

Winnipeg Regional Health Authority. (March 2008) *Upper extremity supportive devices operational directive*.
https://professionals.wrha.mb.ca/old/professionals/safety/files/OP_UpperExtremitySupport.pdf