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**MASSACHUSETTS
GENERAL HOSPITAL**

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Partners Healthcare Return to Work Criteria for Healthcare Workers

Approved: June 3, 2020

Effective: June 3, 2020

Summary of June 3, 2020 Updates:

- Asymptomatic employees who get serological testing and have positive results for either IgM or IgG are no longer required to get PCR testing but can continue working so long as they were not symptomatic within the preceding 14 days.

All employees, regardless of evaluation for return to work, must do the following:

- Follow mask policy at all times while in the healthcare facility, **and**
- Adhere to hand hygiene, respiratory hygiene, and cough etiquette (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles), **and**
- Self-monitor for symptoms, and seek re-evaluation from Occupational Health if symptoms develop

| Employee's Status | Symptom and Time Requirements | Testing Requirements |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <p>Symptomatic with confirmed COVID-19 Positive for COVID-19 by nucleic acid amplification test (NAAT)</p> | <ol style="list-style-type: none"> At least 3 days (72 hours) since recovery, defined as resolution of fever without the use of fever-reducing medications and resolution of respiratory symptoms (e.g., cough, shortness of breath) and At least 14 days have passed since symptoms first appeared. | None |
| <p>Symptomatic, suspected COVID-19 No COVID test performed while symptomatic and no alternative diagnosis established (manage employee as if they were COVID positive)</p> | <ol style="list-style-type: none"> At least 3 days (72 hours) since recovery, defined as resolution of fever without the use of fever-reducing medications, and resolution of respiratory symptoms (e.g., cough, shortness of breath) and | None |

This policy or guidance document was developed based on currently available published guidance, in the setting of available supplies and clinical situations at our institutions. Decisions are made collaboratively and are based on ongoing risk-assessments of the evolving COVID-19 pandemic. This policy or guidance document represents the best recommendations as of June 3, 2020, will be reviewed regularly, and is subject to change as the situation evolves.

| Employee's Status | Symptom and Time Requirements | Testing Requirements |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | 2. At least 14 days have passed since symptoms first appeared. | |
| Symptomatic, suspected COVID-19 No COVID test performed while symptomatic but alternate diagnosis established (i.e. influenza) | Criteria for return to work should be based on alternative diagnosis (e.g., influenza) | None |
| Symptomatic, suspected COVID-19 Negative for COVID-19 by nucleic acid amplification test (NAAT) performed while symptomatic and total duration of illness ≤5 days | 1. Resolution of fever without the use of fever-reducing medications and 2. ≥24 hours since resolution of symptoms | None |
| Symptomatic, suspected COVID-19 Negative for COVID-19 by nucleic acid amplification test (NAAT) while symptomatic and total duration of illness >5 days | 1. At least 3 days (72 hours) since recovery, defined as resolution of fever without the use of fever-reducing medications, and resolution of respiratory symptoms (e.g., cough, shortness of breath) and 2. At least 14 days have passed since symptoms first appeared | None |
| Asymptomatic, with confirmed exposure to COVID-19 Individual | Continue working while asymptomatic | Per public health recommendations, employees that meet Partners exposure criteria should be referred for COVID-19 testing by PCR between 3 and 14 days after exposure. If the test is positive, manage as "Asymptomatic, tested positive for COVID-19 by nucleic acid amplification test (NAAT)" (see below). |

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| Employee's Status | Symptom and Time Requirements | Testing Requirements |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Asymptomatic Tested positive by nucleic acid amplification test (NAAT) (manage employee as COVID positive) | 1. At least 10 days have passed since positive test and 2. No intervening illness (if employee did have an intervening illness then manage as "Symptomatic, test positive" as above). | None |
| Asymptomatic, Tested positive for COVID-19 serology (IgM or IgG) | Must be asymptomatic. If any symptoms concerning for COVID within the preceding 14 days then refer to the guidance above for symptomatic employees. | None |
| Note that OHS is responsible for managing employee infection status classification in EPIC including addition of infection statuses and resolution per Partners policy. | | |

CDC Criteria for Return to Work for Healthcare Personnel with Confirmed or Suspected COVID-19
<https://www.cdc.gov/coronavirus/2019-ncov/healthcare-facilities/hcp-return-work.html>

Massachusetts Department of Public Health Occupational Exposure & Return to Work Guidance for Healthcare Personnel
<http://www.massmed.org/Patient-Care/COVID-19/Healthcare-Personnel-Return-to-Work-Guidance-May-7/>

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