



Guidelines for Return to Work Following a Positive COVID-19 Test

Consolidated and Revised: May 20, 2020

Last Updated: November 13, 2020

The following guidelines apply to both WellSpan employees and credentialed medical staff members (non-employed). They must be followed before an individual is cleared to return to work in a WellSpan facility, following a positive COVID-19 test and recovery from symptoms.

Background:

These updated protocols are approved by the WellSpan Clinical Standards Group, Employee Health & Safety and Infection Control. They are consistent with guidance from the U.S. Centers for Disease Control and Prevention and the Pa. Department of Health; and in the case of the waiting period before returning to work, these guidelines also exceed the minimum standards from these agencies.

Revised Return-to-Work Process:

- Health care personnel who are confirmed positive for COVID-19 will return to work based on a time and symptom-based strategy.
- **Individuals will stay excluded from the workplace until all the following are true:**
 - A minimum of 10 days has passed since the test was collected.
 - There has been a general improvement in overall symptoms.
 - The employee is afebrile (fever-free with temperature under 100 degrees Fahrenheit **without** fever-reducing medication) for at least 24 hours immediately preceding return to work.
 - **AND** The employee has been free of diarrhea and vomiting for 24 hours immediately preceding return to work.
- Once these criteria are met, the employee or credentialed medical staff member (non-employed) must be individually cleared by Employee Health & Safety before they may return to work. The individual must initiate this process by calling 717-851-4788.
- Employee Health & Safety will inform the individual verbally when they are cleared to return to work. Also, an email confirming return-to-work status will be sent to the:
 - Individual's manager/supervisor; and
 - Local entity's Human Resources director.