

OREGON STATE HOSPITAL

POLICIES AND PROCEDURES

SECTION 2: Clinical Support

POLICY: 2.003

SUBJECT: Infectious Disease Management for Staff

POINT PERSON: INFECTION PREVENTION DEPARTMENT MANAGER

APPROVED: DOLORES MATTEUCCI
SUPERINTENDENT

DATE: APRIL 28, 2021

I. POLICY

- A. Oregon State Hospital (OSH) and its Infection Prevention Department will strive to provide an environment free of infectious illness or disease for patients, staff, and visitors.
- B. Staff must follow procedures attached to this policy when exhibiting signs or symptoms of an infectious disease. To receive assistance with work accommodations due to an infectious disease, staff must report the illness to both Infection Prevention and Human Resources.
- C. This policy's provisions apply to infectious symptoms such as those listed in Oregon Administrative Rule (OAR) 333-019-0014 and other situations such as:
 - 1. illness with fever, upper respiratory infection, vomiting, diarrhea, or other symptoms of an acute, infectious disease;
 - 2. eye infections (e.g., weeping or draining);
 - 3. other infectious diseases including, but not limited to:

Amebiasis	Measles	Salmonellosis
Chickenpox	Mumps	Scabies
Clostridium Difficile	Norovirus	Shiga-toxin producing E. Coli, including E. coli O157
Diphtheria	Pediculosis	Shigellosis
Hepatitis A	Pertussis	Staphylococcal Infections
Herpes Zoster	Rubella	Streptococcal Infections
Influenza	COVID-19	Tuberculosis active

- D. Staff who have an infectious disease which places other persons at risk of infection may have work restrictions imposed in accordance with recognized principles of infection prevention approved by the Infection Prevention Department and the Infection Control Committee. Work restriction decisions will be established in conjunction with Human Resources and per applicable current bargaining agreements.
- E. In accordance with applicable personnel rules and current bargaining agreements, when a staff member has been asked to leave the workplace or been reassigned due to an infectious disease or has been medically screened out by an OSH medical screener for exhibiting distinct infectious disease symptoms or for exposure to a specific infectious disease, they must provide the supervisor with a return to work approval (e.g., physician release) before returning to work.
 - 1. Staff with acute, infectious symptoms or who are in the communicable stage of a restricted disease may not work without supervisor approval, and only after consultation with the Infection Prevention Department.
 - 2. Staff experiencing an infectious disease such as those described in this policy may not return to work until the period of communicability has ended.
 - 3. Staff experiencing acute gastrointestinal illness accompanied by vomiting and/or diarrhea may not return to work until 48 hours after cessation of symptoms.
- F. This policy applies to all staff, including employees, volunteers, trainees, interns, contractors, vendors, and other state employees assigned to work at OSH. Staff who fail to comply with this policy or related procedures may be subject to disciplinary action, up to and including dismissal.
- G. OSH follows all applicable regulations, including federal and state statutes and rules; Oregon Department of Administrative Services, Shared Services, and Oregon Health Authority policies; and relevant accreditation standards. Such regulations supersede the provisions of this policy unless this policy is more restrictive.

II. PROCEDURES

Procedures A Staff Responsibilities

III. REFERENCES

- Agarwal, RK; Kuntz, G; Lee, I; MacCannell, T; Stevenson, KB; Umscheid, CS; and the Healthcare Infection Control Practices Advisory Committee. (2011). *Guideline for the Prevention and Control of Norovirus Gastroenteritis Outbreaks in Healthcare Settings*. Retrieved from <https://www.cdc.gov/hicpac/pdf/norovirus/Norovirus-Guideline-2011.pdf>.
- Department of Administrative Services. (2016). *Sick leave with pay*. 60.000.01.
- Department of Administrative Services. (2016). *Leaves without pay*. 60.000.11.
- Department of Administrative Services. (2015). *Statutorily required leaves with and without pay*.60.000.12.

Oregon Administrative Rule § 333-018-0000.

Oregon Administrative Rule §§ 333-019-0002 – 333-019-0014.

Oregon Administrative Rule § 333-505-0040.

Oregon Administrative Rule § 333-505-0070.

Oregon Revised Statute § 653.616.

Siegel, JD; Rhinehart, E; Jackson, M; Chiarello, L; Healthcare Infection Control Practices Advisory Committee. (2007). *Guideline for isolation precautions: Preventing transmission of infectious agents in healthcare settings*. Retrieved from <http://www.cdc.gov/ncidod/dhqp/pdf/isolation2007.pdf>.

RESPONSIBLE PERSON/GROUP	PROCEDURES
Staff	<ol style="list-style-type: none"> 1. Contact a primary care provider when exposure to, transmission of, or evidence of an infectious disease necessitates medical care. 2. Report signs and symptoms of an infectious disease to the supervisor at the onset of symptoms. 3. Follow Oregon State Hospital (OSH) Policy and Procedure 5.012, "Injury or Illness Reporting". 4. In the case of accidental (occupational) exposure to blood-borne pathogens (BBP) or other potentially infectious material, follow the "Occupational and Bloodborne Pathogen Exposure Plan" as directed by Infection Prevention.
Staff supervisor	<ol style="list-style-type: none"> 1. Notify Infection Prevention, the Physician Advisor (the appointed physician chairperson of the Infection Control Committee), or the medical on-call doctor on weekends or after hours whenever a staff reports signs and symptoms of an infectious disease. 2. Follow OSH Policy and Procedure 5.012, "Injury or Illness Reporting." 3. In the event of BBP exposure, complete an Incident Report 4. Provide a copy of the BBP Exposure Risk Level Assessment to the staff member and Infection Prevention. 5. If needed, refer the staff member to their own health care provider, urgent care, or emergency care facility.
Infection Prevention Department	<ol style="list-style-type: none"> 1. If needed, refer the staff member to their own health care provider, urgent care, or emergency care facility. 2. In the event of investigation of a reportable disease, disease outbreak or epidemic, report staff demographical and medical information related to the case to the Oregon Public Health Administrator in accordance with Oregon Administrative Rule (OAR) 333-018-0000 and OAR 333-019-0002. 3. Follow the "Occupational and Bloodborne Pathogen Exposure Control Plan" in the case of BBP exposure.
Human Resources (HR)	Collaborate with Infection Prevention to consider and implement any necessary work restrictions.