

OREGON STATE HOSPITAL

POLICIES AND PROCEDURES

SECTION 2: Clinical Support

POLICY: 2.003

SUBJECT: Infectious Disease Management in Health Care Personnel

POINT PERSON: INFECTION PREVENTION AND EMPLOYEE HEALTH DEPARTMENT DIRECTOR

APPROVED: JOHN SWANSON
INTERIM ADMINISTRATOR

DATE: AUGUST 31, 2017

I. POLICY

- A. Oregon State Hospital (OSH) in conjunction with the hospital's Infection Prevention Employee Health (IPEH) Department will strive to provide an environment free of infectious illness or disease for patients, visitors, and health care personnel (HCP).
- B. HCP must complete Procedures A, "Health Care Personnel Responsibilities," when a HCP exhibits signs or symptoms of an infectious disease.
- C. HCP 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 as approved by the IPEH Department and the Infection Control Committee. Work restriction decisions will be performed in conjunction with Human Resources and per applicable current Bargaining Agreements.
 1. HCP with acute, infectious symptoms or who have a diagnosed illness may not work without supervisor approval, and only after consultation with the IPEH Department. Infectious symptoms per Oregon Administrative Rule (OAR) 333-019-0014 may include, but are not limited to:
 - a. illness with fever, upper respiratory infection, vomiting, diarrhea, or other symptoms of an acute, infectious disease;
 - b. eye infections (weeping or draining);
 - c. 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		Tuberculosis active

2. A HCP experiencing acute gastrointestinal illness accompanied by vomiting and/or diarrhea must be excluded from work until 48 hours after cessation of symptoms.
 3. A HCP experiencing an infectious disease such as those described in this policy may be excluded from work until the period of communicability has ended. To receive assistance with work accommodations due to an infectious disease must be reported to both IPEH and Human Resources.
- D. When a HCP has been asked to leave the workplace or been reassigned due to an infectious disease, the HCP must provide the supervisor with a return to work approval (e.g., physician release) prior to returning to work in accordance with applicable personnel rules and current Bargaining Agreements.
- E. A HCP who fails to comply with this policy or related procedures may be subject to disciplinary action, up to and including dismissal.

II. DEFINITIONS

- A. "Health care personnel (HCP)" for the purposes of this policy means the population of health care workers working in healthcare settings. HCP might include, but is not limited to: physicians, nurses, nursing assistants, therapists, technicians, dental personnel, pharmacists, laboratory personnel, students and volunteers, trainees, contractual staff not employed by the facility, and persons not directly involved in patient care (e.g., clerical, dietary, housekeeping, maintenance). HCP in this policy includes the term "staff".
- B. "Infectious disease" means a disease of humans or animals resulting from an infection that is transmissible to others.
- C. "Physician Advisor" means the appointed physician chairperson of the Infection Control Committee.

III. PROCEDURES

Procedures A Health Care Personnel Responsibilities

IV. 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.

Oregon Administrative Rule § 333-019-0003.

Oregon Administrative Rule § 333-019-0010.

Oregon Administrative Rule § 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
Health Care Personnel (HCP)	<ol style="list-style-type: none"> 1. Secure medical care when either exposure to, transmission of, or evidence of an infectious disease necessitates medical care. 2. Report signs and symptoms of infectious disease to the HCP's supervisor at the onset of the symptoms. 3. Follow Oregon State Hospital (OSH) Policy and Procedure 5.012, "Reporting of Injuries and Illnesses". 4. Follow the "Occupational and Bloodborne Pathogen Exposure Plan" in the Infection Prevention Manual in the case of accidental (occupational) exposure to blood-borne pathogens (BBP) or other potentially infectious material.
HCP supervisor	<ol style="list-style-type: none"> 1. Notify IPEH, the Physician Advisor, or the medical on-call doctor on weekends or after hours whenever a HCP reports signs and symptoms of an infectious disease. 2. Follow OSH Policy and Procedure 5.012, "Reporting of Injuries and Illnesses." 3. In the event of BBP exposure, complete an "Exposure Worksheet". 4. Provide a copy of the BBP Exposure assessment to the HCP and the IPEH Department. 5. If needed, refer the HCP to the HCP's own health care provider, urgent care, or emergency care facility.
Infection Prevention and Employee Health Department (IPEH)	<ol style="list-style-type: none"> 1. If needed, refer the HCP to the HCP's own health care provider, urgent care, or emergency care facility. 2. Collaborate with Human Resources to establish any necessary work restrictions. 3. In the event of investigation of a reportable disease, disease outbreak or epidemic, report HCP demographical and medical information related to the case to the Oregon Public Health Administrator in accordance with OAR 333-018-0000 and OAR 333-019-0002. 4. Follow the "Occupational and Bloodborne Pathogen Exposure Control Plan" in the case of BBP exposure.
Human Resources (HR)	Collaborate with IPEH to consider and implement any necessary work restrictions.