

Employee Return to Work Criteria

This guide is to assist in determining when health care personnel (HCP) may return to work following a viral respiratory illness.

HCP Return to Work Criteria Following Viral Respiratory Illness

3 Days Have Passed

At least 3 days have passed since the onset of symptoms or the positive test if asymptomatic. The day of symptom onset or positive test is day 0.

AND

Fever-free

NO fever for at least 24 hours without the use of fever-reducing medication.

AND

Symptoms Improved

Symptoms of respiratory illness are improving.

AND

They Feel Well

The HCP feels well enough to return to work.

AND

Source Control

Source control is used upon return to work until at least the end of day 7, where the day of symptom onset or positive test is day 0.

These recommendations are intended to apply to respiratory viruses such as SARS-CoV-2, influenza, respiratory syncytial virus (RSV), parainfluenza, rhinovirus, human metapneumovirus, additional adenoviruses, endemic coronaviruses, enteroviruses and others. This guidance doesn't apply to respiratory pathogens such as measles, mumps, rubella, varicella, etc.

For asymptomatic healthcare personnel who have a known or suspected exposure to a respiratory virus not addressed elsewhere in this guideline or other interim guidance:

- Work restrictions are not necessary.
- Wear source control from the day of first exposure through at least the 5th day after the latest exposure.
- Monitor for development of signs or symptoms of a viral respiratory infection for at least 5 days after their last exposure.
- HCP who develop signs or symptoms of a viral respiratory infection should be restricted from work as described above.

HCP with severe respiratory illness or are moderately to severely immunocompromised should consult with occupational health.