

**Date:** April 10, 2020

**To:** Zone Emergency Operation Centres

**From:** AHS Ability Management

**RE:** Clarification on Guidance for Healthcare Workers who are Pregnant or have Underlying Medical Conditions

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Protecting the health and safety of healthcare workers is an imperative for employers and unions. During the current COVID-19 pandemic, it is critical that the appropriate steps are taken to protect the health and safety of all healthcare workers in Alberta and prevent exposure to and transmission of the COVID-19 virus.

On April 6, AHS released position statements on:

- [Healthcare Workers with Underlying Medical Conditions and Potential Risk Factors for Severe COVID-19 Disease](#)
- [Pregnant Healthcare Workers and COVID-19](#)

Managers or medical leaders will work with their staff to identify workplace hazards, assess worker risk, and use appropriate controls to reduce workplace incidents and exposures.

If a medical note is provided, or an accommodation is requested, the manager or medical leader will consider options such as the opportunity for the worker to work from home, where possible.

If this is not feasible, or further clarity regarding the medical is required, the manager or medical leader should reach out to [Ability Management](#) for support.

Ability Management will inform the manager or medical leader if the employee has a medical condition that:

- May be associated with an increased risk of morbidity and/or mortality if one becomes infected with COVID-19; or
- A medical condition which may result in a reduced ability to fully adhere to IPC recommendations, including use of appropriate PPE, so that appropriate next steps can be addressed.

Please contact [Ability Management](#) if you have any questions.

Sincerely,

Lindsey Simpson  
Director, Ability Management