COVID-19 Return to Work Decision Chart For Healthcare Workers

For more information, see the COVID-19 Return to Work Guide for Healthcare Workers.

### In the past 14 days, have you travelled outside of Canada?
- Yes → You must adhere to all federal requirements regarding returning travellers → Go to page 2
- No → No

### In the past 10 days, have you (whether at work or outside of work):

- Had close contact*, without wearing appropriate personal protective equipment, with a person who tested positive for COVID-19 (by any Health Canada-approved COVID-19 test, including rapid antigen tests), during that person’s infectious period?; OR
- Had laboratory exposure to biological material (e.g. primary clinical specimens, virus culture isolates) known to contain COVID-19 virus?; OR
- Had close contact*, without wearing appropriate personal protective equipment, with a person who is a probable case of COVID-19, during that person’s infectious period?
  - A probable case is a person with clinical illness (any one or more of the following: fever, new or worsening cough, shortness of breath/difficulty breathing, sore throat, loss of sense of taste or smell, or runny nose) who in the last 10 days:
    - Had close contact with a confirmed case of COVID-19, OR was exposed to a known outbreak of COVID-19, OR had a laboratory exposure to biological material known to contain COVID-19, AND
    - Who does not have a lab-confirmed COVID-19 test or the result was inconclusive.

### NOT Fully Immunized*

- You have not received any doses of vaccine; or
- For a one-dose vaccine series (e.g. Janssen), it has been 14 days or less since you received one dose; or
- For a two-dose vaccine series (e.g. Pfizer-BioNTech, Moderna, AstraZeneca, Covishield), you have had only one dose or it has been 14 days or less since your second dose.

### Fully Immunized PLUS Booster Dose*

- You have received an mRNA vaccine (i.e. a “booster dose”) after the recommended time interval following the completion of either a one-dose or two-dose vaccine series, AND
- More than 14 days have elapsed since you received your “booster dose”.

### Fully Immunized*

- It has been more than 14 days since you received one dose in a one-dose vaccine series (e.g. Janssen); or
- It has been more than 14 days since you received the second dose of a two-dose vaccine series (e.g. Pfizer-BioNTech, Moderna, AstraZeneca, Covishield); or
- If you have received a booster dose* of vaccine, it has been 14 days or less since you received your booster dose*.

### In the 21 days before your potential exposure, were you a confirmed case of COVID-19?
- Yes → You will need to be work restricted for 10 days after your date of exposure → go to page 3
- No → No

### What was your COVID-19 immunization status at the time that you were potentially exposed?
- Fully Immunized
- Not Fully Immunized

### In the 21 days before your potential exposure, were you asymptomatic AND been recently tested for COVID-19?
- Yes → You are NOT required to be work restricted or undergo testing due to your exposure; proceed to the next box
- No → No

### Do you have close contact (i.e. in your home) with a child and this child is symptomatic and/or has recently been instructed to stay home due to possible exposure to COVID-19?
- Yes → Go to page 5
- No → Go to page 7

### Are you asymptomatic AND been recently tested for COVID-19?
- Yes → Go to page 6
- No → Go to page 7

### Are you experiencing any symptoms that are new, or not related to a pre-existing health condition, or a change from your usual symptoms?
- No → You can continue to work with no restrictions.
- Yes → Go to page 7

### NOTES:

1. If your potential exposure to the COVID-19 virus occurred while performing your work duties, then you must report this exposure. If you develop symptoms within 10 days of a work-related exposure, then this must also be reported. To report your work-related exposure or subsequent symptoms, contact your Zone WHS department if you work for AHS or OAL, or contact OHS (1-855-342-8070) if you work for Covenant Health.

2. There is no need to contact WHS prior to returning to work unless instructed to do so by WHS. Return to work decisions should be made in consultation with this guide and discussion with one’s manager or medical staff leader, as appropriate. A negative COVID-19 test result and/or a medical note is not required to return to work once your quarantine, isolation, or work restriction (as applicable) is complete.

3. Please see the Alberta Health document “Defining Fully immunized – COVID-19” for more details regarding immunization status. A “booster dose” is an appropriately spaced additional dose of mRNA vaccine in an individual who was already “fully immunized”, i.e. a 3rd dose of vaccine for those who have completed a two-dose vaccine series, or a 2nd dose of vaccine for those who have completed a one-dose vaccine series (i.e. Janssen).

4. “Close contact” is defined as:
   - Provided direct care for the case (including healthcare workers, family members or other caregivers), or who had other similar close physical contact (e.g. intimate partner, hug, kiss, handshake) without consistent and appropriate use of personal protective equipment; OR
   - Lived with or otherwise had close prolonged contact which may be cumulative, i.e. multiple interactions for a total of 15 minutes or more over a 24-hour period and within two metres with a case without consistent and appropriate use of personal protective equipment and the case is not completely isolating away from others in the home; OR
   - Had direct contact with infectious bodily fluids of a case (e.g. shared cigarettes, glasses/bottles, eating utensils) or was coughed or sneezed on while not wearing recommended personal protective equipment.

5. “Infectious period” is defined as:
   - For a COVID-19-positive case who is symptomatic, 48 hours prior to the onset of symptoms until 10 days after symptom onset, or until symptoms improve and the case is fever-free for 24 hours (without the use of fever-reducing medications), whichever is longer.
   - For a COVID-19-positive case who remains asymptomatic, 48 hours prior to their COVID-19 test (swab collection) until 10 days after their COVID-19 test date. Note that if symptoms subsequently develop after the test date, then the infectious period would last until 10 days after symptom onset, or until symptoms improve and the case is fever-free for 24 hours (without the use of fever-reducing medications), whichever is longer.
COVID-19 Return to Work Decision Chart For Healthcare Workers

**NOTES:**

1. AHS does not have the legal authority to overrule any federal requirements regarding international travellers. In other words, if any fully immunized AHS People who do not meet all federal requirements are instructed by federal authorities to quarantine after returning to Canada from international travel, then such AHS People must adhere to the instructions provided to them by federal authorities. Any questions or concerns about the instructions provided by federal authorities need to be addressed with them. Please DO NOT seek resolution from your operational leadership, clinical leadership, Human Resources, or Workplace Health & Safety. AHS cannot appeal nor overrule any federal authority decisions or instructions that affect AHS People.

2. As per Federal Quarantine Act, if you recently returned from international travel and you develop symptoms or test positive for COVID-19 during your 14-day quarantine, then you must isolate for 10 days (regardless of immunization status) after the date that your specimen was collected for COVID-19 testing. If you develop symptoms during your isolation period, then your isolation period must last for 10 days (regardless of immunization status) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

3. If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond the minimum 10-day isolation (work restriction) period, then you may return to work as long as your symptoms have improved and you feel well enough to return to work.

4. Albert Health recommends that COVID-19 cases who are immunocompromised should be isolated for 14 days (regardless of immunization status) after onset of symptoms or until symptoms have improved AND they have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

5. Molecular test means a nucleic acid amplification test to detect RNA of SARS-CoV-2 (e.g., PCR test or rapid molecular test such as ID NOW).

6. AHS People means anyone who provides care or services, or who acts on behalf of AHS, which may include AHS board members, AHS employees, AHS Medical Staff members (physicians, dentists, oral and maxillofacial surgeons, and podiatrists), AHS midwifery staff members, other Allied Health professionals with an AHS appointment and privileges, students, volunteers, researchers working with AHS or studying AHS staff or patients.
Your date of last exposure will depend on any ongoing interaction with the case. The instructions below apply for all COVID-19 cases (variant of concern (VOC) or non-VOC):

1. If you are able to live separately from the positive case during your work restriction (e.g. you were exposed at work to the case and will have no interaction with the case outside of work; or the case is from your household, but either you or the case will be temporarily living at a different location), then your 10-day work restriction starts after your last contact with the case.

2. If the positive case is from your household, and the case is able to completely isolate at home (i.e. separate bedroom and washroom, avoidance of all close contact with other individuals in the home, no shared meals, etc), then your 10-day work restriction starts after your last contact with the case (i.e. the case takes any interaction isolating).

3. If the positive case is from your household and you will have ongoing close contact with the case in your household, then you must be work restricted for the duration of the case's infectious period (see definition in the “Notes” box on page 1) PLUS an additional 10 days from the date of last exposure. In this situation, your “date of last exposure” is the date when the case's infectious period ends.

During your 10-day work restriction, have you developed any COVID-19 symptoms which are new, or not related to a pre-existing health condition, or a change from your usual symptoms?

If you have remained asymptomatic during your entire 10-day work restriction and were either not tested or tested negative for COVID-19, then you can return to work at the end of your 10-day work restriction.

If you require a COVID-19 test, Molecular testing is preferable. Take the online COVID-19 self-assessment for COVID-19 molecular testing.

Asymptomatic, Rapid Antigen Test is POSITIVE:
- Maintain the 10-day work restriction and take the online COVID-19 self-assessment for COVID-19 molecular testing.
- If molecular test result is positive, or if you do not complete a molecular test, then follow direction in “Asymptomatic, Molecular Test is positive” box, at right.
- If molecular test result is negative, then continue your 10-day work restriction.

Asymptomatic, Molecular Test is POSITIVE:
- If you remain asymptomatic, then you must be work restricted for 10 days after the date that your specimen was collected for COVID-19 testing.
- If you develop symptoms during your work restriction, then your work restriction must last for 10 days after onset of symptoms, or until symptoms have improved* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

* NOTES:
1. “Work restricted” means you must not attend work or any other function at an AHS setting (except for the purpose of receiving health services). An AHS setting means any environment where treatment/procedures and other health services are delivered by, on behalf of, or in conjunction with, AHS. This includes but is not necessarily restricted to all land, facilities, affiliated sites, mobile equipment and vehicles owned, leased, or rented, and AHS corporate offices for the purposes of conducting AHS business; it does not include working remotely from home.
2. If you have tested positive AND you were at work at any time from 48 hours prior to your symptom onset up to 10 days after symptom onset (or, if you remained asymptomatic, from 48 hours prior to your COVID test to 10 days after your COVID test), then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
3. If you have tested positive AND were identified as a close contact in an occupational exposure, then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
4. If you work for Covenant Health.
5. If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond the minimum 10-day work restriction period, then you may return to work as long as your symptoms have improved and you feel well enough to return to work.
6. Molecular test means a nucleic acid amplification test to detect RNA of SARS-CoV-2 (e.g. PCR test or rapid molecular test such as ID NOW).
7. The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).
You must undergo a COVID-19 rapid antigen test within 24 hours before every work shift for 10 days from the date of last exposure (see sidebar).

- If you remain asymptomatic, AND your pre-shift rapid antigen test is negative, then you can continue to work with no restrictions.
- If you are not tested prior to your shift, then you are not permitted to work.

While you were asymptomatic, did you test positive on a pre-shift rapid antigen test?

Yes

No

If you have remained asymptomatic and did not have a positive result on a pre-shift rapid antigen test at any time during your entire 10-day testing period, then you can cease rapid antigen testing before every work shift and you can continue to work with no restrictions.

During your 10-day testing period, have you developed any COVID-19 symptoms which are new, or not related to a pre-existing health condition, or a change from your usual symptoms?

Yes

No

You must be work restricted pending the results of COVID-19 molecular testing - take the online COVID-19 self-assessment.

If you develop symptoms during your work restriction, then your work restriction must last for 5 days after onset of symptoms, or until symptoms improve AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

Molecular Test is POSITIVE:
- You must be work restricted for 5 days after the date of your initial rapid antigen test positive result. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure. If you undergo molecular testing during the work restriction, then follow the instructions above for the corresponding molecular test result.

Molecular Test Results

Molecular Test Results

Molecular Test NOT completed:
- You must be work restricted for 5 days after the date of your initial rapid antigen test positive result. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

Molecular Test is POSITIVE:
- You must be work restricted for 5 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

Molecular Test is NEGATIVE:
- Return to work and resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

Molecular Test is NEGATIVE:
- Return to work after symptoms resolve and resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

COVID-19 test not completed:
- If your symptoms included any of fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, then you must be work restricted for 5 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure.
- If your symptoms DID NOT include any of fever, cough, shortness of breath, sore throat, runny nose, loss of taste or smell, then remain off work and limit contact with others until symptoms resolve. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

* NOTES:
1. "Work restricted" means you must not attend work or any other function at an AHS setting (except for the purpose of receiving health services). An AHS setting means any environment where treatment/procedures and other health services are delivered by, on behalf of, or in conjunction with, AHS. This includes but is not necessarily restricted to all land, facilities, affiliated sites, mobile equipment and vehicles owned, leased, or rented, and AHS corporate offices for the purposes of conducting AHS business; it does not include working remotely from home.
2. If you have tested positive AND you were at work at any time from 48 hours prior to your symptom onset up to 10 days after symptom onset (or, if you remained asymptomatic, from 48 hours prior to your COVID test to 10 days after your COVID test), then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
3. If you have tested positive AND you were identified as a close contact in an occupational exposure, then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
4. If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond the minimum 5-day work restriction period, then you may return to work as long as your symptoms have improved and you feel well enough to return to work.
5. Alberta Health recommends that COVID-19 cases who are immunocompromised should be isolated for 14 days (regardless of immunization status) after onset of symptoms or until symptoms have improved AND they have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.
6. Molecular test means a nucleic acid amplification test to detect RNA of SARS-CoV-2 (e.g. PCR test or rapid molecular test such as ID NOW).
7. The instructions on this page apply to all COVID-19 cases (variant of concern VOC) or non-VOC.

Your date of last exposure will depend on any ongoing interaction with the case. The instructions below apply for all COVID-19 cases (variant of concern VOC or non-VOC):
1. If you are able to live separately from the positive case (e.g. you were exposed at work to the case and will have no interaction with the case outside of work; or the case is from your household, but either you or the case will be temporarily living at a different location), then your 10-day testing period starts after your last contact with the case.
2. If the positive case is from your household, and the case is able to completely isolate at home (i.e. separate bedroom and washroom, avoidance of all close contact with other individuals in the home, no shared meals, etc), then your 10-day testing period starts after your last contact with the case (i.e. the date the case starts isolating).
3. If the positive case is from your household and you will have ongoing close contact with the case in your household, then your testing period includes the duration of the case’s infectious period (see definition in the “Notes” box on page 1) PLUS an additional 10 days from the date of last exposure. In this situation, your “date of last exposure” is the date when the case’s infectious period ends.

During your 10-day testing period, have you developed any COVID-19 symptoms which are new, or not related to a pre-existing health condition, or a change from your usual symptoms?

Yes

No

You must be work restricted pending the results of COVID-19 testing. Molecular testing is preferable. Take the online COVID-19 self-assessment for COVID-19 molecular testing.

If you develop symptoms during your work restriction, then your work restriction must last for 5 days after onset of symptoms, or until symptoms improve AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

Molecular Test is POSITIVE:
- You must be work restricted for 5 days after the date of your initial rapid antigen test positive result. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure. If you undergo molecular testing during the work restriction, then follow the instructions above for the corresponding molecular test result.

Molecular Test Results

Molecular Test Results

Molecular Test NOT completed:
- You must be work restricted for 5 days after the date of your initial rapid antigen test positive result. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

Molecular Test is POSITIVE:
- You must be work restricted for 5 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

Molecular Test is NEGATIVE:
- Return to work after symptoms resolve and resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

Molecular Test is NEGATIVE:
- Return to work after symptoms resolve and resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

COVID-19 test not completed:
- If your symptoms included any of fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, then you must be work restricted for 5 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure.
- If your symptoms DID NOT include any of fever, cough, shortness of breath, sore throat, runny nose, loss of taste or smell, then remain off work and limit contact with others until symptoms resolve. Resume rapid antigen testing before every work shift for 10 days from the date of last exposure.

* NOTES:
You have close contact (i.e. in your home) with a child AND this child is symptomatic and/or has recently been instructed to stay home due to possible exposure to COVID-19, including children requiring mandatory Federal Quarantine following international travel.

Are you experiencing any symptoms that are new, or not related to a pre-existing health condition, or a change from your usual symptoms?

No

Has the child with whom you are a close contact recently been instructed to stay home due to possible exposure to COVID-19, OR has this child had close contact with a lab-confirmed COVID-19 case during that case’s infectious period?

No

Has the child developed a fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, that is new, or not related to a pre-existing health condition, or a change from their usual symptoms?

No

Has the child developed any other symptoms which are new, or not related to a pre-existing health condition, or a change from their usual symptoms?

Yes

You can continue to work with no restrictions.

No

You have been potentially exposed to the virus that causes COVID-19.

Are you Fully Immunized PLUS received a booster dose (see definition on page 1), or were you a confirmed case of COVID-19 within the past 21 days?

Yes

You can continue to work with no restrictions.

No

You can continue to work with no restrictions, even if the child is symptomatic.

It is recommended that the online COVID-19 self-assessment be completed for the child, for consideration of COVID-19 testing.

You can continue to work with no restrictions:

- while awaiting the child’s COVID-19 test result, or
- if the child is not tested for COVID-19.

NOTE: If you are a close contact of the child, then you are not required to be work restricted (or undergo rapid antigen testing for 10 days post-exposure) if:

- The child tested negative for COVID-19, AND
- You have no COVID-19 symptoms.

NOTE: The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).
**COVID-19 Return to Work Decision Chart For Healthcare Workers**

- **Rapid Antigen Test**
  - NEGATIVE: Continue to work as per usual. Go to page 7 if you develop symptoms after your negative test result.
  - POSITIVE*: You must be work restricted* pending the results of COVID-19 molecular testing - take the online COVID-19 self-assessment. Follow the direction provided in the "Molecular Test is POSITIVE" box, at right.

- **Molecular Test**
  - POSITIVE*: You must be work restricted* (for 10 days if you are NOT fully immunized, or for 5 days if you are fully immunized (+/- booster dose)) after the date that your specimen was collected for COVID-19 testing. If you develop symptoms during your work restriction, then you must be work restricted* (for 10 days if you are NOT fully immunized, or for 5 days if you are fully immunized (+/- booster dose)) after onset of symptoms, or until symptoms have improved* AND you are afebrile for 24 hours, without the use of fever-reducing medications, whichever is longer.
  - NEGATIVE: Return to work. Go to page 7 if you develop symptoms after your negative test result.
  - NOT completed: You must be work restricted* (for 10 days if you are NOT fully immunized, or for 5 days if you are fully immunized (+/- booster dose)) after the date of your initial rapid antigen test positive result. If you undergo molecular testing during your work restriction, then follow the instructions above for the corresponding molecular test result.

**NOTES:**
1. For individuals who were a confirmed case of COVID-19 and have recovered, they should not undergo rapid antigen testing or molecular testing for 21 days after the date their COVID-19 symptoms started, or the date of their first positive test if they never developed symptoms.
2. If you have tested positive **AND** you were at work at any time from 48 hours prior to your symptom onset up to 10 days after symptom onset (or, if you remained asymptomatic, from 48 hours prior to your COVID test to 10 days after your COVID test), then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
3. If you have tested positive **AND** were identified as a close contact in an occupational exposure, then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
4. "Work restricted" means you must not attend work or any other function at an AHS setting (except for the purpose of receiving health services). An AHS setting means any environment where treatment/procedures and other health services are delivered by, on behalf of, or in conjunction with, AHS. This includes but is not necessarily restricted to all land, facilities, affiliated sites, mobile equipment and vehicles owned, leased, or rented, and AHS corporate offices for the purposes of conducting AHS business; it does not include working remotely from home.
5. If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond the minimum work restriction period (5 days or 10 days), then you may return to work as long as your symptoms have improved and you feel well enough to return to work.
6. Alberta Health recommends that COVID-19 cases who are immunocompromised should be isolated for 14 days (regardless of immunization status) after onset of symptoms or until symptoms have improved AND they have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.
7. Molecular test means a nucleic acid amplification test to detect RNA of SARS-CoV-2 (e.g. PCR test or rapid molecular test such as ID NOW).
8. The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).
You are experiencing any symptoms that are new, or not related to a pre-existing health condition, or a change from your usual symptoms.

Are you Fully Immunized PLUS received a booster dose (see definition on page 1), or were you a confirmed case of COVID-19 within the past 21 days?

No

If you have recovered from a COVID-19 infection, then any new symptoms that develop within 21 days of your infection onset would not be due to a new COVID-19 infection. Seek medical attention as necessary and return to work when you feel well enough to do so, unless you have been instructed to be work restricted for other reasons.

Yes

Go to page 1

Were you a confirmed case of COVID-19 within the past 21 days?

Yes

Carefully review the top two grey boxes on page 1 that start with “In the past 10 days, . . .”. Do any of the points in those top two grey boxes apply to you?

No

Have you been instructed to be work restricted for other reasons.

Yes

Go to page 1

No

Do you have any COVID-19 symptoms which are new, or not related to a pre-existing health condition, or a change from your usual symptoms?

Yes

You require a COVID-19 test. Molecular testing is preferable. Take the online COVID-19 self-assessment for COVID-19 molecular testing.

No

You can return to work unless you have been instructed to be work restricted for other reasons.

Rapid Antigen Test Results

Rapid Antigen Test is POSITIVE*: Follow the direction provided in the “Molecular Test is POSITIVE” box, below.

Molecular Test Results

Molecular Test is POSITIVE*: You must be work restricted (for 10 days if you are NOT fully immunized, or for 5 days if you are fully immunized (+/- booster dose)) after onset of symptoms, or until symptoms have improved* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

Molecular Test is NEGATIVE: If molecular test NOT completed, then follow direction in “COVID-19 test not completed” box.

COVID-19 test not completed:
- If your symptoms included any of fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, then you must be work restricted (for 10 days if you are NOT fully immunized, or for 5 days if you are fully immunized (+/- booster dose)) after onset of symptoms, or until symptoms have improved* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.
- If your symptoms DID NOT include any of fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, then remain off work and limit contact with others until symptoms resolve.

If you do not have any COVID-19 symptoms, then you can continue to work with no restrictions. See page 6 if you are asymptomatic and underwent COVID-19 testing.

Have you recently been immunized?

Yes

Did you develop a fever and/or shortness of breath that started more than 24 hours after receiving the vaccine, or lasted longer than 48 hours, OR did you develop any other COVID-19 symptoms after receiving the vaccine?

No

Stay home and minimize contact with others. Has your fever and/or shortness of breath resolved within 48 hours (2 days) of onset?

Yes

Rapid Antigen Test is NEGATIVE:
- If you work for Covenant Health.
- If you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.

No

Rapid Antigen Test is POSITIVE*:
- If you work for Covenant Health.
- If you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.

Molecular Test Results

Molecular Test is POSITIVE: You must be work restricted (for 10 days if you are NOT fully immunized, or for 5 days if you are fully immunized (+/- booster dose)) after onset of symptoms, or until symptoms have improved* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

Molecular Test is NEGATIVE: Return to work after symptoms resolve.

* NOTES:
1. If you have tested positive AND you were at work at any time from 48 hours prior to your symptom onset up to 10 days after symptom onset (or, if you remained asymptomatic, from 48 hours prior to your COVID test to 10 days after your COVID test), then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
2. If you have tested positive AND you have been instructed to be work restricted in an occupational exposure, then please contact your Zone WHS department if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
3. “Work restricted” means you must not attend work or any other function at an AHS setting (except for the purpose of receiving health services). An AHS setting means any environment where treatment/procedures and other health services are delivered by, on behalf of, or in conjunction with, AHS. This includes but is not necessarily restricted to all land, facilities, affiliated sites, mobile equipment and vehicles owned, leased, or rented, and AHS corporate offices for the purposes of conducting AHS business; it does not include working remotely from home.
4. If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond the minimum work restriction period (5 days or 10 days), then you may return to work as long as your symptoms have improved and you feel well enough to return to work.
5. Alberta Health recommends that COVID-19 cases who are immunocompromised should be isolated for 14 days (regardless of immunization status) after onset of symptoms or until symptoms have improved AND they have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.
6. Molecular test means a nucleic acid amplification test to detect RNA of SARS-CoV-2 (e.g. PCR test or rapid molecular test such as ID NOW).
7. The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).