# COVID-19 Return to Work Decision Chart 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 | | |

**In the past 7 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 who in the last 7 days had close contact* with a confirmed COVID-19 case OR was exposed to a known outbreak of COVID-19 OR had laboratory exposure to biological material (e.g., primary clinical specimens, virus isolates) known to contain COVID-19
  - WITH
    - clinical illness and NO molecular test or rapid antigen test or the result is inconclusive
    OR
    - no clinical illness and one positive rapid antigen test result with NO second rapid antigen test completed

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

**In the 21 days before your potential exposure, were you a confirmed case of COVID-19?**

| Yes | Go to page 3 |
| No | |

**If you have recovered from a COVID-19 infection, then any new symptoms that develop within 21 days of your infection onset would very unlikely 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.**

**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 6 |
| No | |

**Are you asymptomatic AND been recently tested for COVID-19?**

| Yes | Go to page 5 |
| No | |

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

| Yes | Go to page 6 |
| No | You can continue to work with no restrictions. |

**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 7 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 APL, 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. “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 10 minutes or more over a 24-hour period and within two metres with a case without consistent and appropriate use of personal protective equipment; 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;
   - Had contact with a case within two metres for one minute or longer, where the case engaged in activities that generate increased aerosols such as speaking, singing, shouting or breathing heavily (e.g., exercise) without consistent and appropriate use of personal protective equipment.

4. “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, 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.
Only follow the instructions on this page if you have recently returned from international travel

- The management of international travellers arriving in Canada falls under federal jurisdiction. It is the individual responsibility of all international travellers arriving in Canada to ensure that they are aware of, understand, and comply with all federal requirements regarding COVID-19.
- Travellers who have been fully immunized against COVID-19 may be exempted from having to quarantine after their arrival in Canada if they meet all federal requirements for consideration of an exemption.

When you arrived in Canada, were you instructed by a federal government representative that you met all federal requirements for exemption from quarantine and therefore do you not have to quarantine?

Yes

- You are NOT required to quarantine because of your travel. Return to the algorithm on page 1, starting from the large grey box that states: “In the past 7 days, have you: • Had close contact ... .”

No

- You must follow all federal instructions regarding quarantine, as required by the federal Quarantine Act, and you must remain off work for 14 days from the date that you arrived in Canada.

During your 14-day quarantine 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

- COVID-19 test not completed:
  - If your symptoms included any of the following: fever or chills, runny or stuffy nose, sore throat, cough, difficulty breathing or shortness of breath, nausea or diarrhea and/or loss or altered sense of taste/smell then you are work restricted 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.
  - If your symptoms DID NOT include any of the symptoms listed above, then return to work at the end of the 14-day quarantine period, or after symptoms resolve, whichever is longer.

No

- Asymptomatic and Rapid Antigen Test is POSITIVE:
  - Maintain the 14-day quarantine 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 and Molecular Test is positive” box, at right.
  - If molecular test result is negative, then continue your 14-day quarantine

During your 14-day quarantine period, were you tested for COVID-19 while you were asymptomatic and the result was positive?

Yes

- Asymptomatic and Molecular Test is POSITIVE:
  - If you remain asymptomatic, 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.

No

- Molecular Test is POSITIVE:
  - You must isolate 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.

- Molecular Test is NEGATIVE:
  - Return to work at the end of the 14-day quarantine period, or after symptoms resolve, whichever is longer.

- COVID-19 self-assessment completed, then follow direction in “COVID-19 test not completed” box.

Molecular Test is NEGATIVE: • You require a COVID-19 molecular test - take the online COVID-19 self-assessment.
  • If molecular test NOT completed, then follow direction in “COVID-19 test not completed” box.

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

- Rapid Antigen Test is NEGATIVE:
  - You require a COVID-19 molecular test - take the online COVID-19 self-assessment.

* 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) starting from the date of your positive test or the date of your symptom onset (if not tested).
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. 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.
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.
You have been potentially exposed to the virus that causes COVID-19.

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 self-monitoring period (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 7-day self-monitoring 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 7-day self-monitoring 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 you must self-monitor for the duration of the case’s infectious period (see definition in the “Notes” box on page 1) PLUS an additional 7 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.

Self monitor for COVID-19 symptoms for 7 days from the last date of exposure (see sidebar). During your 7-day self-monitoring 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

- You require a COVID-19 test.
  - Molecular testing is preferable. Take the online COVID-19 self-assessment for COVID-19 molecular testing.
  - 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 self-monitoring period (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 7-day self-monitoring 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 7-day self-monitoring 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 you must self-monitor for the duration of the case’s infectious period (see definition in the “Notes” box on page 1) PLUS an additional 7 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.

No

During your 7-day self-monitoring period, were you tested for COVID-19 while you were asymptomatic and the result was positive?

Yes

- COVID-19 test not completed:
  - If your symptoms included any of the following: fever or chills, runny or stuffy nose, sore throat, cough, difficulty breathing or shortness of breath, nausea or diarrhea and/or loss or altered sense of taste/smell then you are 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.
  - If your symptoms DID NOT include any of the of the symptoms listed above, then you may return to work when symptoms resolve.

No

If you have remained asymptomatic during your entire 7-day self-monitoring period and were either not tested or tested negative with a molecular test or 2 rapid tests for COVID-19, there are no further actions.

Asymptomatic, Rapid Antigen Test is POSITIVE:
- A second test 24 hours later is recommended. Molecular testing is preferable. Take the online COVID-19 self-assessment for COVID-19 molecular testing.
- If a second test is NOT completed, then follow direction in “COVID-19 test not completed” box.
- Second Rapid Antigen Test is NEGATIVE:
  - Return to work after symptoms resolve

Asymptomatic, Molecular Test is POSITIVE:
- If you remain asymptomatic, then you must be work restricted* for 5 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 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.

* 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 during the following times 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.
   - While you were symptomatic OR
   - You worked in the 48 hours prior to your symptom onset with breaks in hand hygiene, continuous masking, or errors in donning and doffing OR
   - You worked after your work restriction period while still infectious (e.g. between day 6 to 10) with breaks in hand hygiene, continuous masking, or errors in donning and doffing.

3. “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.

1. 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.

2. 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.

3. COVID-19 cases who are immunocompromised should be work restricted 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.

4. 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).

5. The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).
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?

Go to page 6

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?

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

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

Go to page 3

Has this child recently been instructed to stay home due to possible exposure to COVID-19?

You can continue to work with no restrictions.

Has the child developed: fever or chills, runny or stuffy nose, sore throat, cough, difficulty breathing or shortness of breath, nausea or diarrhea and/or loss or altered sense of taste/smell that is new, or not related to a pre-existing health condition, or a change from their usual symptoms?

If you were a confirmed case of COVID-19 within the past 21 days, then you can continue to work with no restrictions or testing requirements. If you were not a confirmed case in the past 21 days go to page 3.

Has the child with whom you are a close contact symptomatic?

You can continue to work with no restrictions.

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?

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.

Return to the top of this algorithm if the situation changes, e.g.:
• The child develops new symptoms, or
• The child tests positive for COVID-19, or
• You become symptomatic.

NOTE: The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).
You are asymptomatic and have recently been tested for COVID-19.

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 7 days, ...". Do any of the points in those top two grey boxes apply to you?
  - **Go to page 1**

- **No**
  - Rapid Antigen Test is NEGATIVE:
    - Continue to work as per usual. Go to page 6 if you develop symptoms after your negative test result.
  - Rapid Antigen Test is POSITIVE*:
    - Repeat testing 24 hours later is recommended. Molecular testing is preferred. You must be work restricted pending the results of your second test - take the online COVID-19 self-assessment.
  - Second Test is POSITIVE*:
    - Follow the direction provided in the “Molecular Test is POSITIVE” box, at right.
  - Second Test is NEGATIVE (molecular or rapid):
    - Return to work. Go to page 6 if you develop symptoms after your negative test result.
  - Second Test NOT completed:
    - You must be work restricted for 5 days after the date of your first initial rapid antigen test.

**Molecular Test Results**

- **Molecular Test is POSITIVE**:
  - You must be work restricted for 5 days 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 5 days 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.
- **Molecular Test is NEGATIVE**:
  - Continue to work as per usual. Go to page 6 if you develop symptoms after your negative test result.

*NOTES:*

1. For individuals who were a confirmed case of COVID-19 and have recovered, they should not undergo COVID-19 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 during the following times 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.
   - You worked up to 5 after your positive test result
   - You worked after your work restriction period while still infectious (ex. between days 6 to 10) with breaks in hand hygiene, continuous masking, or errors in donning and doffing OR
   - You worked after your work restriction period while still infectious (ex. between days 6 to 10) with breaks in hand hygiene, continuous masking, or errors in donning and doffing
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), 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).
**COVID-19 Return to Work Decision Chart For Healthcare Workers**

*NOTES:*

1. If you have tested positive AND you were at work during the following times then please contact your Zone WHS department if you work for AHS or Direct Care. If you work for Covenant Health.
   - While you were symptomatic OR
   - You worked in the 48 hours prior to your symptom onset with breaks in hand hygiene, continuous masking, or errors in donning and doffing OR
   - You worked after your work restriction period while still infectious (ex: between days 6 to 10) with breaks in hand hygiene, continuous masking, or errors in donning and doffing

2. "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.

3. If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond the minimum work restriction period (5 days), then you may return to work as long as your symptoms have improved and you feel well enough to return to work.

4. 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.

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. The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).