COVID-19 Return to Work Decision Chart For Healthcare Workers

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

**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 14 days of a work-related exposure, then this must also be reported. To report your work-related exposure or subsequent symptoms, contact WHS (1-855-342-8070) 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.

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;
   - 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;
   - 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.

4. “Infectious period” is defined as:
   - For a COVID-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-positive case who remains asymptomatic, 48 hours prior to their COVID test (swab collection) until 10 days after their COVID 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.

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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

In the past 14 days, have you:
- Had close contact*, without wearing appropriate personal protective equipment, with a person who tested positive for COVID-19, 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 14 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.
  
*NOTES:
- 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 14 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.

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

Within the past 90 days, have you tested positive for COVID-19?  
Yes: You are NOT required to be work restricted; proceed to the next box  
No: You will need to be work restricted for 14 days – go to page 3

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

What was your COVID-19 immunization status at the time that you were potentially exposed?  
Go to page 4

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

Within the past 90 days, have you tested positive for COVID-19?  
Yes: You are NOT required to be work restricted; proceed to the next box  
No: You will need to be work restricted for 10 days – go to page 4

Are you asymptomatic AND been recently tested for COVID-19?  
Yes: Go to page 6

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 7

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*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 14 days of a work-related exposure, then this must also be reported. To report your work-related exposure or subsequent symptoms, contact WHS (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.
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 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.
4. “Infectious period” is defined as:
   - For a COVID-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-positive case who remains asymptomatic, 48 hours prior to their COVID test (swab collection) until 10 days after their COVID 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.
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 you do 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 14 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.

* 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. 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.
**COVID-19 Return to Work Decision Chart For Healthcare Workers**

September 7, 2021

**NOTES:**
1. 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 starting from the date of your positive test or the date of your symptom onset (if not tested).
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 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
4. If you have tested positive 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
5. 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
6. 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**

September 7, 2021

**NOTES:**
1. 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 starting from the date of your positive test or the date of your symptom onset (if not tested).
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 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
4. If you have tested positive 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
5. 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
6. 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**

September 7, 2021

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**Only follow the instructions on this page if you are partially immunized (see definition on page 3) and you have recently been potentially exposed to the virus that causes COVID-19.**

You must be work restricted* for 10 days from the **date of last exposure** (see sidebar).

During your 10-day work restriction, have you 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 your usual symptoms?

Yes → Take the online COVID-19 self-assessment for consideration of COVID-19 testing.

No → Take the online COVID-19 self-assessment for consideration of COVID-19 testing.

**NOT tested:**
- **Test is POSITIVE**: If symptoms such as lingering cough, loss of sense of taste/smell, or fatigue persist beyond 10 days, then you may return to work as long as your symptoms have resolved, whichever is longer.
- **Test is NEGATIVE**: Return to work at the end of the 10-day work restriction period, or after symptoms resolve, whichever is longer.

Tested

**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 improve* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.

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.

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**NOTES:**
1. If you are partially immunized, then you should closely monitor for COVID-19 symptoms for **14 days** after your potential exposure to the virus that causes COVID-19. Follow the instructions on page 7 if you develop symptoms from your work restriction ends.

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 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 WHS (1-855-450-3619) 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 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. All mention of COVID-19 testing in this algorithm refers to a lab-based, accredited, molecular test to determine if an individual is a confirmed case of COVID-19.

6. The instructions on this page apply to 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 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 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.)

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* **NOT tested:** You must be 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.
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?

Yes → Go to page 7

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?

Yes → You have been potentially exposed to the virus that causes COVID-19. Return to the algorithm on page 1, starting from the red box, to determine if you must be work restricted for 14 days, 10 days, or if no work restriction is required based on immunization status.

No

Has this child with whom you are a close contact recently been instructed to stay home due to possible exposure to COVID-19, and they are in their infectious period (see definitions on page 1)?

Yes

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

No → You can continue to work with no restrictions.

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

Yes

• The child that is a close contact and has any of these symptoms is considered a case of COVID-19 unless they test negative. COVID-19 testing of the child is encouraged.

• You have been potentially exposed to the virus that causes COVID-19. Return to the algorithm on page 1, starting from the red box, to determine if you must be work restricted for 14 days, 10 days, or if no work restriction is required based on immunization status.

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?

Yes

You can continue to work with no restrictions.

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

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

No

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: If you are a close contact of the child, then you are not required to be work restricted if:

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

No

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

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.

No

You have been potentially exposed to the virus that causes COVID-19. Return to the algorithm on page 1, starting from the red box, to determine if you must be work restricted for 14 days, 10 days, or if no work restriction is required based on immunization status.

No

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.
You are asymptomatic and have recently been tested for COVID-19.

Carefully review the top two grey boxes on page 1 that start with "In the past 14 days, . . . ". Do any of the points in those top two grey boxes apply to you?

Yes  Go to page 1

No

You can continue to work as per usual while awaiting your test result. Follow the actions outlined below once your test result is received.

Test is NEGATIVE:
• Continue to work as per usual. Go to page 7 if you develop symptoms after your negative test result.

Test is POSITIVE*:
• You must be work restricted* for 10 days after the date that your specimen was collected for COVID-19 testing.
• If you have remained asymptomatic, then you can return to work after your 10 day work restriction.
• 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 are afebrile for 24 hours, without the use of fever-reducing medications, whichever is longer.

* 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.

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 10 days, then you may return to work as long as your symptoms have improved and you feel well enough to return to work.

4. All mention of COVID-19 testing in this algorithm refers to a lab-based, accredited, molecular test to determine if an individual is a confirmed case of COVID-19.

5. 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.

Carefully review the top two grey boxes on page 1 that start with "In the past 14 days, . . . ". Do any of the points in those top two grey boxes apply to you?

Yes ➔ Go to page 1

No

Have you recently been immunized, and you developed any COVID-19 symptoms within 24 hours of receiving the vaccine?

Yes ➔ Stay home and minimize contact with others, even if you think that your symptom(s) are just side effects of the vaccine

No ➔ Have your symptoms resolved within 48 hours (2 days) of onset?

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

No ➔ Take the online COVID-19 self-assessment for consideration of COVID-19 testing.

Do you have a fever, cough, shortness of breath, sore throat, runny nose or loss of taste or smell that is not related to a pre-existing illness or health condition, or a change from your usual symptoms?

Yes ➔ Take the online COVID-19 self-assessment for consideration of COVID-19 testing.

No ➔ Do you have any other symptoms (see COVID-19 symptoms) which are new, or not related to a pre-existing health condition, or a change from your usual symptoms?

Yes ➔ NOT tested:
• Remain off work and limit contact with others until symptoms resolve.

No ➔ Tested

Test is POSITIVE*: • You must be work restricted* for 10 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.

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

NOT tested:
• You must be work restricted* for 10 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.

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.

* 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 WHS (1-855-450-3619) if you work for AHS or APL, or contact OHS (1-855-342-8070) if you work for Covenant Health.
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 10 days, then you may return to work as long as your symptoms have improved and you feel well enough to return to work.
4. All mention of COVID-19 testing in this algorithm refers to a lab-based, accredited, molecular test to determine if an individual is a confirmed case of COVID-19.
5. The instructions on this page apply to all COVID-19 cases (variant of concern (VOC) or non-VOC).