COVID-19 Return to Work Guide for Healthcare Workers

Safety is of the utmost importance for Alberta Health Services (AHS). As an AHS healthcare worker, you may experience many different emotions around symptoms, work restrictions, and testing. This guide will help you understand when it is appropriate to return to work after you have experienced symptoms, been tested for COVID-19, or been in close contact* with a person with COVID-19. Expedited returns to work will only be considered in exceptional circumstances and must be discussed with your leader and approved by Zone Emergency Operations Centres.

For help determining when you can return to work, see the Return to Work Decision Chart.

1) I’ve recently returned to Canada from international travel – do I need to quarantine?

- 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 (see Question #2 for immunization definitions) 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, if you were instructed by a federal government representative that you met all federal requirements for exemption from quarantine, then you can continue to work with no restrictions so long as you remain asymptomatic:
  - You should closely monitor for COVID-19 symptoms for 14 days after your arrival in Canada, and continue to follow fit for work screening requirements.
  - If you develop any COVID-19 symptoms that are new, or not related to a pre-existing health condition, or a change from your usual symptoms, then you must isolate immediately and be tested for COVID-19. See below for more details.

- If you are fully immunized but have not met all federal requirements for exemption from quarantine, OR if you are not fully immunized (see Question #2 for immunization definitions), OR if you have otherwise been instructed by a federal government representative that you must quarantine, then you will be legally required by the federal Quarantine Act to quarantine for 14 days after your arrival in Canada. This requirement applies regardless if the returning traveller has previously tested positive for COVID-19. The remaining bullet points for question #1 only refer to those returning travellers who are required to quarantine.

- If you don’t have any symptoms during your 14-day quarantine, then you can go back to work when the full 14 days of quarantine are complete. See below if you decide to undergo COVID-19 testing during your quarantine while you are asymptomatic.

- If you develop any of the following specific symptoms (fever, cough, shortness of breath, sore throat, runny nose, or loss of sense of taste or smell) or any other COVID-19 symptoms during your 14-day quarantine period that are new, or not related to a pre-existing health condition, or a change from your usual symptoms, then you must be tested for COVID-19. PCR testing is preferable, and you should take the online COVID-19 self-assessment for consideration of COVID-19 PCR testing.

Rapid Testing

- If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is negative, then you will require a PCR test. If you do not undergo a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.
If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is positive, then you must isolate for 10 days (regardless of immunization status; federal requirement) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

If you do not undergo either a Health Canada-approved COVID-19 rapid test or a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.

**PCR Testing**

- If you are tested using a PCR test and the test result is negative, then you can go back to work after your 14-day quarantine OR after your symptoms resolve – whichever is longer.

- If you are tested using a PCR test and the test result is positive, then you must isolate for 10 days (regardless of immunization status; federal requirement) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

- If you are NOT tested for COVID-19 by a PCR test, then:
  - If your symptoms included any of fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, then you must continue to quarantine for 14 days, or isolate for 10 days (federal requirement) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of 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 you must continue to quarantine for 14 days, or until symptoms resolve – whichever is longer.

- If you are asymptomatic and decide to undergo COVID-19 testing during your 14-day quarantine period:

  **Rapid Testing**

  - If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is negative, then continue your 14-day quarantine.

  - If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is positive, then you must continue the quarantine and undergo COVID-19 PCR testing. Take the online COVID-19 self-assessment for consideration of COVID-19 PCR testing.
    - If the PCR test result is negative, then resume your 14-day quarantine.
    - If you do not undergo PCR testing, or the PCR test result is positive, and you remain asymptomatic, then you must isolate for 10 days (federal requirement) after the date that your specimen was collected for COVID-19 testing. If you develop symptoms during your isolation, then your isolation must last for 10 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

  **PCR Testing**

  - If you are tested using a PCR test and the test result is negative, and you remain asymptomatic, then you can go back to work after your 14-day quarantine.

  - If you are tested using a PCR test and the PCR test result is positive, and you remain asymptomatic, then you must isolate for 10 days (federal requirement) after the date that your specimen was collected for COVID-19 testing. If you develop symptoms during your isolation, then your isolation...
must last for 10 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

2) If I’ve been in close contact with a person with COVID-19, what happens next?

- If you have been in close contact* with a person with COVID-19, then the next steps will depend on your COVID-19 immunization status at the time that close contact occurred, as defined below:
  
  o **NOT Fully Immunized:**
    
    - You have not received any doses of vaccine; or
    - You have only received one dose in a two-dose vaccine series (e.g., Pfizer-BioNTech, Moderna, AstraZeneca, Covishield); or
    - It has been 14 days or less since you received your second 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).
    
    - If you are NOT Fully Immunized, then see Question #4 for next steps if you have been in close contact with a person with COVID-19.

  o **Fully Immunized:**
    
    - It has been more than 14 days since you received your second dose of a two-dose COVID-19 vaccine series (e.g., Pfizer-BioNTech, Moderna, AstraZeneca, Covishield), or more than 14 days since you received one dose of vaccine in a one-dose vaccine series (e.g., Janssen); or
    - If you have received a **booster dose** (see definition below) of vaccine, it has been 14 days or less since you received your **booster dose**.
    
    - If you are Fully Immunized, then see Question #5 for next steps if you have been in close contact with a person with COVID-19.

  o **Fully Immunized PLUS Booster Dose:**
    
    - It has been more than 14 days since you received a **booster dose** of vaccine (see definition below).
    
    - If you are Fully Immunized PLUS Booster Dose, then see Question #6 for next steps if you have been in close contact with a person with COVID-19.

**Booster dose** means:

  a) an additional dose of a COVID-19 vaccine administered at least five (5) months (or eight [8] weeks if the person is immunocompromised) after the person received their final vaccine dose to become fully immunized; and
  b) fourteen days having elapsed since the date on which the person received their booster dose.
3) If I’ve been in close contact with a person with COVID-19, do I need to be off work if I’ve previously tested positive for COVID-19?

- If you have been in close contact* with a person with COVID-19, then the next steps will depend on your COVID-19 immunization status at the time that close contact occurred, regardless if you have previously tested positive for COVID-19 and recovered. See Question #2 for COVID-19 immunization status definitions, and corresponding next steps.

4) I’m NOT Fully Immunized and I’ve been in close contact with a person with COVID-19 – what happens next?

- If you are NOT Fully Immunized (see Question #2 for COVID-19 immunization status definitions) and you have been in close contact* with a person with COVID-19, then you must be work restricted*** for 14 days, starting from the date of last exposure**.

- If you remain asymptomatic during your 14-day work restriction, then you can go back to work when the full 14 days of work restriction are complete.

- If you develop any of the following specific symptoms (fever, cough, shortness of breath, sore throat, runny nose, or loss of sense of taste or smell) or any other COVID-19 symptoms during your 14-day work restriction that are new, or not related to a pre-existing health condition, or a change from your usual symptoms, then you must be tested for COVID-19. PCR testing is preferable, and you should take the online COVID-19 self-assessment for consideration of COVID-19 PCR testing.

**Rapid Testing**

- If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is negative, then you will require a PCR test. If you do not undergo a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.

- If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is positive, then you must be restricted for 10 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

- If you do not undergo either a Health Canada-approved COVID-19 rapid test or a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.

**PCR Testing**

- If you are tested using a PCR test and the test result is negative, then you can go back to work after your 14-day work restriction OR after your symptoms resolve – whichever is longer.

- If you are tested using a PCR test and the test result is positive, then 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 the use of fever-reducing medications – whichever is longer.

- If you are NOT tested for COVID-19 by a PCR test, then:
  - If your symptoms included any of fever, cough, shortness of breath, sore throat, runny nose, or loss of taste or smell, then you must continue to be work restricted*** for 14 days, or work restricted for 10 days after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of 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 you must continue to be **work restricted*** for 14 days, or until symptoms resolve – **whichever is longer**.

5) I'm **Fully Immunized** and I've been in close contact with a person with COVID-19 – what happens next?

- If you are Fully Immunized (see Question #2 for COVID-19 immunization status definitions) and you have been in **close contact** with a person with COVID-19, then you may continue to attend work so long as you are asymptomatic AND you undergo a Health Canada-approved COVID-19 rapid test within 24 hours before every work shift for 10 days, starting from the **date of last exposure**.
  - If you remain asymptomatic, and your pre-shift COVID-19 rapid test is negative, then you can continue to work with no restrictions.
  - If you do not undergo pre-shift COVID-19 rapid testing, then you are not permitted to attend work until you either comply with the testing requirement, or it is now past 10 days since the **date of last exposure**.

- If you are asymptomatic and test positive on a pre-shift COVID-19 rapid test, then you must be **work restricted*** pending the results of COVID-19 PCR testing. Take the online COVID-19 self-assessment for consideration of COVID-19 PCR testing.
  - If the PCR test result is negative, then you can go back to work and resume pre-shift COVID-19 rapid testing for 10 days from the **date of last exposure**.
  - If the PCR test result is positive and you remain asymptomatic, then you must be restricted for 5 days after the date of your initial rapid test positive result. 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 the use of fever-reducing medications – **whichever is longer**.
  - If you are NOT tested for COVID-19 by a PCR test, then you must be **work restricted*** for 5 days after the date of the initial COVID-19 rapid test positive result. Resume pre-shift COVID-19 rapid testing for 10 days from the **date of last exposure**. If you undergo PCR testing during the work restriction, then follow the instructions above for the corresponding PCR test result.

- If you develop any of the following specific symptoms (fever, cough, shortness of breath, sore throat, runny nose, or loss of sense of taste or smell) or any other COVID-19 symptoms during your 10-day testing period that are new, or not related to a pre-existing health condition, or a change from your usual symptoms, then you must be **work restricted*** pending the results of COVID-19 testing. PCR testing is preferable, and you should take the online COVID-19 self-assessment for consideration of COVID-19 PCR testing.

**Rapid Testing**

  - If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is negative, then you will require a PCR test. If you do not undergo a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.
  - If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is positive, 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 the use of fever-reducing medications – **whichever is longer**.
o If you do not undergo either a Health Canada-approved COVID-19 rapid test or a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.

**PCR Testing**

o If you are tested using a PCR test and the test result is negative, then you can return to work after your symptoms resolve. Resume pre-shift COVID-19 rapid testing for 10 days from the **date of last exposure**.

o If you are tested using a PCR test and the test result is positive, 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 the use of fever-reducing medications – **whichever is longer**.

o If you are NOT tested for COVID-19 by a PCR test, then:

  - 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 the use of fever-reducing medications – **whichever is longer**. Resume pre-shift COVID-19 rapid testing 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, or loss of taste or smell, then remain off work and limit contact with others until symptoms resolve. Resume rapid testing before every work shift for 10 days from the **date of last exposure**.

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

6) I’m **Fully Immunized PLUS had a Booster Dose** and I’ve been in close contact with a person with COVID-19 – what happens next?

  • If you are Fully Immunized PLUS Booster Dose (see Question #2 for COVID-19 immunization status definitions) and you have been in close contact with a person with COVID-19, then you can continue to work with no restrictions and no pre-shift testing requirements so long as you remain asymptomatic.

    o You should closely monitor for **COVID-19 symptoms** for 14 days after your close contact, and continue to follow **fit for work screening** requirements.

    o If you develop any **COVID-19 symptoms** that are new, or not related to a pre-existing health condition, or a change from your usual symptoms, then you should isolate immediately and take the online **COVID-19 self-assessment** for consideration of COVID-19 testing.

7) I have **NOT travelled outside of Canada and I have NOT been in close contact with a person with COVID-19 in the past two weeks. I have developed symptoms – what happens next?**

  • If you didn’t travel outside of Canada and you have not been in close contact with a person with COVID-19, and you develop any of the following specific symptoms (fever, cough, shortness of breath, sore throat, runny nose, or loss of sense of taste or smell) or any other **COVID-19 symptoms** that are new, or not related to a pre-existing health condition, or a change from your usual symptoms, then you must not come to work pending the results of COVID-19 testing. PCR testing is preferable, and you should take the online **COVID-19 self-assessment** for consideration of COVID-19 testing.

**Rapid Testing**

- If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is negative, then you will require a PCR test. If you do not undergo a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.

- If you are tested using a Health Canada-approved COVID-19 rapid test, and the test result is positive, 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); see Question #2 for COVID-19 immunization status definitions) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

- If you do not undergo either a Health Canada-approved COVID-19 rapid test or a PCR test, then follow the instructions in the 3rd bullet under “PCR Testing”, below.

**PCR Testing**

- If you are tested using a PCR test and the test result is negative, then you can return to work after your symptoms resolve.

- If you are tested using a PCR test and the test result is positive, 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); see Question #2 for COVID-19 immunization status definitions) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

- If you are NOT tested for COVID-19 by a PCR test, then:
  - 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); see Question #2 for COVID-19 immunization status definitions) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of 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 return to work after your symptoms resolve.

8) I have NOT recently travelled outside of Canada and I have NOT been in close contact with a person with COVID-19 in the past two weeks. However, I have developed some new symptoms. When I used the online COVID-19 self-assessment, it indicated that I don’t need to be tested for COVID-19. When can I go back to work?

- If you develop new onset symptoms that are not related to a pre-existing illness or health condition, but none of these symptoms warranted testing for COVID-19, then you must remain off work and limit contact with others until your symptoms resolve.

- If you develop new or additional symptoms since the last time you took the COVID-19 self-assessment, then you should stay home and take the COVID-19 self-assessment again.

9) There is someone in my household who has no symptoms but thinks that they may have had close
contact with a COVID-19 case. I don’t have any symptoms either. Can I come to work?

- If the person you live with doesn’t have any symptoms (and did not recently test positive for COVID-19) and you don’t either, then you can go to work as per usual unless you’ve travelled outside Canada within the past two weeks and been instructed to quarantine (see Question #1 if this applies to you) or you’ve had close contact* with someone who has COVID-19 (see Question #2 if this applies to you).

10) Someone in my household is isolating and has symptoms. We’re just waiting for test results. I don’t have any symptoms – do I need to isolate?

- You will first need to determine if the person you live with is a probable case of COVID-19. 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.

- If the person you live with is a probable case of COVID-19, then you will be considered to have been in close contact* with a person with COVID-19. The next steps will depend on your COVID-19 immunization status at the time that close contact occurred. See Question #2 for COVID-19 immunization status definitions, and corresponding next steps.

- If the person you live with is not a probable case of COVID-19, then you can continue to work as per usual. However, if this symptomatic person in your household is tested for COVID-19 and the result is positive, then you will be considered to have been in close contact* with a person with COVID-19. The next steps will depend on your COVID-19 immunization status at the time that close contact occurred. See Question #2 for COVID-19 immunization status definitions, and corresponding next steps.

11) I tested positive for COVID-19 and completed my 10-day work restriction. I feel that I’ve completely recovered, other than a lingering cough. Is it safe for me to go to work?

- COVID-19 usually causes new symptoms or makes chronic symptoms much worse. If you have had symptoms due to confirmed COVID-19, 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); see Question #2 for COVID-19 immunization status definitions) after onset of symptoms, or until symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications, whichever is longer.

- If symptoms such as a lingering cough, loss of sense of taste/smell or fatigue persist beyond your work restriction period (5 days or 10 days), then you may return to work as long as you have been without a fever for 24 hours without the use of fever-reducing medications, other symptoms have improved, and you feel well enough to go back to work.

12) I am asymptomatic, and I was tested for COVID-19 and the result was negative – what happens next?

- If you are required to quarantine after returning to Canada from international travel, then you must quarantine for the full 14 days, even if you are tested for COVID-19 during your quarantine and the result is negative. See Question #1 for more details.
If you have been in close contact* with a person with COVID-19, and you are NOT Fully Immunized (see Question #2 for immunization status definitions), then you will be required to be work restricted***, even if you are asymptomatic and test negative during your work restriction. See Question #4 for more details.

If you have been in close contact* with a person with COVID-19, and you are Fully Immunized (see Question #2 for immunization status definitions), then you must undergo a Health Canada-approved COVID-19 rapid test within 24 hours before every work shift for 10 days, starting from the date of last exposure**. You can continue to work if you remain asymptomatic and your pre-shift COVID-19 rapid test is negative. See Question #5 for more details.

If you have been in close contact* with a person with COVID-19, and you are Fully Immunized PLUS Booster (see Question #2 for immunization status definitions), then you can continue to work as per usual if you are asymptomatic, both while awaiting your COVID-19 test result, and also after receiving a negative test result. See Question #6 for more details.

If you have NOT been instructed to quarantine after returning to Canada from international travel and you have NOT been in close contact* with a person with COVID-19, then you can continue to work as per usual if you are asymptomatic, both while awaiting your COVID-19 test result, and also after receiving a negative test result.

13) I just received notice that a classmate of my child has tested positive. As a result, I have to keep my child home from school. Am I allowed to go to work?

- In this situation, your child would be considered a close contact of someone who has tested positive for COVID-19.
  - If your child is asymptomatic and you are asymptomatic, then you can continue to work as usual.
  - If your child has developed any of fever, cough, shortness of breath, sore throat, runny nose, or loss of sense of smell or taste, that is not related to a pre-existing illness or health condition, then you will be considered to have been in close contact* with a person with COVID-19. The next steps will depend on your COVID-19 immunization status at the time that close contact occurred. See Question #2 for COVID-19 immunization status definitions, and corresponding next steps.

14) I recently received the COVID-19 vaccine and then I developed symptoms – what should I do?
• If you have recently been immunized, you may experience side effects from the vaccine. It's not unusual to experience redness, swelling, bruising, or feeling sore where you had the needle – such symptoms are typically mild, go away in a few days, and don’t require you to stay off work.

• Sometimes, people may experience symptoms that go beyond the injection site, and such symptoms are similar to symptoms of COVID-19, including: fever or chills, feeling tired or unwell, headache, body aches or sore joints, nausea, vomiting, diarrhea, or swollen lymph nodes.

• If you have side effects that are the same as COVID-19 symptoms, then you must stay home and away from others (isolate), even if you think the side effects are from the vaccine.
  - If your side effects start within 24 hours of receiving the vaccine and go away within 48 hours after the side effects start, then you do not have to keep isolating and you can go back to your normal activities (unless you were told to be work restricted for other reasons).
  - If your side effects start after 24 hours of receiving the vaccine or last longer than 48 hours, then stay home and take the online COVID-19 self-assessment for consideration of COVID-19 testing. If you are not tested, 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); see Question #2 for COVID-19 immunization status definitions) from the start of your symptoms, or until your symptoms have improved AND you have gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer.

• Please see the COVID-19 Client Immunization Record and Care After Immunization for more information.

15) If I must quarantine, isolate, be work restricted, or undergo pre-shift rapid testing following a close contact, then how do I calculate the relevant dates for what I am required to do?

• If you have recently returned to Canada from international travel, then the date of your arrival is “day 0”. If you have to quarantine for 14 days, then this commences after “day 0” and you can return to work after day 14. For example, if you arrived back in Canada on January 6, then you would need to quarantine from January 7 to January 20, and you could return to work on January 21 (assuming that you remained asymptomatic during your 14-day quarantine). See Question #1 for more details.

• If you are required to isolate for 10 days due to symptoms developing or testing positive for COVID-19 during your post-travel quarantine period (see Question #1 for more details), or you must be work restricted because you have developed COVID-19 symptoms and you were either not tested or tested positive for COVID-19, then the date that your symptoms started is “day 0”. Your isolation or work restriction would then commence on the following day, and you could return to work the day after your last day of isolation or work restriction. For example:
  - If your symptoms started on January 6, and you needed to isolate or be work restricted for 10 days, then your work restriction would be from January 7 to January 16, and you could return to work on January 17.
  - If your symptoms started on January 6, and you needed to be work restricted for 5 days, then your work restriction would be from January 7 to January 11, and you could return to work on January 12.

• If you have been in close contact* with a person with COVID-19, and you must either be work restricted for 14 days (if you are NOT Fully Immunized), or undergo pre-shift rapid testing for 10 days (if you are Fully Immunized; see Question #2 for COVID-19 immunization status definitions), then the date of last exposure** is “day 0”. For example:
  - If you were NOT Fully Immunized and your date of last exposure** was January 6, then your work restriction would be from January 7 to January 20, and you could return to work on January 21.
(assuming that you remained asymptomatic during your 14-day work restriction).

- If you were Fully Immunized and your date of last exposure** was January 6, then your testing period would be from January 7 to January 16, and you could return to work on January 17 (assuming that you remained asymptomatic and did not test positive during your 10-day testing period).
*Close Contact* is defined as a person who:

- 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.

**Date of last exposure.** 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):

- 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 work restriction or testing period starts after your last contact with the case (i.e. the date of your last contact with the case is “day 0”).
- If the positive case is from your household, and the case can 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 work restriction or testing period starts after your last contact with the case (i.e., the date the case starts isolating is “day 0”).
- If the positive case is from your household and you will have ongoing close contact with the case in your household, then your work restriction or testing period includes the duration of the case’s infectious period PLUS an additional 14-day work restriction (if you are NOT Fully Immunized) or 10-day testing period (if you are Fully Immunized) from the date of last exposure. In this situation, your “date of last exposure” (i.e. “day 0”) is the date when the case’s infectious period ends.

  - **“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.

***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.