

COVID-19 Healthcare Worker to Healthcare Worker Exposures

Situation: Exposure to a co-worker who is COVID-19 positive, exposed healthcare worker is asymptomatic

Action: Assess exposure risk (top table) and then take appropriate action (bottom table)

All healthcare workers must take responsibility to not work while ill and to leave work immediately if symptoms develop. It is also critical for all healthcare workers to follow masking and eye protection per current Infection Prevention policy.

ASSESS EXPOSURE RISK

COVID positive co-worker	Co-worker interactions*	Exposed co-worker wore a respirator	Exposed co-worker was not wearing a mask or was wearing a surgical or alternative face mask
COVID-19-positive co-worker (did not wear a mask)	Close contact <6 feet for > 15 minutes cumulative during a shift	Low Risk	High Risk
	Direct contact with infectious secretions ((i.e. being coughed on or touching used tissues with a bare hand)	High Risk (downgrade to low risk if also wearing eye protection)	High Risk
COVID-19-positive co-worker (wore a mask)	Close contact <6 feet for > 15 minutes cumulative during a shift	Low Risk	High Risk (downgrade to low risk if exposed coworker was wearing a surgical mask)

*Staff interactions not meeting the definition of close contact are categorized as low risk

TAKE APPROPRIATE ACTION (NMHH, MGH, Blaze clinics and EMS all in critical staffing)

- During critical staffing: Follow grid below

Exposure category	Work restrictions** (high-risk environments)	Social Responsibility	COVID-19 monitoring
High	Asymptomatic worker can return to work on any unit.	1. Individuals who are returning to work after a COVID illness must follow masking & distancing guidelines posted here COVID Safe Return to Work Guidelines (sharepoint.com) 2. Regardless of vaccination status or type of healthcare setting, testing is highly encouraged if you are unvaccinated or if vaccinated w/o a booster upon discovery of exposure (but not earlier than day 2) and again at 5-7 days after exposure (Based on MDH guidance)	1. Active Daily COVID timeout expectations. 2. If symptoms start while at work then immediately inform your manager and remove yourself from direct patient care when possible
Low	Asymptomatic worker can return to work on any unit		

*Fully vaccinated HCWs who remain asymptomatic do not need to quarantine after a high-risk exposure. A person is considered fully vaccinated once they are 2 weeks post completion of COVID vaccination 1 dose or 2 dose series

Change Log:

- 11/17/20 Removed *High risk exposures in the NICU may work while asymptomatic but will need testing 5 days after exposure to rule out asymptomatic disease. Added Asymptomatic worker and return to work on any unit. If asymptomatic testing is encouraged at day 5-7. Updated 'social responsibility' and 'COVID-19 monitoring' section's verbiage.
- 12/15/20 Updated asymptomatic testing to occur at day 7-9
- 3/30/21 Added *Fully vaccinated* HCWs who remain asymptomatic do not need to quarantine. * A person is considered fully vaccinated once they are 2 weeks post completion of COVID vaccination 1 dose or 2 dose series.* Combined category for COVID positive co-worker as the risk response is the same.
- 6/1/21 Added additional instructions for testing upon discovery of exposure and again at 5-7 based on updated MDH guidance. Updated to "Follow masking and eye protection per current Infection Prevention policy" due to updated guidance.
- 8/9/21 Changed testing timeframe recommendation post-exposure from 5-7 days to 3-5 days per MDH guidance.
- 9/23/21 Changed testing timeframe recommendation post-exposure back to 5-7 days per MDH updated guidance. Also updated 'testing is highly encouraged upon discovery of exposure' to add 'but not earlier than day 2.
- 1/12/22 Updated 'worker restrictions' for 'high risk exposures' with clarification "if you are unvaccinated or if vaccinated w/o a booster." Added row to 'assess exposure risk' to include risk level for COVID-19-positive co-worker who wore a mask. Moved testing recommendations to the 'social responsibility' section.
- 1/11/22 Added reference to the safe to return to work guidelines for masking instruction.
-