

EMPLOYEES WITH INFECTIOUS DISEASE

SECTION:	Administrative
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SUBJECT:	Employees with Infectious Disease
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POLICY

Davis Behavioral Health employees will follow the infectious disease guidelines in the “procedures” section of this policy, in order to prevent the spread of common disease to other staff and clients.

PURPOSE

The purpose of this policy is to control and prevent the spread of communicable diseases from employees to other employees or clients. This will minimize health risks as well as maintain a disease free environment. The proceeding guidelines on communicable diseases will be followed to determine when an employee is free of a communicable disease and may return to work.

PROCEDURE

- 1.0 Employees should consult with their primary care provider or Health Department regarding receiving vaccinations as deemed appropriate. This may include, but is not limited to, Hepatitis A, Hepatitis B, Pertussis, Tetanus, Chicken Pox, and Influenza.
- 2.0 Employees with a respiratory illness will not work during the infectious stages (fever >100.5, rhinitis, sore throat)
- 3.0 If a supervisor identifies an employee with draining cold sores, boils, shingles, wounds, or with symptoms of communicable diseases such as coughing, fever, infections, vomiting, diarrhea, skin eruptions, etc., the employee should have no direct client contact, or work in food preparation.
- 4.0 An employee may NOT work during the known communicable periods at any of the Davis Behavioral Health sites for the following diseases:

Infectious Process	Duration of Restriction
Chicken pox	Until all vesicles have crusted and scabbed
Chicken pox exposure if you have not had chicken pox or been vaccinated	From day 10-21 post exposure
Diarrhea caused by Amebiasis, Cholera, Cryptosporidiosis, E. coli 0-157, Giardia, Salmonella, Shigella	Employee may not work in food services if any vomiting or diarrhea illness, regardless of pathogen. Asymptomatic carriers are restricted from working in food services as well.
Draining wound caused by Staphylococcus aureus (both MRSA/MSSA)	Until draining wounds are covered, bodily fluids are contained, and the employee can observe good hygienic practices.
Hepatitis A	Until the fever is gone <u>and</u> at least 1 week after the onset of jaundice. Asymptomatic carriers are restricted from working in food services.

Impetigo	Until 24 hours after antibiotic treatment has been started, until sores are dried, or until sores can be covered with a bandage.
Influenza	Until fever has resolved
Lice	Until after the first treatment with a medicated head lice product, such as pyrethrin (Rid® and/or other medicated head lice product. Employee <i>must</i> be retreated in 7-10 days in order to kill remaining nits. Follow the manufacturer's directions carefully.
Measles	Until at least 4 days after the rash appears.
Mumps, active	Until at least 9 days after swelling first occurs or until swelling is gone.
Mumps exposure, if you have not had mumps or been vaccinated	Until at least 26 days after exposure, or until vaccinated.
Pink eye – conjunctivitis	For bacterial infections, 24 hours after treatment is started. For viral infections, until the watery, white or yellow discharge has ceased.
Resistant organisms colonized such as MRSA, VRE, others	No restriction necessary unless clearly implicated with disease transmission. If implicated, culture employee, restrict from work, treat, reculture. Employee may return to work when culture negative and clinically well. Routine culturing is not recommended.
Rubella	Until 7 days after the onset of rash.
Scabies	Until 24 hours after treatment is started.
Shingles	Until vesicles have crusted and scabbed.
Shingles exposure, if you have not had chicken pox or been vaccinated against chicken pox	From day 10-21 post exposure.
Strep Throat caused by Group A Streptococcus	Until 24 hours after antibiotic treatment is started.
Tuberculosis (TB)	Until symptoms have improved clinically (for example, they are coughing less and they no longer have a fever); and after compliant with an adequate treatment regimen for 2 weeks or longer and after three consecutive negative acid fast bacilli sputum smears collected in 8- to 24-hour intervals (at least one being an early morning specimen);
Diphtheria	Usually 4 days after initiation of antibiotic
Meningitis caused by Neisseria meningitis	Until adequately treated.
Typhoid Fever	Until stool cultures are negative
Whooping cough	Until 5 days after start of antibiotic therapy or until symptoms are no longer present.

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