

# Staff Returning to Work Safely during COVID-19

## Cohort 3 Session 8

January 19, 2021

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**AHRQ ECHO National Nursing  
Home COVID-19 Action Network**



# Today's Agenda

Follow-up from Session 7 – Advance Care  
Planning

Performance Improvement Discussion: Vaccine  
Clinics

Staff Returning to Work Safely during COVID-19  
Discussion

Wrap-up and Poll

Questions & Answers

# Session 7 Follow Up: Advance Care Planning

- Goals of Care
- Interdisciplinary Participation
- MOLST
- Palliative Care
- Hospice
- Conversation Guide Tools



- What lessons learned from first surge have been helpful this time?
- Have there been any surprises when you have had conversations about goals of care or advance care planning?
- Is this happening more or less often than earlier this year?
- Any last questions?

# Session 7 Follow Up: Vaccine Clinics: “Pearls and Pitfalls”

What has worked well?

What are you most proud of?

What have been biggest challenges?

What advice do you have for your peers?

# Check in on Staff Hesitancy and Improvements for Round 2 Clinics

Presenter Name

# Questions for discussion:

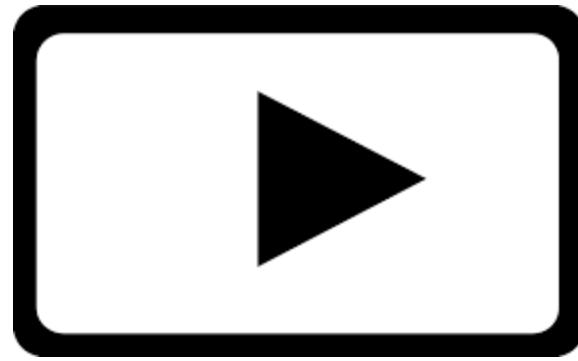
- What improvements will you make to your processes for the second round of vaccines?
- What changes will you make to your strategy to address staff hesitancy?

# Preparation for Next Week

- How might a conversation with a behavioral health expert help you and your team manage stress, loneliness, anxiety, PTSD?
- What requests do you have?



# Staff Returning to Work Safely during COVID-19





# MA DPH Return to Work Guidance Considerations

MA DPH does not use testing as criteria for return to work for HCP that are COVID positive with symptoms or COVID positive without symptoms

MA DPH guidance does not delineate between mild/moderate illness and severe to critical illness or immunocompromised staff or HCP who are **severely immunocompromised** but who were **asymptomatic** – recommend follow CDC guidance *and consult with provider, as appropriate*

MA DPH Guidance does not differentiate between an exposure to a confirmed case in the facility related to inappropriate PPE use.

- HCP may work following an occupational, household or community exposure under certain circumstances and only if not experiencing symptoms and have not tested positive for COVID-19
  - Household or Community Exposure: should have **PCR test** and have a negative result before returning to work.
  - Travel: should not be allowed to work during quarantine related to travel. Under these circumstances, employees should be required to meet the requirements set forth in the travel order.

Employers, after consultation with Contact Tracing Collaborative (CTC), Local Public Health or DPH, may consider allowing exposed but asymptomatic critical infrastructure workers to continue to work in select instances when it is necessary to preserve the essential functions of critical infrastructure. This option should be used as a last resort and only in limited circumstances. In such instances:

- provided the HCP remain asymptomatic and have not tested positive.
- HCP must always wear a facemask or cloth face covering when at the worksite.
- Additional risk mitigation precautions should be implemented prior to and during the work shift.

# MA DPH Return to Work Guidance – December 7, 2020

## Options for Shortened Strict Quarantine Period

Healthcare facilities including long-term care facilities, may have additional risks. Quarantine periods for patients, residents or staff in healthcare facilities should adhere to healthcare-specific guidance and any reductions only be instituted after careful consideration of risks. **These shortened quarantine periods do not apply to LTC residents and new admissions.**

OPTIONS	CRITERIA	ACTIVE MONITORING	RESIDUAL RISK
7 days of strict quarantine	<u>Release on Day 8 after last exposure IF:</u> <ul style="list-style-type: none"><li>• A test (either PCR or antigen) taken on Day 5 or later is negative; AND</li><li>• The individual has not experienced any symptoms up to that point; AND</li><li>• The individual conducts active monitoring through Day 14</li></ul>	Individual must actively monitor symptoms and take temperature once daily. IF even mild symptoms develop or the individual has a temperature of 100.0 F, they must immediately self-isolate, contact the public health authority overseeing their quarantine and get tested.	Approximately 5% residual risk of disease development
10 days of strict quarantine	<u>Release on Day 11 after last exposure IF:</u> <ul style="list-style-type: none"><li>• The individual has not experienced any symptoms up to that point; AND</li><li>• The individual conducts active monitoring through Day 14.</li><li>• No test is necessary under this option</li></ul>		Approximately 1% residual risk of disease development
14 days of strict quarantine	<u>Release on Day 15 after last exposure IF:</u> <ul style="list-style-type: none"><li>• The individual has experienced ANY symptoms during the quarantine period EVEN if they have a negative COVID-19 test; OR</li><li>• The individual indicates they are unwilling or unable to conduct active monitoring.</li></ul>	No additional active monitoring required	Maximal risk reduction

# Key Take Aways

- According to the CDC, up to 35% of people with COVID-19 are asymptomatic.
- One of the primary ways that COVID-19 is transmitted or spread in nursing homes is through infected staff.
- Education of all nursing home team members (not just clinical staff) and visitors about how COVID-19 may be spread is essential to reduce the risk of contagious individuals returning to work or entering the nursing home.
- Frequent communication on return-to-work policies and procedures for staff who have tested positive for COVID-19 or have experienced signs or symptoms is an important component of each nursing home's IPCP/COVID-19 plan.
- Having leaders visible on the units and supporting staff training on proper return to work protocols promotes accountability for identifying and managing risks related to COVID-19.

# Case Study

Pamela, a certified nursing assistant (CNA) contracted a moderate to severe case of COVID-19 and was hospitalized for three days. Upon returning home, she remained weak and short of breath for a few more weeks. She gradually returned to her previous level of function, walking 1-2 miles a day. She also slowly regained her appetite and her energy level. She is anxious to return to work.

- Under what conditions may Pamela return to work (does she need to have two documented negative COVID-19 test results, or may she return to work based on resolution of all symptoms and 14 or 20 days of isolation)?
- May Pamela work with any/all residents, or must she work with COVID-19 positive residents (work on the COVID unit)? If so, for how long?
- Does Pamela need to wear full PPE based on her previous (recent) COVID-19 positive status, or does her use of PPE depend on the status of the residents in her care, using the same protocols as other staff members?

# Taking it to the Next Level

Integrate return to work protocols into overall infection prevention and management plan	<p>Are return to work protocols for staff members, including non-essential workers or contractors/vendors detailed in the Infection Prevention and Control Program (IPCP)?</p> <p>Are there written communication materials to inform everyone about required screening protocols and staff safe return to work policies?</p>
Documenting and Reporting Number of Staff COVID Cases	<p>Is there a process in place for documenting and reporting staff COVID positive cases (de-identified to protect staff privacy)? Are numbers of cases compiled and reported to leadership, as well as to required NHSN and/or state agencies?</p>
Follow-Up Plan (monitoring over time)	<p>Is there a COVID-19 Team or Task Force that reviews numbers of cases, actions taken, documentation on a regular basis? Are updates/changes to processes and systems made in a timely manner and shared with relevant stakeholders?</p>
Improvement Concepts	<p>Is the IP or designee in regular communication with local (e.g., municipal or board of health) officials to learn about any updates to community transmission/case rates?</p> <p>Does the IP ask staff members (particularly direct care workers) and visitors for feedback on what would improve the safe return to work processes?</p>

# Questions?

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# What to expect next...

Next Session: **January 26, 2021**

Topics:

- Session 9: Effective Leadership & Communication

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# Wrap Up and Poll

- Please watch your screen and respond to our 2 poll questions as they launch