



Infection Control: Employee Health Communicable/Contagious Diseases

Policy Statement

Personnel with active communicable infections that can be transmitted by direct contact are prohibited from coming in direct contact with residents or their food.

Policy Interpretation and Implementation

1. Employees with acute or active communicable or infectious diseases or infected skin lesions may not participate in direct resident care responsibilities or handle resident food until they are no longer considered infectious or contagious. Such conditions include (but are not limited to):
 - a. Tuberculosis;
 - b. Mononucleosis;
 - c. Herpes varicella zoster (HVZ);
 - d. Herpes simplex virus (HSV);
 - e. Influenza;
 - f. Pneumonia;
 - g. Noro Virus;
 - h. Conjunctivitis; and
 - i. Scabies/Lice.
2. Healthcare workers will not be prohibited from participating in resident-care activities strictly on the basis of their infection with bloodborne pathogens such as hepatitis B virus (HBV), hepatitis C virus (HCV), or HIV/AIDS.
3. Restrictions on participation in resident-care activities will be based on factors associated with the risk of transmission.
4. The Infection Control Committee, along with the Medical Director and Infection Preventionist, will review cases in which healthcare workers or providers are infected with HBV, HCV, or HIV/AIDS.
5. The following restrictions/limitations apply to healthcare workers who are infected with **hepatitis B virus** (HBV) Note the employee will be required to provide the facility with their current HBV viral burden results:
 - a. Healthcare workers who test positive for HBV “e” antigen (HBeAg) OR have circulating HBV burden of greater than 10^4 genome equivalents per mL of blood (GE/mL):
 1. Will double glove during any invasive procedure, contact with mucous membranes or non-intact skin, and for any procedure in which gloving is recommended.
 2. Will NOT perform procedures that are associated with increased risk for transmission of HBV (see Related Documents for a list of risk categories).

- b. Healthcare workers infected with HBV who have circulating viral burdens of less than 10^4 GE/mL will be allowed to perform procedures that are associated with increased risk of transmission of HBV, provided the healthcare worker:
 1. Has not previously transmitted HBV infection to his or her residents;
 2. Consults with the IPRP regarding his or her practice and optimal infection control practices;
 3. Obtains follow-up testing at least twice a year to demonstrate a continued viral burden of less than 10^4 GE/mL;
 4. Seeks ongoing care from a personal physician who has expertise in the management of HBV infection and allows that physician to communicate with the IPRP about the healthcare worker's clinical status;
 5. Strictly adheres to all infection control practices and procedures; and
6. The following restrictions/limitations apply to healthcare workers who are infected with **hepatitis C virus (HCV)** Note the employee will be required to provide the facility with their current HCV viral burden results:
 - a. Healthcare workers who have circulating HCV burden of greater than 10^4 GE/ mL of blood:
 1. Will double glove during any invasive procedure, contact with mucous membranes or non-intact skin, and for any procedure in which gloving is recommended.
 2. Will NOT perform procedures that are associated with increased risk for transmission of HCV (see Related Documents for a list of risk categories).
 - b. Healthcare workers infected with HCV who have circulating viral burdens of less than 10^4 GE/mL will be allowed to perform procedures that are associated with increased risk of transmission of HCV provided the healthcare worker:
 1. Has not previously transmitted HCV infection to his or her residents;
 2. Consults with the IPRP regarding his or her practice and optimal infection control practices;
 3. Obtains follow-up testing at least twice a year to demonstrate a continued viral burden of less than 10^4 GE/mL;
 4. Seeks ongoing care from a personal physician who has expertise in the management of HCV infection and allows that physician to communicate with the IPRP about the healthcare worker's clinical status;
 5. Strictly adheres to all infection control practices and procedures;
7. The following restrictions/limitations apply to healthcare workers who are infected with human immunodeficiency virus (HIV) or acquired immune deficiency syndrome (AIDS) Note the employee will be required to provide the facility with their current HIV viral burden results:
 - a. Healthcare workers who have circulating HIV burden of greater than 5×10^5 GE/ mL of blood:
 1. Will double glove during any invasive procedure, contact with mucous membranes or non-intact skin, and for any procedure in which gloving is recommended.
 2. Will NOT perform procedures that are associated with increased risk for transmission of HIV (see Related Documents for a list of risk categories).
 - b. Healthcare workers infected with HIV/AIDS who have circulating viral burdens of less than 5×10^5 GE/mL will be allowed to perform procedures that are associated with increased risk of transmission of HIV provided the healthcare worker:

1. Has not previously transmitted HCV infection to his or her residents;
 2. Consults with the IPRP regarding his or her practice and optimal infection control practices;
 3. Obtains follow-up testing at least twice a year to demonstrate a continued viral burden of less than 5×10^5 GE/mL;
 4. Seeks ongoing care from a personal physician who has expertise in the management of HIV infection and allows that physician to communicate with the IPRP about the healthcare worker's clinical status;
 5. Strictly adheres to all infection control practices and procedures; and
 6. Signs a contract agreeing to his or her responsibilities as an HIV-infected healthcare worker.
8. In-service training programs on the following diseases are conducted annually:
- a. HIV/AIDS;
 - b. Hepatitis;
 - c. Tuberculosis;
 - d. Influenzas
 - e. Noro Virus
9. Employees are required to attend in-service training classes.

References	
References	SHEA Guideline for the Management of Healthcare Workers Who Are Infected With Hepatitis B Virus, Hepatitis C Virus, and/or Human Immunodeficiency Virus (available at www.istor.org)
Related Documents	Employee Infection and Vaccination Status Categories of Procedures According to Level of Risk for Transmission of Bloodborne Pathogens Sample Contract Letter between the Infection Prevention Review Panel and Healthcare Worker
Generations Revision	January 2020
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