

Communicable Diseases

THIS POLICY

Policy Number: 601
Effective Date: 11/01/02
PAGE: 1 of 4

REPLACES POLICY

Policy Number: 601
Effective Date: 01/01/91

Policy:

It is the policy of Wesley Woods Senior Living, Inc. to protect the safety of staff, patient/residents and residents and to provide fair and equitable treatment in cases of employees with known or suspected Communicable diseases.

Basis:

Employees diagnosed with a communicable disease are guaranteed all the employment rights, and medical and disability benefits to which they are entitled under their benefit programs, provided:

- A) They do not constitute a threat to the safety of themselves or others, and
- B) They perform the duties of their position satisfactorily.

Administrative Responsibility:

- 1) Department Directors and/or Supervisors who are aware of an employee's health condition are responsible for taking precautions to guard the employee's right to confidentiality.
- 2) Department Director(s) and/or supervisor(s) may consult with Employee Health Services when questions arise. Documentation regarding an employee's medical condition will be kept confidential and maintained in Employee Health.
- 3) We will educate our employees so that prejudice and unwarranted fear about disease in the workplace can be eliminated.

Procedures:

1. Wesley Woods Senior Living, Inc. employees who have reason to believe they have a communicable disease are required to share that information with their supervisor or Administrator. Failure to report a communicable disease may result in disciplinary action. Employees will be encouraged to follow-up with their personal physician for counseling, detailed procedures on personal safety, and infection control precautions.
2. Whether an employee infected with a communicable disease can adequately and safely be allowed to perform patient/resident care, food service or other duties will be determined on a case-by-case basis considering whether the employee's condition constitutes a threat to the safety of himself or others and whether the employee can perform satisfactorily the duties of his or her position.

3. If it is determined that an employee cannot perform his duties satisfactorily or poses a significant risk of infection, the employee and Facility Administrator will explore other opportunities, including:
 - a. Leave of Absence,
 - b. Transfer to another available position,
 - c. Work assignment modification consistent with the needs of Wesley Woods, Inc. and reasonable accommodation of the employee, personnel policies will be followed as with any other employee as they relate to job performance, excessive absenteeism, long-term disability or transfer to another area of responsibility
4. Counseling given to employees to address specific precautions for themselves, co-workers or patient/residents must be followed. Failure to do so may result in disciplinary action.
5. In the case of an employee needle stick or exposure to blood or other body fluids, employee should follow-up with Employee Health Services or a designated panel physician. In incident report must be completed and faxed to employee health at 404-686-4938.
6. Employees are always expected to follow the guidelines of Universal Blood and Body Fluid precautions and to use good hand washing technique.
7. Hepatitis B vaccinations will be offered to employees if at risk of exposure to blood and body fluid in the performance of their job requirements.

Work Restrictions for Personnel with or Exposed to Communicable Diseases

<u>Disease</u>	<u>Employee Restrictions</u>	<u>Action</u>
HIV Infection	If HIV positive, employee makes self known to Administrator or Supervisor. If status is know through post-exposure testing, employee will be evaluated on an individual basis.	Report exposure to Employee Health Services per Post-Exposure Policies.
Chickenpox	Refer below to restrictions noted for varicella zoster and zoster.	Refer below to restrictions noted for varicella zoster and zoster.
Conjunctivitis	Relive from direct patient/resident contact until appropriate drainage resolves and the employee is cleared through personal physician.	Stress barriers and handwashing
Cytomegalovirus	No work restrictions	Stress barriers and handwashing
Diarrhea Salmonella, Shigelia, Campylobacter or lasting <24 hours	Relive from patient/resident contact or direct food preparation until stool is free of infecting organism on two consecutive cultures, not less than 24 hours apart.	Stress barriers and handwashing
Giardia, Colstridium	No work restrictions	Stress barriers and handwashing
Group A Streptococcal Infection	Relive from direct patient/resident contact until 24 hours adequate treatment is begun.	
Hepatitis A	Relieve from direct patient/resident contact until 1 week (7 days) after onset of jaundice and clinical symptoms resolve. No food handling	Stress barriers and handwashing
Hepatitis B	Relive from direct patient/resident contact until jaundice disappears and clinical symptoms resolve.	Report exposure to Employee Health Services. Stress appropriate employee barriers.
Hepatitis B: Chronic Antigenemia	Standard precautions should always be observed and includes the wearing of gloves for all contact with mucus membranes and non-intact skin. Infected healthcare workers should not perform exposure-prone invasive procedures until they have consulted with employee health services.	Employee health will consult with hospital experts for recommendations on procedures the worker can perform, taking into account the specific procedures as well as the skill and technique of the worker.

Approved By: Kenneth Weber, President/CEO, Wesley Woods Inc.

Margaret Bloomquist, Associate Administrator, Wesley Woods Human Resources

Date Reviewed: 11/01/02 Last Reviewed: 09/01/2007 Adair Maller, Director Human Resources