

Recommendations for Health Care Workers Return to Work

Symptoms	Test Result	Recommendations
Yes	Positive	<p>Test-based approach: HCWs who have tested positive for COVID-19 should remain off work until they receive 2 consecutive negative specimens (single NP swab) at least 24 hours apart</p> <p>Non test-based approach: HCWs may return to work 14 days after symptom onset (or as directed by their employer/Occupational Health and Safety)</p>
Yes	Negative	May return to work 24 hours after symptom resolution. If the HCW was self-isolating due to an exposure at the time of testing, return to work should be under work self-isolation until 14 days from last exposure.
Never symptomatic at time of test	Positive	<p>Test-based approach: HCWs who have tested positive for COVID-19 should remain off work until they receive 2 consecutive negative specimens (single NP swab) at least 24 hours apart</p> <p>Non test-based approach: HCWs may return to work 14 days after positive specimen collection date (or as directed by their employer/Occupational Health and Safety)</p>

- "work self-isolation" means maintaining self-isolation measures outside of work for 14 days from symptom onset (or 14 days from positive specimen collection date if asymptomatic) to avoid transmitting to household members or other community contacts. While at work, the HCW should adhere to universal masking recommendations, maintain physical distancing (>2m) except for providing direct care, and performing meticulous hand hygiene. These measures at work are required to continue until test-based or non-test based clearance.
- In exceptional circumstances where additional staff are critically required, an earlier return to work of a COVID-19 positive HCW may be considered under work self-isolation recognizing the staff may still be infectious. In the case of a positive symptomatic HCW, there should be a minimum of 72 hours after illness resolving, defined as resolution of fever and improvement in respiratory and other symptoms. In the case of a positive asymptomatic HCW, there should be a minimum of 72 hours from positive specimen collection date to ensure symptoms have not developed in that time.