

# Employee Return to Work Criteria

## Asymptomatic HCP with Higher Risk Exposures:

As of September 23, 2022, CDC is no longer recommending quarantine of asymptomatic HCP with higher-risk exposures, regardless of vaccination status.

All HCP should receive a series of three-tests including a test on day 1 (with day of exposure being day 0). If negative, tests should subsequently occur on days 3 and 5.

## HCP with SARS-CoV-2 Infection (Regardless of Vaccination Status):

<b>Fever-free</b>	No fever for at least 24 hours without the use of fever-reducing medication.
<b>AND</b>	
<b>Symptoms Reduced</b>	Other symptoms have improved (such as cough, headache, shortness of breath).
<b>AND</b>	
<b>7 Days</b>	For HCP with <b>mild or moderate illness &amp; not moderately to severely immunocompromised:</b> At least 7 days have passed since symptoms first appeared and a negative antigen or NAAT is obtained within 48 of return to work.
<b>OR</b>	
<b>10 Days</b>	<b>Asymptomatic HCP throughout their infection who are not moderately to severely immunocompromised:</b> At least 7 days have passed since the date of their first positive test and a negative antigen or NAAT is obtained within 48 of return to work.
<b>OR</b>	
<b>20 Days</b>	For HCP with <b>mild or moderate illness &amp; not moderately to severely immunocompromised:</b> At least 10 days have passed since symptoms first appeared if testing is not performed or had a positive test at day 5-7.
<b>OR</b>	
<b>Test-Based</b>	For HCP with <b>severe to critical illness who are not moderately to severely immunocompromised:</b> At least 20 days have passed since symptoms first appeared.
	For HCP who are <b>moderately to severely immunocompromised:</b> Use of a test based strategy and consultation with an infectious disease specialist and an occupational health specialist to determine return to work.

**Reference**

CDC. *Interim Guidance for Managing Healthcare Personnel with SARS-CoV-2 Infection or Exposure to SARS-CoV-2*. Updated Sept. 23, 2022. <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>