

## TITLE

**ATTENDING WORK WITH COVID-19 SYMPTOMS, POSITIVE TEST, OR CLOSE CONTACT**

## SCOPE

Provincial

## DOCUMENT #

1188

## APPROVAL AUTHORITY

Alberta Health Services President and Chief Executive Officer

## INITIAL EFFECTIVE DATE

August 12, 2021

## SPONSOR

Readiness and Recovery Centre  
People

## REVISION EFFECTIVE DATE

Not applicable

## PARENT DOCUMENT TITLE, TYPE, AND NUMBER

Not applicable

## SCHEDULED REVIEW DATE

August 12, 2022

**NOTE:** The first appearance of terms in bold in the body of this document (except titles) are defined terms – please refer to the Definitions section.

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## OBJECTIVES

- To outline the expectations for **workers** to NOT attend work at an **AHS setting** when the worker exhibits **COVID-19 core symptoms**, is a **confirmed case of COVID-19**, or has been a **close contact** of a COVID-19 case (with exceptions).

## PRINCIPLES

This Directive applies to worker attendance in an AHS setting when the worker exhibits COVID-19 core symptoms, is a confirmed case of COVID-19, or has been a close contact of a confirmed COVID-19 case. This Directive applies to all AHS settings.

Nothing in this Directive prevents a Medical Officer of Health (MOH) or AHS leadership from establishing or implementing an exemption process for work restrictions, or from setting additional work restrictions (e.g., reassignment of unimmunized workers), for example, in the event of a COVID-19 exposure or outbreak (see the AHS [Communicable Disease Assessment Policy](#) and [Workplace Accommodation Policy](#)).

## APPLICABILITY

Compliance with this document is required by all Alberta Health Services employees, members of the medical and midwifery staffs, students, volunteers, and other persons acting on behalf of Alberta Health Services (including contracted service providers).

## ELEMENTS

### 1. Work Restrictions for Workers Exhibiting COVID-19 Core Symptoms or who are a Confirmed Case of COVID-19

- 1.1 A worker cannot attend work or any function at an AHS setting (other than to receive health services) if the worker is:
  - a) exhibiting COVID-19 core symptoms; or
  - b) a confirmed case of COVID-19.
- 1.2 A worker who falls under Section 1.1 must not attend work or any other function at an AHS setting (except for the purposes of receiving health services) for a minimum period of ten days from the first day on which the worker exhibits COVID-19 core symptoms, or until the worker's COVID-19 core symptoms improve and the worker is fever-free for 24 hours (without the use of fever-reducing medications), whichever period is longer.
- 1.3 An **asymptomatic** worker who is a confirmed case of COVID-19 cannot attend work or any other function at an AHS setting (except for the purposes of receiving health services) for a period of ten days from when they take a **Health Canada approved test** which confirms the worker is positive for COVID-19.
- 1.4 Despite Section 1.2, if an asymptomatic worker who is a confirmed case of COVID-19 develops COVID-19 core symptoms during the period of work restrictions, that worker must not attend work or any other function at an AHS setting (except for the purposes of receiving health services) for ten days from the first day that the worker exhibits COVID-19 core symptoms, or until the worker's COVID-19 core symptoms improve and the worker is fever-free for 24 hours (without the use of fever-reducing medications), whichever is longer.
- 1.5 Despite Section 1.2, a symptomatic worker who is not a close contact may attend work or another function at an AHS setting if a Health Canada approved test confirms the worker is negative for COVID-19 and the COVID-19 core symptoms resolve. If the worker was a close contact and tested negative for COVID-19, any work restrictions set out in Section 2 of this Directive would continue to apply.

### 2. Work Restrictions for Close Contacts

- 2.1 A worker who is known to be a close contact must not attend work or any other function at an AHS setting for a minimum of 14 days (except for the purposes of receiving health services) beginning on the day on which the worker was last exposed to the confirmed case of COVID-19. The following exceptions apply:
  - a) A **fully immunized** worker who is a close contact may attend work or another function at an AHS setting as long as they are asymptomatic.

- b) An asymptomatic **partially immunized** worker who is a close contact must not attend work or any other function at an AHS setting (except for the purposes of receiving health services) for ten (10) days beginning on the day on which the worker was last exposed to the confirmed case of COVID-19.
  - c) Regardless of immunization status, a worker who is a confirmed case of COVID-19, recovers from COVID-19 and, subsequently, within 90 days of the date on which the person took the Health Canada approved test confirming the recovered worker was a confirmed case of COVID-19, again becomes a close contact, the recovered worker may attend work or any other function at an AHS setting if:
    - (i) the worker has completed isolation as required under a CMOH Order or under Section 1 of this Directive;
    - (ii) their COVID-19 core symptoms have resolved; and
    - (iii) they have not re-developed COVID-19 core symptoms as a result of again becoming a close contact.
- 2.2 A worker will be asked to disclose their immunization status to AHS at the time they provide notification they have been a close contact.
- 2.3 A worker who is medically unable to be immunized may be accommodated in accordance with the [Workplace Accommodation Policy](#).
- 2.4 A worker who develops COVID-19 core symptoms at any time must comply with the requirements of Section 1 above.

## DEFINITIONS

**AHS setting** means any environment where treatment/procedures and other health services are delivered by, on behalf of, or in conjunction with, Alberta Health Services. This includes but is not necessarily restricted to all land, facilities, affiliated sites, mobile equipment and vehicles owned, leased, or rented, and AHS corporate offices for the purpose of conducting AHS business. It does not include working remotely from home.

**Asymptomatic** means a person who is not exhibiting COVID-19 core symptoms.

**Close contact** means a worker who:

- a) provided direct care for the case (including healthcare workers, family members or other caregivers), or who had other similar close physical contact (e.g. intimate partner, hug, kiss, handshake) without consistent and appropriate use of [personal protective equipment](#);

- b) lived with or otherwise had close prolonged contact which may be cumulative, i.e. multiple interactions for a total of 15 minutes or more over a 24-hour period and within two metres with a case without consistent and appropriate use of [personal protective equipment](#) and the case is not completely isolating away from others in the home; or
- c) had direct contact with infectious bodily fluids of a case (e.g. shared cigarettes, glasses/bottles, eating utensils) or was coughed or sneezed on while not wearing recommended [personal protective equipment](#).

**Confirmed case of COVID-19** means a person who has taken a Health Canada- approved test or PRC test which confirms that the person is infected by COVID-19.

**COVID-19 core symptoms** means the following symptoms of COVID-19 that are not related to a pre-existing illness or health condition:

- a) cough;
- b) fever;
- c) sore throat;
- d) shortness of breath;
- e) runny nose; or
- f) loss of taste or smell.

**Fully immunized** means a worker:

- a) who has received two doses of vaccine in a two dose COVID-19 vaccine series or one dose in a one dose COVID-19 vaccine series; and
- b) for whom fourteen days have elapsed since the date on which the person received the second dose of the COVID-19 vaccine of a two dose series or one dose of the COVID-19 vaccine in a one dose vaccine series.

**Health Canada approved test** means a Health Canada-approved and/or laboratory based test administered by accredited diagnostic laboratories that a person takes to determine whether they are a confirmed case of COVID-19.

**Partially immunized** means a worker:

- a) who has received one dose of a two dose COVID-19 vaccine series; and
- b) for whom fourteen days have elapsed from the day on which the person received the first dose of the COVID-19 vaccine.

**Worker** means AHS employees, members of the medical and midwifery staffs, students, volunteers, and contracted service providers (including anyone providing services for AHS on behalf of a contracted service provider).

TITLE  
ATTENDING WORK WITH COVID-19 SYMPTOMS, POSITIVE TEST, OR  
CLOSE CONTACT

EFFECTIVE DATE  
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## REFERENCES

- Alberta Health Services Governance Documents:
  - [Communicable Disease Assessment Policy](#)
  - [Managing Students Involved in Placements During a Communicable Disease Outbreak, Epidemic or Pandemic Guideline](#)
  - [Workplace Accommodation Policy](#)

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