COVID- 19 DECISION MATRIX

If a household contact or a member of your social or work circle in which you have had close contact:	The staff/physician/learner/volunteer is:	Staff/physician/learner/volunteer contact with Occupational Health:
• Is asymptomatic • Has had close contact with a COVID-19 case (as per Public Health).	To self-monitor for symptoms and continue to work as long as the staff/physician/learner/volunteer has not developed any symptoms.	Staff/physician/learner/volunteer does not need to contact Occupational Health. Staff/physician/learner/volunteer to keep manager informed. *If the staff/physician/learner/volunteer develops symptoms and/or their household contact tests positive the staff/physician/learner/volunteer must contact Occupational Health.*
• Is symptomatic • Has had **NO** close contact with someone who has tested positive	To work self-isolate (WSI) until symptomatic individual has a negative test result AND staff/physician/learner/volunteer has not developed any symptoms. **Note:** If the symptomatic person is not being tested, staff/physician/learner/volunteer to work self-isolate for 14 days as long as the staff/physician/learner/volunteer has not developed any symptoms.	Staff/physician/learner/volunteer does not need to contact Occupational Health. Staff/physician/learner/volunteer to keep manager informed. *If the staff/physician/learner/volunteer develops symptoms or is directed to be tested and/or their household contact tests positive the staff/physician/learner/volunteer must contact Occupational Health.*
• Is symptomatic • Has had close contact with someone who has tested positive for COVID-19 (as per Public Health).	To self-isolate at home until symptomatic individual receives a negative test result AND staff/physician/learner/volunteer has not developed any symptoms prior to returning to the facility. **Note:** If the symptomatic person is not being tested, staff/physician/learner/volunteer to self-isolate for 14 days AND staff/physician/learner/volunteer to be tested AND staff/physician/learner/volunteer has not developed any symptoms prior to returning to the facility.	Staff/physician/learner/volunteer will call OHS to report self-isolation at home.

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• Has tested positive for COVID-19	**No longer in contact with symptomatic person:** Is to <u>self-isolate</u> for 14 days since the last day they had contact with the symptomatic individual AND they have not developed any symptoms prior to returning to the facility. **With ongoing contact with symptomatic person:** Is to <u>self-isolate</u> until 14 days from the time the symptomatic person ends their self-isolation period AND they have not developed any symptoms prior to returning to the facility. ***Public Health direction to be followed***	Staff/physician/learner/volunteer to contact OHS to report self-isolation at home.
• Asymptomatic • Child unable to attend school/daycare for any reason not included above	• Exhaust all reasonable options for childcare • Contact Manager to discuss available options • Utilize available vacation or lieu time credits • Request a temporary leave of absence (COVID leave, family responsibility leave, personal leave, etc.)	

These guidelines have been created based on the latest public health guidance. As the guidelines and science related to COVID-19 changes and evolves, these guidelines may change as well.

Please note the following:
- These benefits are ONLY available for COVID-related illness and exposure.
- Asymptomatic staff/physician/learner/volunteers that have NOT been told to self-isolate, and who have participated in surveillance testing for COVID-19, may continue to work without restrictions.
- Staff members will not be eligible for paid leave if they are authorized by the organization to work under Work Self-Isolation
- Some individuals experience mild flu-like symptoms after receiving the seasonal influenza vaccine. If a staff/physician/learner/volunteer experiences a reaction within 24-48 hours following an influenza vaccination, the staff/physician/learner/volunteer should stay off work and self-monitor. If symptoms persist past 48 hours, it is recommended that they receive a COVID test and remain away from work.

A ***close contact*** is defined as a person who had a high-risk exposure to a confirmed or probable case during their period of communicability.
https://www.ottawapublichealth.ca/en/professionals-and-partners/hcp-ncov.aspx

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Self-Monitor (definition): *https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-self-monitor.pdf?la=en*

Self-Isolation (definition): *https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-how-to-self-isolate.pdf?la=en*

Work self-isolation: *While at work, the healthcare worker should:*
- *Take temperature twice a day – thermometer will be available onsite*
- *Travel directly to and from work in a private vehicle or wear surgical/procedure mask in public transit*
- *Adhere to universal masking recommendations at all times on the property, maintain physical distancing (remaining greater than 2m/6ft from others) except when providing direct care, and perform ,meticulous hand hygiene*
- *Do not eat meals or take breaks in shared space with other HCWs*
- *The healthcare worker on work self-isolation should not work in multiple locations*
- *Outside of work, the HCW should be in self-isolation and travel directly to and from work.*

You can find a list of sick codes for scheduling on OREO http://oreo.rohcg.on.ca/departments/finance/Resources-Payroll.cfm

Questions regarding staff pay information are to be brought to the attention of Human Resources for clarification.

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