

OREGON STATE HOSPITAL

PORTLAND – SALEM

POLICIES AND PROCEDURES

SECTION 2: Clinical Support Services

POLICY: 2.003

SUBJECT: The Employee with Infectious Disease,
Infection Control Issues

POINT PERSON: NANCY JOHNSTON
DIRECTOR OF INFECTION CONTROL

APPROVED: GREGORY P. ROBERTS
SUPERINTENDENT

DATE: June 26, 2012

I. POLICY

Oregon State Hospital, in conjunction with the Infection Control Employee Health Department, shall provide an environment that is free of infections illness/diseases for clients, visitors, and employees.

II. DEFINITIONS

- A. "Disabled (Handicapped) Person" means a person who has a physical or mental impairment which substantially limits one or more major life activities, or has a record of such impairment as defined by law (ORS 659.400). Other conditions shall be considered by the Civil Rights Division of the Oregon Bureau of Labor and Industries on a case-by-case basis.
- B. "Infectious Disease" A clinically manifested (evident) disease of humans or animals resulting from an infection that is transmissible to others.
- C. "Reasonable Accommodation" means modifications to working conditions if such modifications would enable an otherwise qualified disabled employee or job applicant to perform the essential tasks of a particular position. Essential duties encompass those activities so basic to the job that altering or eliminating them would constitute restructuring of the position classification.
- D. "Significant Infection" means an infection which has the potential of causing serious illness whereby patients or employees could acquire an acute, chronic, or fatal illness.
- E. "Communicable" means capable of being transmitted from one person to another.

III. PROCEDURES

- A. It is the employee's responsibility to secure medical care when an infectious or communicable disease makes this necessary.
- B. It is the employee's responsibility to carry out the policies and procedures regarding infection control at Oregon State Hospital as contained in the Infection Control Manual. It is the Program/Department Directors and Nurse Manager's responsibility to ensure staff adhere to Infection Control Department provisions.
- C. Employees are expected to be accountable and report signs and symptoms of infectious/contagious illness to their manager/supervisor at the onset of the symptoms.
- D. Assistance with an infection or reasonable accommodation for a disabling condition cannot be reviewed by the hospital until an employee reports an infection/communicable disease.
- E. Information regarding an employee infectious/communicable disease shall be considered confidential.
- F. Employee written authorization is required for release of medical information concerning employee infections/communicable diseases.
- G. The immediate supervisor or other management representative shall call the Infection Control Department whenever an employee reports they have contracted a communicable disease or infection.
- H. The Infection Control Department and the work unit supervisor shall collaborate on the assessment of reported infectious/communicable diseases. The Infection Control Department shall provide assistance to the work units, as needed.
- I. Employees with the following acute infectious problems shall not work without supervisor approval, and only with consultation with the Infection Control Practitioner:
 - 1. Acute illness with fever, upper respiratory infection, vomiting, diarrhea, or other symptoms of an acute infectious/communicable disease;
 - 2. Draining skin lesions, which have the potential of infecting others;

SUBJECT: The Employee with Infectious Disease,
Infection Control Issues

POLICY NUMBER 2.003

DATE: June 26, 2012

PAGE 3 OF 4

3. Communicable diseases such as chickenpox, measles, influenza, Hepatitis A, and norovirus until the period of communicability has ended; and
 4. Eye infections (i.e., conjunctivitis).
- J. An employee may have an infection which places patients and other employees at risk for acquiring the infection/communicable disease, or the employee may be acutely ill. Management retains the right, in consultation with the unit physician and the Infection Control Practitioner, to recommend to the Office of Human Resources that the employee leave the workplace or be reassigned.
- K. An employee with an infection may continue to work as long as he/she is able to perform work properly, and as long as the employee does not pose a risk of infection to others.
- L. If an employee with an infectious/communicable disease endangers others by potentially transmitting his/her infection, precautions shall be taken to prevent/correct this. Sick leave, reassignment, or termination may need to be considered.
- M. Management, Infection Control, and Office of Human Resources shall respond to coworker's concerns as these are related to an employee's infection.
- N. When an employee has been asked to leave the workplace or is reassigned due to an infectious/communicable disease, return to work approval (e.g., physician release) is required in accordance with Personnel Rules and current Bargaining Agreements.
- O. If an employee has an accidental (occupational) exposure to HIV, Hepatitis B or Hepatitis C infection, the Occupational Exposure Procedure in the Infection Control Manual and Reporting of Injuries and Illness in the Oregon State Hospital Policy Manual shall be followed.
- P. See OSH Infection Control Policy 3.077, "Tuberculosis Surveillance and Management of Employees, Volunteers, and Students".

SUBJECT: **The Employee with Infectious Disease,
 Infection Control Issues**

POLICY NUMBER 2.003

DATE: **June 26, 2012**

PAGE 4 OF 4

IV. REFERENCES

Oregon State Hospital Infection Control Manual.

Centers for Disease Control Publications.

Joint Commission Comprehensive Accreditation Manual for Hospitals;
Surveillance, Prevention and Control of Infection; IC1-IC12.

ORS 659.400

Replaces OSH Policy and Procedure 2.003, *The Employee with Infectious Disease,
Infection Control Issues*, dated 2/24/2009.