

Week 8: COVID-19 Staff Returning to Work Safely during COVID-19

Session Information
<p>Session Topic: Staff Returning to Work Safely during COVID-19</p> <p>National Expert Presenter(s):</p> <ul style="list-style-type: none"> • Jennifer Kim, DNP, GNP-BC, GS-C, FNAP, FAANP • Abby Luck Parish, DNP, AGPCNP-BC, GNP-BC, FNAP
COVID-19 Content: Staff Returning to Work Safely during COVID-19
<p>Presentation Title: Staff Returning to Work Safely during COVID-19</p> <p>Session Description: Nursing home staff members face unique challenges with COVID-19. During this session, guidelines and practices to support safe return-to-work of staff members who have had exposure to COVID-19 or have had the virus itself will be presented and discussed.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • One method to improve staff disclosure of COVID-19 exposure & symptoms. • At least one way to reduce potential of staff shortages. • Potential check list to use when evaluating readiness of affected staff member's return to work.
Special Considerations
<ul style="list-style-type: none"> •
Required Resources
<ul style="list-style-type: none"> • Video: <i>Staff Returning to Work Safely during COVID-19</i>
Supplementary Resources:
<ul style="list-style-type: none"> •
Quality Improvement: Moving to Action
Learning Objectives:
<ul style="list-style-type: none"> • Identify one or more ideas to try
Activity:
<ul style="list-style-type: none"> • Identify one or more ideas to try

Discussion

Guided Questions

- Are return to work protocols for staff members, including non-essential workers or contractors/vendors detailed in the Infection Prevention and Control Program (IPCP)?
- Are there written communication materials to inform everyone about required screening protocols and staff safe return to work policies?
- Is there a process in place for documenting and reporting staff COVID positive cases (de-identified to protect staff privacy)?
- numbers of cases compiled and reported to leadership, as well as to required NHSN and/or state agencies?

Sample Case & Case Questions

Pamela, a certified nursing assistant (CNA) contracted a moderate to severe case of COVID-19 and was hospitalized for three days. Upon returning home, she remained weak and short of breath for a few more weeks. She gradually returned to her previous level of function, walking 1-2 miles a day. She also slowly regained her appetite and her energy level. She is anxious to return to work.

- Under what conditions may Pamela return to work (does she need to have two documented negative COVID-19 test results, or may she return to work based on resolution of all symptoms and 14 or 20 days of isolation)?
- May Pamela work with any/all residents, or must she work with COVID-19 positive residents (work on the COVID unit)? If so, for how long?
- Does Pamela need to wear full PPE based on her previous (recent) COVID-19 positive status, or does her use of PPE depend on the status of the residents in her care, using the same protocols as other staff members?