

Annex 21b: Management of Healthcare Worker Confirmed with Covid-19 In the Event of a *Human Resource Crisis*

With the sharp rise of COVID-19 patients in the country, a proportionate rise in cases of COVID-19 has been seen among the healthcare workers due to which a large number of healthcare workers are isolated at home and many more on quarantine due to being close contacts of COVID-19 patients.

In the event of a *Human Resource Crisis* in healthcare facilities involved in clinical patient management, HCW's who are confirmed with COVID-19 may be required to return to work according to criteria as determined below.

Determination of a *Human Resource Crisis*

1. The Hospital Director/ District Health Officer must determine the human resource needs of the facility of concern. This includes an assessment of
 - a) Patient load
 - b) Number of healthcare workers away from work
 - c) Remaining staff for active duty
 - d) Availability of staff for mobilization

2. Measures must be taken to mitigate the shortage of staff
 - a. Adjustment of staff schedules
 - b. Rotation of healthcare workers to positions that support patient care activities
 - c. Mobilization of staff from within the facility and from other facilities if available

Based on the assessment, if the facility is facing a Human Resource Crisis, the following criteria in Table 1, may be used for determining positive COVID-19 healthcare workers who may return to work early

Table 1: Criteria for Determination of positive COVID-19 healthcare workers who may return to work early

Clinical Category	Isolation period	Testing Requirement and Return to Work (RTW)	Other requirements
Category 2	5 days have passed since symptoms onset	Negative RTK Ag test on Day 5 RTW Day 6	<ul style="list-style-type: none"> At least 24 hours have passed since last fever without the use of fever-reducing medications <p>AND</p> <ul style="list-style-type: none"> Symptoms have substantially resolved <p>Should comply to RTW SOP</p>
Category 1 (Asymptomatic)	5 days have passed since the date of the first positive test	RTW Day 6 No testing required	Should comply to RTW SOP

Note: If RTK Ag Day 5 is positive , the HCW may not be brought back to work earlier and should continue to follow the isolation protocol as per Annex 2