

Leamington Mennonite Home  
Long Term Care

**INFECTION CONTROL  
POLICY AND PROCEDURE**

<b>CATEGORY:</b> Health & Safety	<b>SUBJECT:</b> Work Restrictions for Staff Infected with or Exposed to Infectious Communicable Diseases	<b>SECTION:</b> C <b>POLICY:</b> 1
<b>DATE:</b> July 12, 2022	<b>Administrator's Signature:</b> _____ <i>J. M.!</i>	
<b>REVISION DATES:</b> February 2024	<b>IPAC Lead's Signature:</b> _____ <i>L. Coppola, R.N.</i>	

**WORK RESTRICTIONS FOR STAFF INFECTED WITH OR EXPOSED TO INFECTIOUS  
COMMUNICABLE DISEASES**

**POLICY:**

Staff, residents, volunteers, physicians, and contract workers who are exposed to or infected with a communicable disease are identified and appropriate work restrictions will be put into effect.

**PROCEDURE:**

All staff, students, volunteers, physicians, and contract workers suffering from an infectious illness will:

- 1) Report off work due to illness by contacting the respective supervisor during regular business hours or the Registered Staff on duty after hours/weekends.
- 2) Follow return-to-work protocols and restrictions that their supervisor relays.
- 3) Once able to return to work, report to their supervisor, and present a medical certificate deeming them fit to return to work if a certificate was requested.

Departmental Supervisors responding to individuals reporting off work due to illness will:

- 1) Record all illnesses in the Staff Scheduling Care Program.
- 2) Report any clusters identified or staff reporting with Acute Respiratory Illness (ARI), enteric or communicable disease to the Occupational Health & Safety representative, IPAC Lead and DNPC, who will notify the Medical Director and Public Health if necessary. All reports shall be non-nominally to protect the staff's right to confidentiality.
- 3) If the Occupational Health & Safety representative identifies that the ARI or communicable disease is occupationally acquired, the Ministry of Labour and the Worker's Safety & Insurance Board must also be informed.
- 4) Inform the ill individual of the return to work protocols and restrictions specific to their communicable illness in consultation with the IPAC Lead/DNPC.

The IPAC Lead will:

- 1) Decide whether the person may continue to work and what restrictions may apply. See *List of Diseases Requiring Work Restriction*, Sec C 1a.
- 2) Attempt to identify the source of the infection, if acquired in the Home, and follow up with contacts of the infected staff as necessary.
- 3) Report Communicable Diseases designated as "Reportable" to the Public Health Unit and the Medical Officer of Health. Refer to *Diseases of Public Health Significance*, Sec B 1a.