

OREGON STATE HOSPITAL

POLICY

SECTION 2: Clinical Support **POLICY: 2.003**

SUBJECT: Infectious Disease Management
for Staff

POINT PERSON: Infection Prevention Department
Manager

APPROVED: Sara Walker, MD  **DATE: JULY 25, 2024**
Interim Superintendent

SELECT ONE: New policy Minor/technical revision of
existing policy
 Reaffirmation of existing policy Major revision of existing policy

I. PURPOSE AND APPLICABILITY

- A. Oregon State Hospital (OSH) and its Infection Prevention Department strive to provide an environment free of infectious illness or disease for patients, staff, and visitors. This policy and its attached procedures establish expectations and responsibilities concerning infection prevention.
- B. This policy applies to all staff.

II. POLICY

- A. Staff must follow procedures attached to this policy when exhibiting signs or symptoms of an infectious disease. To receive assistance with work accommodations due to an infectious disease, staff must report the illness to both Infection Prevention and Human Resources.
- B. This policy's provisions apply to infectious symptoms such as those listed in Oregon Administrative Rule (OAR) 333-019-0014 and other situations such as:
1. illness with fever, upper respiratory infection, vomiting, diarrhea, or other symptoms of an acute, infectious disease;
 2. eye infections (e.g., weeping or draining);
 3. other infectious diseases including, but not limited to:
Amebiasis Measles Salmonellosis
Chickenpox Mumps Scabies

Clostridium Difficile	Norovirus	Shiga-toxin producing E. Coli, including E. coli O157
Diphtheria	Pediculosis	Shigellosis
Hepatitis A	Pertussis	Staphylococcal Infections
Herpes Zoster	Rubella	Streptococcal Infections
Influenza	COVID-19	Tuberculosis active

- C. Staff who have an infectious disease which places other persons at risk of infection may have work restrictions imposed in accordance with recognized principles of infection prevention approved by the Infection Prevention Department and the Infection Control Committee. Work restriction decisions will be established in conjunction with Human Resources and per applicable current bargaining agreements.
- D. In accordance with applicable personnel rules and current bargaining agreements, when a staff member has been asked to leave the workplace or been reassigned due to an infectious disease or has been medically screened out by an OSH medical screener for exhibiting distinct infectious disease symptoms or for exposure to a specific infectious disease, they may be required to provide the supervisor with a return to work approval (e.g., physician release) before returning to work.
1. Staff with acute, infectious symptoms or who are in the communicable stage of a restricted disease may not work without supervisor approval, and only after consultation with the Infection Prevention Department.
 2. Staff experiencing an infectious disease such as those described in this policy may not return to work until the period of communicability has ended.
 3. Staff experiencing acute gastrointestinal illness accompanied by vomiting and/or diarrhea may not return to work until 48 hours after cessation of symptoms.
- E. OSH follows all applicable regulations, including federal and state statutes and rules; Oregon Department of Administrative Services (DAS), Shared Services, and Oregon Health Authority (OHA) policies; and relevant accreditation standards. Such regulations supersede the provisions of this policy unless this policy is more restrictive.
- F. Staff who fail to comply with this policy or related policy attachments or protocols may be subject to disciplinary action, up to and including dismissal.

III. DEFINITIONS

- A. "Staff" includes employees, volunteers, trainees, interns, contractors, vendors, and other state employees assigned to work at Oregon State Hospital (OSH).

IV. PROCEDURES

Procedures A Staff Responsibilities

V. RELATED OSH POLICIES AND PROTOCOLS

VI. REFERENCES

Applicable collective bargaining agreements.

Agarwal, RK; Kuntz, G; Lee, I; MacCannell, T; Stevenson, KB; Umscheid, CS; and the Healthcare Infection Control Practices Advisory Committee. (2011). *Guideline for the Prevention and Control of Norovirus Gastroenteritis Outbreaks in Healthcare Settings*. Retrieved from <https://www.cdc.gov/hicpac/pdf/norovirus/Norovirus-Guideline-2011.pdf>.

Department of Administrative Services. (2023). *Sick leave with pay*. 60.000.01.

Department of Administrative Services. (2019). *Leaves without pay*. 60.000.11.

Department of Administrative Services. (2024). *Statutorily required leaves with and without pay*. 60.000.12.

Oregon Administrative Rule § 333-018-0000.

Oregon Administrative Rule §§ 333-019-0002 – 333-019-0014.

Oregon Administrative Rule § 333-505-0040.

Oregon Administrative Rule § 333-505-0070.

Oregon Revised Statute § 653.616.

Siegel, JD; Rhinehart, E; Jackson, M; Chiarello, L; Healthcare Infection Control Practices Advisory Committee. (2007). *Guideline for isolation precautions: Preventing transmission of infectious agents in healthcare settings*. Retrieved from <http://www.cdc.gov/ncidod/dhqp/pdf/isolation2007.pdf>.