

CDC Guidance: Employee Risk Assessment for COVID-19 Exposure

Epidemiologic Risk Factors for Health Care Workers (HCW)	Risk Exposure Category	Recommended Monitoring for COVID-19 (for 14 days from last exposure)	Work Restrictions for Asymptomatic HCW
If HCW had prolonged close contact with a COVID-19-positive patient who was wearing a facemask (i.e., SOURCE CONTROL), the following applies:			
Personal Protective Equipment (PPE): None	Medium	Active	Asymptomatic employees must wear face mask for 14 days after last exposure
PPE: Not wearing a facemask or respirator	Medium	Active	Asymptomatic employees must wear face mask for 14 days after last exposure
PPE: Not wearing eye protection	Low	Self with delegated supervision	None
<u>PPE: Not wearing gown or gloves^a</u>	Low	Self with delegated supervision	None
PPE: Wearing all recommended PPE (except wearing a facemask instead of a respirator)	Low	Self with delegated supervision	None
If HCW had prolonged close contact with COVID-19-positive patient who was not wearing a facemask (i.e., NO SOURCE CONTROL), the following applies:			
PPE: None	High	Active	Asymptomatic employees must wear face mask for 14 days after last exposure
PPE: Not wearing a facemask or respirator	High	Active	Asymptomatic employees must wear face mask for 14 days after last exposure
<u>PPE: Not wearing eye protection^b</u>	Medium	Active	Asymptomatic employees must wear face mask for 14 days after last exposure
PPE: Not wearing gown or gloves ^{a,b}	Low	Self with delegated supervision	None
<u>PPE: Wearing all recommended PPE (except wearing a facemask instead of a respirator^b</u>	Low	Self with delegated supervision	None
If HCW had NO direct patient contact or BRIEF interactions^c with a COVID-19-positive patient regardless of whether patient was wearing a facemask, the following applies:			
PPE: Brief interactions while not wearing all recommended PPE	Very Low	Self-monitoring	None
PPE: No direct contact with patient's secretions/excretions, no patient room entry	No identifiable risk	None	None

^a The risk category would be elevated by one level if HCW had extensive body contact with the patients (e.g., rolling the patient).

^b The risk category would be elevated by one level if HCW performed or was present for a procedure likely to generate higher concentrations of respiratory secretions or aerosols (e.g., cardiopulmonary resuscitation, intubation, extubation, bronchoscopy, nebulizer therapy, sputum induction). For example, HCW wearing a gown, gloves, eye protection, and a facemask (instead of a respirator) during an aerosol-generating procedure would be considered to have a medium-risk exposure.

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Examples of brief interactions with COVID-19-positive patient include: having a brief conversation at a triage desk, briefly entering a patient room but not having direct contact with the patient or the patient's secretions/excretions, and entering the patient room immediately after the patient was discharged.

Additional Guidance

Proper adherence to currently recommended infection control practices, including all recommended PPE, should protect HCW having prolonged close contact with patients infected with COVID-19. However, to account for any inconsistencies in use or adherence that could result in unrecognized exposures, HCW should still perform self-monitoring with delegated supervision.

3/29/20: This document has been updated to reflect a change in allowing **asymptomatic** employees who have been exposed to COVID to continue to work while wearing a mask as long as they remain symptom free. In an effort to maintain a critical workforce, we are now allowing employees who have been exposed to COVID-19 who are asymptomatic to continue to work while wearing a face mask (including surgical masks, tie masks, and earloop/procedural masks). These employees must still notify Employee Health of their exposure status and track their symptoms.

Employees who develop symptoms should stay home and call the Duke Health COVID-19 hotline for further instruction. Any non-exposed employees who develop symptoms (e.g., fever, cough, shortness of breath, sore throat, runny nose, muscle aches, and headaches) should stay at home, notify their supervisor, and call the Duke Health COVID-19 hotline for further instruction.

Employees are required to wear a face mask in the following three scenarios:

- Following a medium- or high-risk exposure to a COVID-19 patient or person under investigation, a face mask must be worn for 14 days after last exposure.
- If experiencing respiratory symptoms but has tested negative for COVID-19, a face mask must be worn until symptoms resolve.
- Known COVID-19 with persistent symptoms (including cough, runny nose, sore throat) after the infectious period has ended (defined as at least 10 days since symptoms began and improvement in respiratory symptoms and at least 72 hours fever-free), a face mask must be worn until symptoms resolve.

CDC Reference: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>

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