



Guidance for Healthcare Personnel for Work while in COVID-19 Quarantine or Isolation

Work in healthcare settings for healthcare personnel exposed but not yet symptomatic or not yet testing positive for COVID-19

Healthcare personnel who are exposed but not symptomatic should quarantine for 14 days.

If they are critical to healthcare work and a [contingency staffing strategy](#) is necessary because of a staffing shortage and potential harm to patients/residents, they may be permitted to work. In this situation, they must:

- Remain in home quarantine otherwise
- Travel directly to and from work only, with no other activities or interactions within the community
- Wear a surgical mask (or N95 if appropriate and fit tested) at all times when on the job for 14 days after exposure
- Practice social distancing principles, actively monitor for symptoms, and self-isolate immediately if any symptoms (e.g., elevated temperature, sore throat, cough or other respiratory symptoms, loss of smell or taste) arise, regardless of setting
- Be tested for COVID-19 at the earliest opportunity if symptoms develop

Work in healthcare settings for healthcare personnel testing positive but asymptomatic

Healthcare personnel who have been diagnosed with COVID-19 are to isolate and may return to work after fulfilling criteria for return to work/release from isolation per [Kentucky guidance](#).

If they are asymptomatic and critical to healthcare work and a [CRISIS staffing strategy](#) is necessary because of extreme staffing shortages and potential harm to patients/residents, they may be permitted to work but must adhere to the following restrictions. They are to:

- Otherwise remain in home isolation
- Travel directly to and from work only, with no other activities or interactions within the community
- Wear a surgical mask (or N95 if appropriate and fit tested) at all times when on the job
- Perform non-clinical duties or only work with COVID-19 positive patients/residents to the fullest extent possible
- Strictly adhere to prevention strategies (such as physical distancing and wearing a surgical mask or N95) when around other staff
- Leave the workplace and isolate at home if symptoms develop



Work in healthcare settings for healthcare personnel testing positive and symptomatic

Healthcare personnel who have been diagnosed with COVID-19 are to isolate and may return to work after fulfilling criteria for return to work/release from isolation per Kentucky guidance.

If they are symptomatic and critical to healthcare work and a [CRISIS staffing strategy](#) is necessary because of extreme staffing shortages and potential harm to patients/residents, they may be permitted to work as a **LAST RESORT** after all other options have been considered and pursued. They are to:

- Be permitted to work only if symptoms are IMPROVING and they have been afebrile for at least 24 hours
- Otherwise remain in home isolation
- Travel directly to and from work only, with no other activities or interactions within the community
- Wear a surgical mask (or N95 if appropriate and fit tested) at all times when on the job
- Perform non-clinical duties or only work with COVID-19 positive patients/residents if possible
- Strictly adhere to prevention strategies (such as physical distancing and wearing a surgical mask or N95) when around other staff
- Leave the workplace and isolate at home if symptoms worsen

This guidance must be used in coordination with KDPH Strategies to Mitigate Healthcare Personnel (HCP) Staffing Shortages During the COVID-19 Pandemic.

Links embedded within document

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/mitigating-staff-shortages.html>

<https://chfs.ky.gov/agencies/dph/covid19/Guidanceforreleasefromisolation.pdf>