

## Recommended Work Restrictions for Communicable Diseases in Healthcare Workers (HCWs)

**Table 1. Recommendations for asymptomatic HCWs after exposure. For recommendations for exposed HCWs with symptoms, see Table 2, Recommendations for HCWs with suspected or confirmed active disease.**

POST-EXPOSURE (Asymptomatic)	WORK RESTRICTIONS	DURATION
<b>Diphtheria</b> (regardless of immune status)	Exclude from work.	Obtain nasal and pharyngeal swabs for toxin-producing <i>C. diphtheriae</i> culture. <ul style="list-style-type: none"> <li>• If both cultures are negative, may return to work while completing postexposure antibiotic therapy.</li> <li>• If either culture is positive, follow guidance for active disease.</li> </ul> Recommend post-exposure prophylaxis (PEP) and monitor for symptoms for 7 days after exposure. <a href="#">Infection Control in Healthcare Personnel   CDC</a>
<b>Ebola Virus</b> (and other hemorrhagic fever viruses)	Exclude from work.	Exclude and monitor for symptoms through day 21 after last exposure. <a href="#">Viral Hemorrhagic Fevers   CDC</a>
<b>Measles</b> (Rubeola) (HCWs with no evidence of immunity)	Exclude from work.	Exclude from day 5 after first exposure through day 21 after last exposure. For HCWs who receive PEP, follow exclusion recommendations of the LHD. <a href="#">Measles Investigation Quicksheet   CDPH</a>
<b>Meningococcal Disease</b>	No restriction.	Recommend PEP and monitor for symptoms for 10 days after exposure. <a href="#">Meningococcal Disease Quicksheet   CDPH</a>
<b>Mpox</b>	No restriction.	Monitor for symptoms for 21 days after last exposure. Consider PEP depending on level of exposure. <a href="#">Infection Control of Mpox in Healthcare Settings   CDC</a>
<b>Mumps</b> (HCWs with no evidence of immunity)	Exclude from work.	Exclude and monitor for symptoms from day 10 after first exposure through day 25 after last exposure. <a href="#">Mumps Quicksheet   CDPH</a>
<b>Pertussis</b> (Whooping Cough)	No restriction.	Recommend PEP and/or monitor for symptoms for 21 days after exposure. <a href="#">Pertussis Quicksheet   CDPH</a>
<b>Rubella</b> (HCWs with no evidence of immunity)	Exclude from work.	Exclude and monitor for symptoms from day 7 after first exposure through day 23 after last exposure. <a href="#">Rubella Quicksheet   CDPH</a>
<b>Tuberculosis</b>	No restriction.	Monitor for symptoms for 10 days after exposure. <a href="#">Tuberculosis Control and Prevention   OSHA</a>
<b>Varicella</b> (Chicken Pox or Shingles)		<a href="#">CDPH Varicella Healthcare Exposure Quicksheet   CDPH</a>
• HCWs with no evidence of immunity	Exclude from work.	Exclude and monitor for symptoms from day 8 after first exposure through day 21 after last exposure or through day 28 if HCW received VariZIG. Recommend varicella vaccine as soon as possible.
• HCWs with evidence of 1 dose of vaccine	Exclusion depends on receipt of 2 <sup>nd</sup> dose of vaccine.	Recommend second dose of single-antigen varicella vaccine ideally within 3-5 days if at least 4 weeks since first dose. <ul style="list-style-type: none"> <li>• If HCW receives 2<sup>nd</sup> dose of vaccine, then follow guidance for vaccinated HCWs.</li> <li>• If HCW does not receive 2<sup>nd</sup> dose of vaccine, then follow guidance for HCWs with no evidence of immunity.</li> </ul>
• HCWs with evidence of 2 doses	No restriction.	Monitor for symptoms from day 8 after first exposure through day 21 after last exposure.

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Table 2. Recommendations for HCWs with suspected or confirmed active disease.

ACTIVE DISEASE	WORK RESTRICTIONS	DURATION
<b>Acute febrile respiratory illness / influenza-like illness</b> (temp ≥ 100.4°F)	Exclude from work.	Exclude until acute symptoms are mild and improving and temperature <100° for at least 24 hours without the use of antipyretic medications. <a href="#">Stay Home When Sick   CDC</a>
<b>Diarrheal diseases: Consult LHD for Guidance.</b>		
• <b>Acute stage (diarrhea with other symptoms)</b>	Restrict from patient care and food handling.	Restrict until symptoms resolve.
• <b><i>Clostridium difficile</i> (C-diff)</b>	Exclude from work.	Exclude until 24 to 48 hours after diarrhea stops or until stooling has returned to normal consistency for individuals with IBS, IBD or colostomies or ileostomies. <a href="#">About Clostridioides (Clostridium) difficile</a>
• <b><i>E. coli</i></b>	Restrict/exclude from work.	Restrict/exclude until 2 consecutive stool specimens, taken at least 24 hours apart, and collected at least 48 hours after cessation of antibiotics, are negative. <a href="#">Guidelines for Managing Shiga Toxin-Producing <i>Escherichia coli</i>   CDPH</a>
• <b><i>Salmonella</i></b>	Restrict/exclude from work.	Restrict/exclude until 2 consecutive stool specimens, taken at least 24 hours apart, and collected at least 48 hours after cessation of antibiotics, are negative. <a href="#">CD Guidelines Salmonellosis   CDPH</a>
• <b><i>Shigella</i></b>	Restrict/exclude from work.	Restrict/exclude until 2 consecutive stool specimens, taken at least 24 hours apart, and collected at least 48 hours after cessation of antibiotics, are negative. <a href="#">CD Guidelines Shigellosis   CDPH</a>
<b>Diphtheria</b>	Restrict/exclude from work.	Exclude until antibiotic and antitoxin (if needed) therapy are completed AND at least 24 hours after completion of antibiotic therapy, two consecutive pairs of nasal AND pharyngeal cultures, obtained at least 24 hours apart, are negative for toxin-producing <i>C. diphtheriae</i> . <a href="#">Infection Control in Healthcare Personnel   CDC</a>
<b>Hepatitis A</b>	Restrict from food handling.	Restrict for one week after onset of jaundice or if no jaundice, onset of symptoms. If asymptomatic, use time of peak ALT. <a href="#">Hepatitis A Quicksheet   CDPH</a>
<b>Hepatitis B, Hepatitis C, HIV</b>	Consider restrictions.	For workers conducting exposure-prone procedures consider restrictions based on recommendations of an expert review panel. <a href="#">Hepatitis B Recommendations   CDC</a> <a href="#">Management of HCP Living with Hep B, Hep C, or HIV   SHEA</a>
<b>Herpes Simplex</b>	Consider restriction for HCWs with herpetic whitlow or orofacial Herpes simplex.	Evaluate HCW to determine worker’s potential for transmitting herpes simplex to patients at high risk for serious disease (e.g., neonates, patients with severe malnutrition, patients with severe burns or eczema, and immunocompromised patients) and restrict from the care of such patients as indicated. Instruct HCWs with herpetic whitlow to use gloves during patient care until lesions have crusted. <a href="#">Infection Prevention for Healthcare Workers   ISID.org</a>

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Table 2. Recommendations for HCWs with suspected or confirmed active disease, cont.

ACTIVE DISEASE	WORK RESTRICTIONS	DURATION
<b>Influenza</b>	Exclude from work.	Exclude until afebrile for 24 hours without the use of fever-reducing medications. If symptoms such as cough and sneezing are still present, HCP should wear a facemask during patient care activities. <a href="#">Prevention Strategies for Seasonal Influenza in Healthcare Settings   CDC</a>
<b>Measles</b> (active or suspected)	Exclude from work.	Exclude until 4 days after the onset of rash. <a href="#">Measles Investigation Quicksheet   CDPH</a>
<b>Meningococcal Disease</b>	Exclude from work.	Exclude until 24 hours after initiation of appropriate antibiotic therapy. Close contacts and family members should be monitored for symptoms. <a href="#">Meningococcal Disease Quicksheet   CDPH</a>
<b>Mpox</b>	Exclude from work.	<ul style="list-style-type: none"> <li>Exclude suspected cases with a rash until the rash can be evaluated, testing is performed, and the results of testing are negative.</li> <li>Exclude suspected cases with other symptoms but no rash for 5 days after the development of any new symptom. If there are no skin changes after 5 days, HCW may return to work with permission from occupational health program.</li> <li>Exclude confirmed cases until all lesions have crusted, those crusts have separated, and a fresh layer of healthy skin has formed underneath, with approval by the occupational health program and the LHD.</li> </ul> <a href="#">Infection Control of Mpox in Healthcare Settings   CDC</a>
<b>Mumps</b>	Exclude from work.	Exclude for 5 days after parotitis onset. For HCP without parotitis, exclude for 5 days after onset of first symptom. <a href="#">Mumps   Infection Control   CDC</a>
<b>Norovirus</b>	Exclude from work.	Exclude until 48 hours after diarrhea and vomiting resolve. <a href="#">Norovirus   Infection Control   CDC</a>
<b>Pertussis</b>	Exclude from work.	Exclude until 5 days after initiation of appropriate antibiotic treatment OR 21 days after cough onset if no antibiotic treatment. <a href="#">Pertussis Quicksheet   CDPH</a>
<b>Rubella</b>	Exclude from work.	Exclude until 7 days after rash onset. <a href="#">Rubella Quicksheet   CDPH</a>
<b>SARS-CoV-2</b> (COVID-19)	Exclude from work.	Exclude for at least 5 days after symptom onset or date of test if asymptomatic. May return if no symptoms or mild, improving symptoms with at least 1 negative diagnostic test within 24 hours prior to return OR after 10 days without a viral test. <a href="#">AFL 21-08: Guidance on Return to Work for HCP with COVID-19   CDPH</a>
<b>Scabies</b>	Exclude from work.	Exclude until after treated overnight (8-12 hours) with a single application of permethrin. Gowns and gloves should be worn for 2-3 days during direct patient care until all control measures have been completed to prevent re-infestation. <a href="#">Prevention and Control of Scabies in California Health Care Settings   CDPH</a>
<b>Streptococcus, group A</b>	Exclude from work.	Exclude until group A Streptococcus infection is ruled out, or until 24 hours after the start of effective antimicrobial therapy, provided that any draining skin lesions can be adequately contained and covered. <a href="#">Group A Streptococcus   Infection Control   CDC</a>

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**Table 2. Recommendations for HCWs with suspected or confirmed active disease, cont.**

ACTIVE DISEASE	WORK RESTRICTIONS	DURATION
<b>Tuberculosis</b>		<a href="#">Guidelines for Preventing the Transmission of Mycobacterium tuberculosis in Health-Care Settings   CDC</a>
<ul style="list-style-type: none"> <li>• Positive TB skin test (TST) or IGRA (T-Spot or Quantiferon) test</li> </ul>	No restriction if no symptoms.	Evaluate for TB disease. If symptomatic, follow exclusion guidelines for active TB.
<ul style="list-style-type: none"> <li>• Active</li> </ul>	Exclude from work.	Exclude until three negative AFB sputum smear results collected 8–24 hours apart, with at least one being an early morning specimen because respiratory secretions pool overnight, AND HCW has responded to effective antituberculosis treatment that was selected based on susceptibility results, OR until a physician knowledgeable and experienced in managing TB disease determines that HCW is noninfectious.
<b>Varicella</b> (Chicken Pox)	Exclude from work.	Exclude until vesicular lesions have crusted or, if maculopapular lesions, until no new lesions appear within a 24-hour period. <a href="#">Varicella Healthcare Exposure Quicksheet   CDPH</a>
<b>Zoster</b> (Shingles)	Consider work restrictions based on immune-competency of HCW and whether zoster is localized or disseminated.	<ul style="list-style-type: none"> <li>• Immunocompetent with localized zoster: Cover lesions; consider restriction from care of high-risk patients until all lesions are dry and crusted.</li> <li>• Immunocompetent with disseminated zoster: Restrict from patient contact until all lesions are dry and crusted.</li> <li>• Immunocompromised with localized or disseminated zoster: Restrict from patient contact.</li> </ul> <a href="#">Zoster Quicksheet   CDPH</a>