



<input type="checkbox"/> ADMINISTRATE POLICY & PROCEDURE (APP)		<input type="checkbox"/> INSTITUTIONAL POLICY & PROCEDURE (IPP) <input type="checkbox"/> INTERDEPARTMENTAL <input type="checkbox"/> INTERNAL	
TITLE		POLICY NUMBER/V#	
Work Restrictions for Staff with Communicable Diseases		MMC – IPC – 10 (01)	
INITIATED DATE	EFFECTIVE DATE	REVISED DATE	
02/08/2025	01/09/2025	01/08/2028	
REPLACES NUMBER		NO. OF PAGES	
N/A		04	
APPLIES TO		RESPONSIBILITY	
ALL STAFF		ER and Infection Control Department.	

1. PURPOSE

- 1.1. To outline the work restrictions for health care staff exposed to or infected with communicable diseases.
- 1.2. To control the transmission of communicable diseases from health care personnel to patients.

2. DEFINITION

- 2.1. Disease/Illness: Any illness or condition that is transmissible under certain conditions to other persons.
- 2.2. Health Care Staff: Any staff whose work involves direct contact with the patient or patient environment.
- 2.3. Immunocompromised: A condition caused by various disease processes or medications where the body's immune system does not respond properly, such as AIDS, premature babies, patients undergoing chemotherapy



3. RESPONSIBILITY

ER and Infection Control Department.

4. CROSS REFERENCES

Post-Exposure Management Policy

5. POLICY

This policy applies to all staff working in direct contact with patients or patient environments.

6. PROCEDURE

6.1. Health care staff that has a communicable disease or has been exposed to such illness or may be capable of transmitting the disease is required to be evaluated by the ER department during working hours.

6.2. It is the individual's responsibility to report known infection or exposure to a communicable disease to the ER.

6.3. If further investigations or actions are required the ER will communicate with the infection control department to perform exposure investigations for other staff in related work areas.

6.4. When indicated; the employee will be restricted from work duties for the length of times recommended by this policy. SEE Table 1-VI-04 below; summary of suggested work restrictions for healthcare personnel exposed to or infected with an infectious disease of importance in healthcare settings.



Disease/Problem	Work Restriction	Duration	Notes
Conjunctivitis	Restrict from patient contact and contact with the patients' Environment.	Until discharge ceases.	

Cytomegalovirus infection	No restriction.	---	
Diarrheal diseases: Acute stage (diarrhea with other symptoms)	Restrict from patient contact, contact with the patients' environment, or food handling.	Until symptoms resolve.	
Convalescent stage (Salmonella spp.)	Restrict from care of high-risk patients, such as Immune-compromised patients.	Until symptoms resolve; consult with employee health.	
Diphtheria	Exclude from duty.	Until antimicrobial therapy is completed and 2 cultures obtained >24 hours apart are negative.	
Enteroviral infections	Restrict from care of infants, neonates, and immunocompromised patients and their environments.	Until symptoms resolve.	
Hepatitis A	Restrict from patient contact, contact with the patients' environment, and food handling.	Until 7 days after the onset of jaundice.	
Hepatitis B	Refer to specific MOH recommendation in policy ICM-VII-04 Management of Occupational Exposure to HBV, HCV, and HIV.	---	
Hepatitis C	Refer to specific MOH recommendation in IPP ICM-VII-04 Management of Occupational Exposure to HBV, HCV, and HIV.	---	
Herpes simplex: Genital	No restriction	----	
Hands (herpetic whitlow)	Restrict from patient contact and contact with the patients' environment	Until lesions heal.	
Orofacial	Evaluate for need to restrict from care of high-risk patients	Consult with Employee Health.	
Measles: Active	Exclude from duty.	Until 7 days after the rash appears.	
Post-exposure (susceptible personnel)	Exclude from duty.	From the 5th day after the 1 st exposure through the 21 st day after the last exposure and/or 7 days after rash appears.	
Meningococcal meningitis	Exclude from duty.	Until 24 hours after the start of antibiotic therapy.	
Mumps: Active	Exclude from duty.	Until 9 days after the onset of parotitis.	
Post-exposure (susceptible personnel)	Exclude from duty.	From the 12th day after the 1st exposure through the 26 th day after the last exposure or until 9 days after the onset of parotitis.	
Pediculosis	Restrict from patient contact.	Until treated and observed to be free of adult and immature lice.	
Pertussis: Active	Exclude from duty.	From the beginning of catarrhal stage through the 3rd week after onset of paroxysms or until 5 days after start of effective antimicrobial therapy.	
Post-exposure (asymptomatic personnel)	No restriction, prophylaxis recommended ; refer to policy ICM - VI-09, Management of	-----	



Post-exposure (symptomatic personnel)	Airborne and Droplet Infectious Disease Exposure in Healthcare Workers (Chickenpox, Measles, Rubella, Mumps, MTB, <i>N.</i> <i>Meningitis</i> , Pertussis).	Until 5 days after the start of effective antimicrobial therapy	
Rubella: Active	Exclude from duty	Until 5 days after rash appears.	
Post-exposure (susceptible personnel)	Exclude from duty	From the 7th day after the 1 st exposure through the 21 st day after the last exposure and/or 5 days after rash appears.	
Scabies	Restrict from patient contact.	Until cleared by medical evaluation.	

10. REFERENCES

- 10.1. Prevention and control manual 2nd edition (2013) by the Gulf Cooperation Council GCC – Centre for Infection Control. Section 6, policy ICM-06-04 Work Restrictions for Infected Healthcare Workers
- 10.2. Association for Professionals in Infection Control (APIC) and Epidemiology, Inc. (2009). Chapter 26: Occupational health. APIC Text of infection control and epidemiology (3rd ed.)
- 10.3. Center for Disease Control and Prevention (CDC). (Last review 5/2/2001) Immunization of healthcare workers: recommendation of the Advisory Committee on Immunization Practices (ACIP) and the Hospital Control Practices Advisory Committee (HICPAC)

11. APPROVAL:

APPROVALS & REVIEWS:			
Prepared By	Title	Date	Signature
Arwa Abdullah A Alzhrary	Head of Department	02-08-2025	
Reviewed By			
Dr. Mostafa Mohammed Osman	Quality Director	02-08-2025	
Approved By			
Dr. Abdulmajeed Abdullah Saleh	Medical Director	02-08-2025	
Eng. Meshaal Hussein Alghamdi	Executive Director	02-08-2025	