Algorithms for Managers Screening Manitoba Health Care Workers

These Algorithms are to be used as a Companion to the following documents:
- COVID-19 Guidelines for Screening of Manitoba Health Care Workers (Physicians and Staff)
- Guidelines for Managers - Companion document to Guidelines for Screening of Manitoba Health Care Workers (Physicians and Staff)
- COVID-19 Operationally Required Exemption template (Fax form)

Note that Occupational Health will be denoted as OH in these Algorithms.

There are 3 Algorithms covering 3 unique scenario's contained within this document

Scenario 1: Staff (Employee) Asymptomatic and has traveled outside of Manitoba in the last 14 days

1. Health care worker (employee) contacts Manager by phone.
2. Manager to determine if the employee is an “Operationally Required” candidate as per Guidelines.
3. If a manager believes that there is need for an “exception request”, the manager must receive approval from their Director.
4. Manager completes COVID-19 Operationally Required Exemption Template (Fax form).
5. Manager fax’s the Fax form to 204-947-9970
6. Manager informs the employee that OH will contact them directly for additional information and tells employee to self-isolate until decision is made.
7. OH contacts employee and does full risk assessment.
8. OH contacts the Manager and HR (designated by site) regarding the decision.
9. Manager to contact employee of decision.
10. If their position is ‘Operationally Required’, AND OH clears the employee to return to work, the Manager instructs employee to attend work and wear a mask as directed in Guidelines.

IF the employee becomes Symptomatic, the employee will contact OH.

Then Steps 7 and 8 will be followed.
**Scenario 2: Physician Asymptomatic and has traveled outside of Manitoba in the last 14 days**

1. Physician contacts their site/sector medical director, as applicable, or their organization’s Chief Medical Officer by phone.

2. Site/sector medical director, or their organization’s Chief Medical Officer will determine if they are required to attend the workplace, or are deemed “operationally required” to their respective service area.

3. In Winnipeg, for exemptions deemed necessary, medical leadership must consult with Dr. Allen Kraut, Medical Director, Occupational and Environmental Safety & Health, Winnipeg Regional Health Authority, in order for a risk assessment to be conducted related to the physician’s travel exposure.

4. If the Physician is deemed ‘Operationally Required’, the Physician can attend work, wearing a mask as directed in Guidelines.

The Site/sector medical director, or their organization’s Chief Medical Officer may deem the Physician as not “Operationally Required”.

In this case, the Physician will be informed to self-isolate for 14 days.

On day 15, the Physician can return provided they remain Asymptomatic.

**IF** the Physician becomes Symptomatic, the employee will contact OH in their respective service area.
Scenario 3: Physician and Staff (Employee) Symptomatic- with recent onset of persistent Respiratory Symptoms in the last 14 days

Is the Health Care Worker a Physician or Employee?

**Physician**

1. Physician immediately self isolates and contacts OH/designate by phone
   (for organizations with-out service, call 1-888-203-4026)
   OH will do a full risk assessment and evaluate for further testing.

2. Physician contacts their site/sector medical director, as applicable, or their organization’s Chief Medical Officer

3. Pending results, the Physician may return to work when they are Asymptomatic and afebrile for 24 hours with-out the use of fever reducing medications.

**Employee**

1. Employee self isolates and immediately contacts OH/designate by phone.
   (for organization with-out service call 1-888-203-4026)
   OH will do a full risk assessment and evaluate for further testing.

2. Employee contacts their Manager

3. OH contacts Manager and HR (designated by site)
   Note that the Employee can not attend work until approved by OH.