

**STAFF RESPIRATORY INFECTION (INCLUDING COVID-19)
ISOLATION GUIDANCE
Harrogate & District NHS Foundation Trust
UPDATED 11th April 2022**

SYMPTOMATIC STAFF:

If a staff member develops any of the symptoms of respiratory infection (including COVID-19), however mild:

- they should remain off work and Lateral Flow Test. If at work they should perform a lateral flow test whilst in work.
- if a staff member receives a positive Lateral Flow test result, they isolate from work.
- they may return to work once they have a negative lateral flow test **on day 5 & day 6** of their isolation and are well without a high temperature.
- If day 5 and/or 6 lateral flow tests are positive staff must repeat lateral flow tests daily and return once they have 2 negative tests 24 hours apart.
- Where staff members are well enough to work beyond Day 6 and their absence leads to a critical pressure on delivering patient care the risk assessment on the following pages may be completed and submitted for their return to be considered by an executive or director on call.
- For staff who remain positive on lateral flow at day 10 or beyond they can return to work providing they are well and do not have a high temperature. An FFP3 mask should be worn until day 14 after which a surgical mask should be worn.

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IF THE STAFF MEMBER IS WELL ENOUGH TO WORK (BUT DOES NOT MEET THE STANDARD RETURN TO WORK CRITERIA) AND IS NEEDED TO MAINTAIN THEIR SERVICE THEN THEIR LINE MANAGER SHOULD COMPLETE THE FOLLOWING RISK ASSESSMENT AND SUBMIT TO WUCOV (hdft.wucov@nhs.net)

Post Day 6 Remaining Positive on Lateral Flow Risk Assessment

Date of submission	
Completed by: Name and role	
Sign off by : Name Date	

Staff who continue to have positive lateral flow tests after day 6 may be risk assessed to return to work if their absence causes critical pressures on delivering patient care.

The decision to allow staff to attend work should be made after a risk assessment by an individual(s) line manager with approval by an Executive Director

If a return to work is granted the staff member should wear an FFP3 mask at all times (can be removed for eating/drinking but this should be done away from other people and in a well ventilated space). Staff member can stop wearing an FFP3 if they have x2 negative LFT's taken 24 hours apart or until 14 days have passed from their positive test (date of positive test = Day 0)

The date of the staff members lateral flow test:
The staff member continues to have positive LFD at day 6 or beyond. YES/NO
Team / Service/ individual affected including WTE and role
Is the staff member well and without a high temperature YES/NO
Can the staff member carry out their duties from home YES/NO
Does the staff member work in any of the following areas – SROMC, MDU, Haem/Onc-Oakdale YES/NO

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Can the staff member wear an FFP3 mask and is FIT tested? YES/NO
What is the predicted overall staff absence in this team for the next 7-10 days – include sickness and annual leave (to be completed by line manager for OOH requests)
What actions have been taken to backfill the individual’s role?
What are the current risks if this individual does not return to work – describe safety and quality impact as well as impact on service delivery
Who will oversee compliance with PPE?

Assessment reviewed by: (Executive Director or deputy)	
Name	
Decision : May return to work place with mitigation in place (include redeployment area if appropriate)	
Must continue to isolate	
Date	

Forward completed form to hdfh.wucov@nhs.net