

BRIGHAM AND WOMEN'S HOSPITAL

HUMAN RESOURCES POLICIES AND PROCEDURES

**SUBJECT: INFECTIOUS DISEASE
POLICY #: HR-509**

EFFECTIVE DATE: January 1, 2008

POLICY

In order to protect the health of our patients and employees, it is the policy of Brigham and Women's Hospital to authorize the Infection Control Department to determine when a health threat may be present. The Infection Control Department will establish guidelines to be followed in concert with city, state and federal health authorities.

I. PROCEDURES

- A. The Infection Control Department and the Occupational Health Service are responsible for establishing procedures necessary to implement guidelines.
- B. Employees may be restricted from work if they have certain communicable diseases or have been exposed to these diseases. Payment for lost time under these circumstances will be reviewed using the following guidelines:
 - 1. If exposure was the result of a non-work related incident, the employee will be paid under the guidelines of the Paid Time Off Program policy.
 - 2. If exposure was the result of a work-related incident, employees should be paid under the guidelines of the Work Related Injury/Illness Policy.
 - 3. Where employees do not meet immunity criteria and therefore may not work until they do, or until incubation periods are satisfied, they will be paid under the guidelines of the Paid Time Off Program.
- C. Employees may be required to be screened by the Occupational Health Service for infection or microbial colonization. Employees who are not screened in the required timeframe may be restricted from work until screening is completed.
- D. Employees are required to report certain medical conditions and exposures to infectious diseases to the Occupational Health Service.

II. RESPONSIBILITY

The administration of this policy is the responsibility of the Infection Control Department and the Occupational Health Service.

APPROVED BY:

Vice President Human Resources

Chief Operating Officer

This policy is intended as a guideline to assist in the consistent application of Brigham and Women's Hospital policies and programs for employees. The policy does not create a contract implied or expressed, with any hospital employees who are employees at will. The hospital reserves the right to modify this policy in whole or in part, at any time, at its sole discretion.