



POLICY: COVID-19 Screening and Testing for Team Members

<i>Original Implementation Date:</i>	9/04/2020	<i>Date Reviewed/ Revised:</i>	2/01/2021	<i>Area of Responsibility:</i>	Operations	<i>Version:</i>	1
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PURPOSE: Sun Health will implement testing of staff across Sun Health, including individuals providing services under arrangement and volunteers, for COVID-19 following requirements by regulatory agencies and Sun Health designated safety measures. COVID-19 is a highly contagious acute respiratory disease and has been determined by the Centers for Disease Control and Prevention (CDC) to be a direct threat to the health and safety of humans. Accordingly, Sun Health is implementing this policy to protect the health and safety of its residents and staff members.

POLICY:

Mandatory Screening and Testing

1. Sun Health will perform COVID-19 screening in accordance with CDC guidelines and conduct testing through the use of rapid point-of-care (POC) diagnostic testing devices and/or through an arrangement with an offsite laboratory.
2. Sun Health will screen all staff once per day for their shift, in addition to all persons entering any Sun Health location, for signs and symptoms of COVID-19. All staff must participate in such screening.
3. Sun Health will test all staff who work at or enter Sun Health locations at intervals determined by Sun Health or government agencies from time-to-time. All staff must participate in such testing.

Testing of Staff and Residents with COVID-19 Symptoms or Signs

1. Staff with signs or symptoms of COVID-19 will be tested and are expected to be restricted from any Sun Health location pending the results of COVID-19 testing.
2. If COVID-19 is confirmed, staff will follow the CDC symptom-based guidelines for returning to work, including as follows:
 - a. Staff with mild to moderate illness, or who are asymptomatic and who are not severely immunocompromised:
 - i. At least 10 days have passed since symptoms first appeared or if asymptomatic, since first positive COVID-19 test and
 - ii. At least 24 hours have passed since last fever without the use of fever-reducing medications and
 - iii. Symptoms (e.g. cough, shortness of breath) have improved
 - b. Staff who are not severely immunocompromised and were asymptomatic throughout their infection may return to work when at least 10 days have passed since the date of their first positive viral diagnostic test.
 - c. Staff with severe to critical illness or who are severely immunocompromised:
 - i. At least 10 days and up to 20 days have passed since symptoms first appeared
 - ii. At least 24 hours have passed since last fever without the use of fever-reducing medications and
 - iii. Symptoms (e.g. cough, shortness of breath) have improved
 - iv. Consider consultation with infection control experts
 - d. Staff who are severely immunocompromised but who were asymptomatic throughout their infection may return to work when at least 10 days and up to 20

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days have passed since the date of their first positive viral diagnostic test.

3. Staff who do not test positive for COVID-19 but have symptoms will follow Sun Health's *COVID-19 Testing and Return to Work* policy to determine when they can return to work.

Testing of Staff in Response to an Outbreak

1. All staff will be tested upon identification of a single new case of COVID-19 infection in any staff or residents in SNF, two cases in AL and as determined by Sun Health in Independent Living.
2. All staff who test negative will be retested every 3 days to 7 days until testing identifies no new cases of COVID-19 infection among staff or residents for a period of at least 14 days since the most recent positive result.
3. Staff who have tested positive for COVID-19 will not repeat testing for 90 days and will follow the symptom-based strategy guidelines for returning to work as outlined above, based on CDC guidelines. After 90 days from a positive COVID-19 test, staff will resume scheduled COVID-19 testing.

Refusal of Screening or Testing

1. COVID-19 screening and testing as outlined in this policy is required as a condition of working at a Sun Health location, whether the employee has direct contact with residents or not. Because COVID-19 is a direct threat to the health and safety of residents and staff, all staff who work at Sun Health locations are required to submit to screening and testing. Staff can present negative COVID-19 tests from outside Sun Health in lieu of being tested onsite at Sun Health, as long as the test dates meet the same frequency and timing of the Sun Health COVID testing standards and schedule. Refusal to comply with this policy will be treated as the staff member's voluntary resignation from Sun Health.

Reporting Test Results

1. Sun Health will document and report results of staff COVID-19 testing to regulatory agencies as required.

RELATED POLICIES: *COVID-19 Testing and Return to Work*