1. **PURPOSE:** To establish guidelines for Monitoring Employees Who Have Traveled to An Ebola Affected Area or Had Contact with a Suspected or Confirmed Ebola Patient by UAB Employee Health.

2. **PHILOSOPHY:** It is our belief that providing a healthy atmosphere and promoting safety against hazards present in the workplace will reduce the risk of potential illness among healthcare workers and patients.

3. **ASSOCIATED INFORMATION:**
   3.1. **Definitions:**
      3.1.1. **Self-Monitoring:** relying solely on the individual to monitor and report symptoms if they develop.
      3.1.2. **Active Monitoring:** daily reporting of measured temperatures and symptoms consistent with Ebola.
      3.1.3. **Isolation:** the separation of an individual or group who is reasonably believed to be infected with a quarantinable communicable disease from those who are not infected to prevent spread of disease.
      3.1.4. **Quarantine:** separation of an individual or group who have been in close contacts of patients with a communicable disease, but do not have do not show signs or symptoms of said disease. The main objective is to prevent the spread of disease.

3.2. **Background Information:**
Due to the outbreak of the Ebola Virus Disease (EVD) in West Africa, healthcare workers traveling from Ebola Affected Areas, as identified by the Centers for Disease Control (CDC)/World Health Organization (WHO), and who come into contact with suspected or confirmed EVD patients may pose a risk to their close contacts. This document is to provide guidance on how the UAB Employee Health Department (EHD) will monitor employees who have travelled to Ebola active areas or have cared for an Ebola patient (includes suspected Ebola patient until the disease is ruled out). **Employees are not required to physically report to Employee Health but will be actively monitored on a daily basis until the end of the incubation period.**

4. **POLICY:**
4.1. Before departure, any employee traveling to an Ebola Affected Area shall notify their supervisor or manager of their scheduled departure and scheduled date of return.
   4.1.1. The Supervisor/Manager will then provide this information to Employee Health (934-3675).
4.1.2. Those coming into contact with suspected or confirmed Ebola Virus Disease (EVD), patients are to provide the last known date of exposure or their date of departure from an Ebola affected country to Employee Health.

4.2. Once the employee has returned from travel to an Ebola Affected Area or the last date of exposure of contact with a patient suspected or confirmed to have EVD has been established (see CDC Ebola Screening Algorithm found on CDC website link attached which will include a list of affected countries), the employee health worker shall:

4.2.1. Contact Infection Prevention Immediately Bernard C. Camins MD, Healthcare Epidemiologist, Phone: (205)934-3411, Have the on call Epidemiologist paged, and provide them with the employee information.

4.2.1.2. Infection prevention will notify the Alabama Department of Public Health (ADPH) at 1-800-338-8374.

4.2.2. If the employee is asymptomatic they are to be counseled about EVD and self/active monitoring.

4.2.2.1. For any returning employee from an Ebola active area,, monitoring is to begin on the date of return and continue for 21 days.

4.2.2.2. For employees with EVD patient contact domestically, monitoring is to begin on the last known exposure date and continue for 21 days.

4.2.3. While under self/active monitoring, employees are required to:

4.2.3.1. Remain quarantined until the end of 21 day monitoring period.

4.2.3.2. Keep a written log of everyone they may have had contact with and where they may have traveled (See Attachment B).

4.2.3.3. Keep a written log of temperature and Ebola symptoms, as outlined by CDC and ADPH, to be recorded twice daily (once at 9 am and once at 9 pm, see attachment A)

4.2.3.4. Provide daily report, via telephone (205-934-3675) Monday –Friday by 12 noon to Employee Health Department (EHD). Temperature and symptoms recorded from 9pm the previous night to 9:00 am the present day or any changes in their status (weekend temperatures will be reported on Monday).

4.2.3.4.1. If no symptoms consistent with Ebola or fever noted on Saturday or Sunday, the employee may call in to report on the following Monday by 12 noon.

4.2.3.4.2. If a temperature > 38.0 °C is recorded or if symptoms of Ebola occur anytime during the 21 day monitoring period, the employee should page the Healthcare Epidemiologist (pager #7428) immediately and the EHD should be notified.

4.3. Employees are required to report any fever > 38.0°C, 100.4 °F, or any of the following symptoms: severe headache, muscle pain, diarrhea, vomiting, stomach pain, unexplained bleeding or bruising) IMMEDIATELY! to the Healthcare Epidemiologist on call and Employee Health Department (205-934-3675).

4.3.1. If employee remains asymptomatic at the completion of self-monitoring period, consult with the Healthcare Epidemiologist before he/she can return to work.

4.3.2. If the employee becomes symptomatic at any point the employee is to Notify the Healthcare Epidemiologist (205-934-3411; #7428) IMMEDIATELY! as well as Employee Health 205-934-3675.

4.4 Should a percutaneous (e.g. needle stick) or mucous membrane exposure to blood or body fluids of a person with suspected EVD occur:

4.4.1. The affected person should stop working and immediately wash the affected skin surfaces with soap and water. Mucous membranes (e.g. conjunctiva) should be irrigated with copious amounts of water or eyewash solution.

4.4.2. Immediately contact occupational health/supervisor for assessment and access to post-exposure management services for all appropriate pathogens (e.g., Human Immunodeficiency Virus, Hepatitis C, etc.)
4.4.3. Follow the guidelines for percutaneous or mucous membrane exposure to blood or body fluids as indicated in the UAB Interdisciplinary Standard: Management of Exposures to Blood/Body Fluids and Needle Stick.
https://scr.hs.uab.edu/pdfs/UABMED/interdisciplinary/i194r6.pdf

4.4.4. Any labs that are drawn for testing in regard to an exposure shall be handled by the authorized lab personnel for Ebola management according to the Ebola Virus Disease Management Plan.
https://scr.hs.uab.edu/pdfs/UABMED/emergency_mngmt/i1367r.pdf

4.5 All documents and additional health care provider information may be found on the Alabama Department of Public Health Website at www.ADPH.org/Ebola/Default.asp?id=6785 or the CDC at http://www.cdc.gov/vhf/ebola/hcp/index.html.

5. REFERENCES:

6. SCOPE: This policy applies to all UAB Hospital Employees and staff at UAB Employee Health.

7. ATTACHMENTS:
Attachment A: Self - Monitoring Chart: Morning (AM) and Night (PM) for 21 days
Attachment B: Document Contacts and Travel While Self Monitoring

INTERDISCIPLINARY COLLABORATION

| None | None |

Physician / Medical Committees

None

Committees / Councils

None

Connie Pruett, Hospital HR
Julia Embry, HSF HR
Terri Poe, RN, DPN, CNO, UAB Hospital
India Alford, RN, NM, Emergency Department
JVann Martin, Facilities, Chair, Emergency Management Committee
Bill Mayfield, RN, Emergency Preparedness Coordinator

Department(s)

Endorsement Date

Tracking Record

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<th>Action</th>
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Supersedes: None

File Name: Monitoring Employees Potentially Exposed to Ebola Virus I# 1383

REVISIONS: Consistent with Joint Commission Standards, this policy is to be reviewed at least every 3 years and/or as practice changes.

UAB Medicine Interdisciplinary Policy: Monitoring Employees Potentially Exposed to Ebola Virus
Self Monitor Chart: Morning (AM) and night (PM) for 21 days

Name: _____________________________ Date of Exposure : _____________________________

If you have exposure to Ebola patient(s) or travel to an affected Ebola area and have Ebola signs or symptoms, seek medical care immediately. Call ahead and tell the doctor about your recent Ebola exposure and your symptoms. Advance notice will help the doctor care for you and protect other people who may be in the doctor’s office or hospital.

If you don’t have symptoms, limit contact with people and avoid public transportation while self monitoring. Document on the reverse side of chart, everyone you have contact with and where you traveled.

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**Time of check:**

**Daily temperature**

**Symptoms: (Yes/No)**

- Fever >100.4°F
- Severe headache
- Muscle pain
- Vomiting
- Diarrhea
- Stomach pain
- Unexplained bleeding or bruising

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### Document Contacts and Travel While Self Monitoring

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<tr>
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*UAB Medicine Interdisciplinary Policy: Monitoring Employees Potentially Exposed to Ebola Virus*