

**CareMate Home Health Care, Inc.**  
2236 Marshall Avenue  
St. Paul, MN 55104

**Employee Health: Employees Returning to Work after Illness or Injury**

**Policy**

All employees returning to work after illness or injury resulting from lost work time must report to his / her supervisor before going to their job site.

A medical statement from the employee's personal physician including nature of illness, dates of necessary absence and work restriction, if any, is required for any of the following:

- Surgery
- Serious or extended illness or injury (more than fourteen [14] days)
- Any condition requiring restriction of work activities
- At the request of the supervisor

All employees returning to work with written restrictions from their doctor of having a head, neck or back injury must report to the Administrator before returning to their job.

1. To establish a systematic standard procedure for all employees returning to active service following an absence due to personal illness or injury.
2. To establish that employees have sufficiently recovered to resume their responsibilities.
3. To ensure that patient and coworkers are not exposed unnecessarily to contagious disease or unsafe conditions due to an employee's poor health.

**Procedure**

1. Employees experiencing the following symptoms / diagnoses are not permitted to perform patient cares and are not permitted to work during contagious stage:
  - A. oral temperature of 99.6 F or more;
  - B. skin infections or draining wounds of any type (until drainage ceases);

- C. acute respiratory infections
  - I. strep pharyngitis: may return after twenty-four (24) hours of appropriate therapy (antibiotics);
- D. active exanthems
  - I. chicken pox
  - II. measles
  - III. Rubella
  - IV. Herpes Zoster;
- E. enteric infections
  - I. Hepatitis
  - II. Salmonellosis
  - III. Shigellosis
  - IV. vomiting
  - V. diarrhea;
- F. Conjunctivitis (pink eye)

Employees with Herpes Simplex will be limited in their duties, not caring for patients with burns and / or eczema or immunosuppressed patients.

The employee's immediate supervisor should be informed of the employee's condition so that work assignment adjustments can be made.

The employee is responsible for notifying his / her supervisor as to when he / she will be able to return to work.