
	<h2 style="margin: 0;">Guideline Document</h2>				
Ref: GD:08:10	Derogation for the Return to Work of Healthcare Workers (HCW) who are Essential for Critical Services				
Issue date:	22/03/2020	Revised Date:	16 th Sep 2020	Review date:	TBD
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Consultation With:	Health Protection Surveillance Centre Expert Advisory Group on COVID-19				
Responsibility for Implementation:	Healthcare Services Management				

Updates in version 10:	
Section 2 & Appendix 1	Symptomatic HCWS who do not fit the COVID 19 criteria for testing – no longer need derogation to return to work once asymptomatic for 48 hours
Section 3	Included for HCWs coming from a green list country - if these HCWs have worked in healthcare within 14 days prior to entering the island of Ireland, they must complete the 'Covid 19 Testing Protocol for HCWs Moving to a Different Service' - https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/
3.6	Added 'by the line manager'
Appendix 1 - point 5	Updated text for clarity
Appendix 3	Specified this risk assessment is for travel 'from a country not on the 'Green list''

1. Introduction

This document refers to HCWs who are restricting their movements due to, for example, close contact with a COVID-19 case and who have been identified as essential to critical service needs. It also refers to 'essential' HCWs entering the Island of Ireland.

Many areas are experiencing a shortage of HCWs as a result of COVID-19 and the requirement for HCW to restrict movements. This measure is in place to mitigate the risks in the direct provision of services for patient in critical areas within services while also ensuring on-going staff safety.

2. Process for Derogation of HCWs on Restricted Movement

- 2.1. The Healthcare Workers (HCWs) who may receive a derogation to return to work on monitoring are outlined in Appendix 1.
- 2.2. Managers should ensure the following process as per checklists – Appendices 2 & 3.
 - A detailed local risk assessment is to be undertaken in relation to the risk to patient safety due to absences of essential HCWs. This process should include an assessment of available personnel who can be redeployed within the service.
 - All efforts have been made to recruit alternative HCWs with the necessary skills.
- 2.3. If, despite these actions, an area cannot be staffed safely or a critical skill set to provide critical/essential services is unavailable, then derogation from management may be given to HCW from the identified critical services to return to the workplace and Occupational Health will be notified.
- 2.4. For workplace close contact HCWs, consideration must be given to the fact that, if unprotected close contact involved aerosol generating procedures, then the HCW would have a higher risk of exposure to COVID-19. HCWs whose contact did not involve AGPs should be returned first where possible.
- 2.5. For workplace close contact HCWs the manager needs to carry out a risk assessment, to identify the level of risk, which may be higher due to AGP exposure or other high risk exposures, such as multiple exposures in a cluster. The control measures to manage this risk should be outlined for all relevant HCWs and local risk identification and relevant control measures must be considered. See Appendix 4–Risk Assessment with possible control measures.
- 2.6. HCWs **may not** be derogated if they are a close contact of a suspected or confirmed case in their home (household contacts) due to the higher risk of transmission. Household contacts are defined in the 'National Interim Guidelines for Public Health management of contacts of cases of COVID-19' as people 'living or sleeping in the same home, individuals in shared accommodation sharing kitchen or bathroom facilities and sexual partners'.
- 2.7. In the event a derogation is made, the HCW will be actively monitored twice daily by their line manager/designate (to include temperature check, which must be < 37.5°C), once prior to starting their shift and at one point during their shift.
- 2.8. Occupational Health must be informed of HCWs requiring active monitoring only. Daily active monitoring will also be carried out by Occupational Health for these HCWs, usually via daily text message system.
- 2.9. HCWs who had symptoms, but did not fit the criteria of a suspect case, were not tested and are now at least 48 hours symptom free, may return to work without derogation. These HCWs can return to work on while self-monitoring for symptoms. The manager must advise them of this requirement prior to their return. There is no requirement to inform Occupational Health.
- 2.10. Derogated HCWs requiring 'Active Monitoring' must be issued with leaflets for 'Essential Healthcare Worker on Active Monitoring' available at <https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/>. All

HCWs will be under strict instructions from their manager to self-isolate and follow OH guidance for testing should they become symptomatic.

- 2.11. If asymptomatic HCWs are tested and the results are 'indeterminate', the HCW can remain at work, if continues to be asymptomatic, but urgent retest may be arranged if appropriate. This decision lies with the clinician who ordered the test. If a retest is clinically required then twice daily active monitoring by the HCWs manager is required. This does not require derogation or risk assessment.

3. Derogation by Senior Management Following Entry to the Island of Ireland

- 3.1. If a HCW travels to Ireland for essential work and this expertise is not available locally, Senior Management may derogate this worker to work within the service, with twice daily active monitoring by the line manager, for the duration of the period of restricted movement.
- 3.2. Please note: HCWs travelling from 'Green List Countries' will not be required to restrict movement and therefore do not require derogation to work.
- 3.3. See <https://www.gov.ie/en/campaigns/75d92-covid-19-travel-advice/> for details of these countries. However if these HCWs have worked in healthcare within 14 days prior to entering the island of Ireland, they must complete the 'Covid 19 Testing Protocol for HCWs Moving to a Different Service' - <https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/>
- 3.4. This derogation can be applied to
- New-entry HCW coming from outside the island of Ireland with specialist expertise that is critical to services
 - Visiting HCW providing a specific essential service.
 - Existing HCW who travelled to provide an essential service outside the island of Ireland and is critical to services
- 3.5. The Senior Manager must complete the 'Derogation Checklist for HCW Entering the Island of Ireland' – see Appendix 3.
- 3.6. Occupational Health must be informed by the line manager. Daily active monitoring will also be carried out by Occupational Health for these HCWs, usually via daily text message system.
- 3.7. The HCW will need to follow public health advice regarding restricted movement when not conducting their work.

4. Useful links:

Risk Assessment of Healthcare Workers with Potential Workplace Exposure to Covid-19 Case and Leaflets for Essential HCWs Returning to Work on Active/Passive Monitoring
<https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/>

Information on Aerosol Generating Procedures

<https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/guidance/infectionpreventionandcontrolguidance/>

Telephone Assessment, Testing Pathway and Return to Work of Symptomatic Healthcare Workers Version

<https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/>

Government Advice- Travel and coronavirus. <https://www.gov.ie/en/campaigns/75d92-covid-19-travel-advice/>

Appendix 1 – Healthcare Workers Considered for Derogation

Type	Status	Advice for HCW	Derogation from Mgt as 'Essential' HCW	Monitoring required following derogation*
1.	Symptomatic or Asymptomatic HCWS with a Positive COVID 19 Test Result.	Must self-isolate 10 days from the onset of their symptoms or the date of test. If asymptomatic at time of test and symptoms develop during 10 days self-isolation, they must self-isolate for 10 days from the date symptoms began. May RTW 10 days after the onset of symptoms AND <ul style="list-style-type: none"> • Must be without fever for 5 days before RTW AND • Must be medically well before RTW. 	Not an option.	Not applicable.
2.	Symptomatic HCWS with a Negative COVID 19 Test Result who: <ul style="list-style-type: none"> • Are not returning from overseas • Are not close contacts of a confirmed case (household, community or workplace) 	May RTW once asymptomatic for > 48 hours.	Not required or indicated	Not Required.
3.	Symptomatic HCWS who do not fit the COVID 19 criteria for testing.	HCW may RTW once asymptomatic for > 48 hours	Not required	HCWs self-monitor for symptoms. The HCW will self-isolate if symptoms develop.
4.	Asymptomatic HCWs who are Close Contacts of a Confirmed COVID 19 Case - healthcare or community, but NOT household	Must Restrict Movement for 14 days	With derogation as an Essential HCW from management, the HCW may RTW if asymptomatic	Active monitoring twice daily by manager and daily by Occupational Health
5.	(a) Household contacts - positive Covid 19 test result (b) Symptomatic household contacts - awaiting test/results	(a) Must Restrict Movement for 14 days (b) Must restrict movement until household contact swab result indicates negative result	Not an option	Not applicable
6.	HCWs with symptomatic household contacts who <ul style="list-style-type: none"> • Don't fit criteria for testing • Have tested negative. 	May continue at work if asymptomatic	Not required	Not required
7.	Asymptomatic HCW with indeterminate results	Clinical decision to retest. If retest, may work while results awaited	No derogation required	Active monitoring twice daily by manager
8.	Travelling from overseas to provide an 'Essential Service'	Must restrict movement for 14 days, unless from 'Green List Country'.	Derogation by Senior Management	Active monitoring twice daily by manager and daily by Occ Health

Appendix 2 - Derogation Checklist for Line Manager

Service: _____	Unit: _____
Manager Name: _____	Job Title: _____
Manager Email: _____	

Employee Name: _____	Job Title: _____	
Date of Birth: _____	Employee No: _____	Mobile No: _____
Date Commence Restricted Movement: _____		
Reason for Restricted Movement (Type 3 – 5): _____		
Date last Contact: _____	Employee Email: _____	

Risk Assessment for the Derogation of a Healthcare Worker on Restricted Movement to Return to work	
Are there other available HCWs from non-essential services who may be redeployed for this role:	Yes <input type="checkbox"/> No <input type="checkbox"/>
Can efforts be made to reduce capacity in non-essential services, allowing redeployment of another HCW to this role:	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have efforts have been made to recruit alternative HCWs with the necessary skills	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is this HCW role critical to ensure essential services continue	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is this HCW a Healthcare related Close Contact:	Yes <input type="checkbox"/> No <input type="checkbox"/>
1. Was their contact during Aerosol Generating Procedures:	Yes <input type="checkbox"/> No <input type="checkbox"/>
2. Did they have contact with multiple index cases:	Yes <input type="checkbox"/> No <input type="checkbox"/>
<i>Yes to either 1 or 2 indicates an increased risk. Carry out further risk assessment for control measures to manage this risk. If the HCW is a household close contact they MAY NOT be derogated.</i>	
Can you manage twice daily active monitoring if required	Yes <input type="checkbox"/> No <input type="checkbox"/>

Decision for the Derogation of the Healthcare Worker	
Based on the risk assessment this HCW can return to work on a derogation: Yes <input type="checkbox"/> No <input type="checkbox"/>	
I will ensure that the appropriate monitoring is carried out in line with the Guidance for the Derogation for the return to work of Healthcare Workers (HCW) who have been advised to restrict their movements BUT are identified as essential for critical services’.	
Manager Signature: _____	Date: _____
Period for Derogation: _____ to _____	

Appendix 3 - Derogation Checklist for HCW Entering Island of Ireland - Senior Manager

Service: _____	Unit: _____
Senior Manager Name: _____	Job Title: _____
Senior Manager Email: _____	

Employee Name: _____	Job Title: _____	
Date of Birth: _____	Employee No: _____	Mobile No: _____
Date Entering Ireland: _____		
Date Restricted Movement Ends _____		

Risk Assessment for the Derogation of a Healthcare Worker Self Isolating Due to Travel into the Island of Ireland from a country not on the 'Green list'	
Are there other available HCWs from other services who may be redeployed for this role for the duration of restricted movement:	Yes <input type="checkbox"/> No <input type="checkbox"/>
Can efforts be made to reduce capacity in non-essential services, allowing redeployment of another HCW to this role for the duration of restricted movement:	Yes <input type="checkbox"/> No <input type="checkbox"/>
Has the HCW had known close contact with confirmed COVID-19 cases in the 14 days prior to travel	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is the HCW aware they must restrict movement outside of work hours until 14 days post entry to Ireland or that they must self-isolate immediately at work if they develop COVID-19 symptoms	Yes <input type="checkbox"/> No <input type="checkbox"/>

<p><u>Decision for the Derogation of the Healthcare Worker</u></p> <p>Based on the risk assessment this HCW can return to work on a derogation: Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>I will ensure that the appropriate monitoring is carried out in line with the Guidance for the Derogation for the return to work of Healthcare Workers (HCW) who have been advised to restrict movement BUT are identified as essential for critical services'.</p> <p>I will provide the HCW with a Returning from Travel & New Entry Healthcare Worker Information leaflet prior to travel – See https://www.hse.ie/eng/staff/workplace-health-and-wellbeing-unit/covid-19-guidance/</p> <p>Senior Manager Signature: _____ Date: _____</p> <p>Period for Derogation: _____ to _____</p>
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Appendix 4 – Risk Assessment

Risk Assessment of Healthcare Workers on Restricted Movement for Derogation to Return to Work				
Division:		Source of Risk:		
HG/CHO/NAS/Function:		Primary Impact Category:		
Hospital Site/Service:		Risk Type:		
Dept/Service Site:		Name of Risk Owner (BLOCKS):		
Date of Assessment:		Signature of Risk Owner:		
Unique ID No:		Risk Co-Ordinator		
		*Risk Assessor (s):		
**HAZARD & RISK DESCRIPTION	EXISTING CONTROL MEASURES	ADDITIONAL CONTROLS REQUIRED	ACTION OWNER (i.e. the Person responsible for the action)	DUE DATE
Confirmed close contact to patient /HCW with probable/confirmed COVID-19	Existing infection Prevention and Control measures Social distancing	Active monitoring twice daily to include temperature check – first check at start of shift Employee redeployed to reduce possible contact with patients or colleagues Employee maintains distance of >1 meter from patients and HCW colleagues as far as is reasonably practicable Where >1 meter distance cannot be maintained HCWs should limit contact as far as is reasonably practicable	Line manager/designate Healthcare Worker	
INITIAL RISK		Risk Status		
Likelihood	Impact	Initial Risk Rating	Open	Monitor
Per ECDC Guidelines		HIGH		