

CORONAVIRUS DISEASE 2019 (COVID-19)

COVID-19 Screening Guidance for Colleagues Who Received COVID-19 Vaccine



Audience: Leaders, Human Resources, Employee Health/Occupational Health

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COVID-19 Response Team Owner: Clinical Operations and Planning

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What's changed: Updated to include nausea/vomiting, diarrhea and fatigue as side effects of vaccination

All patients, including colleagues, will be screened for active infection symptoms prior to entering a facility, as per previous guidelines. This is to be differentiated from the pre-vaccination question of “are you feeling sick today”- which, if answered “yes” would be an indication to defer vaccination.

Following vaccination, mild side-effects such as fever, muscle aches, headache, joint aches, or chills have been reported. Colleagues who experience fever, muscle aches, headache, joint aches, chills, or (nausea and vomiting for Moderna vaccine only) within two (2) calendar days post-vaccination will be permitted to work if they are well enough to work.

Because of uncertainty of cause of symptoms that develop 3 days or more after receipt of vaccine, testing is recommended using a rapid test method, e.g. Abbott ID Now or antigen test, of the colleague in this situation if testing capacity allows its use.

Colleagues should continue to follow their ministry's established COVID-19 screening process for those entering the facility to determine eligibility to work. Additionally, colleagues should follow established processes for being evaluated by Employee/Occupational Health if they are:

- Not well enough to work, **or**
- Experience a cough or shortness of breath, **or**
- Experience inability to taste or smell, **or**
- Have symptoms consistent with COVID-19 that last beyond two (2) calendar days post-vaccination.

Colleagues who have non-COVID-19 symptoms should follow the established department process for reporting that they are not feeling well. Colleagues should follow up with their primary care physician as appropriate. If time off is needed, Trinity Health provides a comprehensive time away from work program for colleagues to use, generally referred to as Paid Time Off (PTO) in most ministries.

Recommendations for Colleagues with Symptoms More than two (2) calendar days post-vaccination:

- If a reaction to vaccine occurs it is most often within a week after receipt of a dose (median range for developing symptoms is within two (2) calendar days post-vaccination among those vaccinated – most occur the day after receipt of vaccine).
- For colleagues who report new onset of symptoms during their pre-work shift screening AND it has been more than two (2) days post-vaccination, the usual fitness for duty evaluation should occur. If colleague exhibits symptoms consistent with COVID-19 consider use of rapid, point of care or antigen testing if available for this situation.
 - **If Positive:** colleague is to remain off work and follow return to work guide
 - **If Negative:** colleague can return to as soon as they feel well enough to do so.

NEW: Important guidance for colleague supervisors

The standard COVID-19 screening has been updated to reference the COVID-19 vaccine. Colleagues will be asked the following questions during screening:

1. Do you have any of the following symptoms that have started or gotten worsen in the past 48 hours: Fever (>100), cough, shortness of breath, loss of taste, loss of smell?
2. Do you have 2 or more of the following symptoms that are NEW or gotten worse in the past 48 hours? You do not have to include symptoms you may have a history of routinely experiencing such as seasonal allergies? Chills, muscle pain, fatigue, headache, sore throat, congestion, runny nose, diarrhea or nausea/vomiting.
3. Have you received a COVID-19 vaccine in the last two (2) calendar days AND answered YES to either question 1 or 2?
If YES, contact your supervisor or established ministry protocol for instruction on whether to report to work today.

If your colleague answers YES to question #3 that they have received a COVID-19 vaccine and answered YES to either questions 1 and/or 2, use the [Supervisor Guidance regarding Colleagues who have Received COVID-19 Vaccine and have Screened Positive for Symptoms Algorithm](#) to determine if colleague could work or not. Obtain clarification from CDC regarding post exposure testing for Health Care Professionals vs. the general public and determine the impact on the Exposure Assessment Tool and/or testing guidance.

References:

CDC guidance for [Post vaccine considerations for healthcare personnel.](#)