

POPULATION HEALTH CONSIDERATIONS FOR TESTING AND SYMPTOM TRACKING DURING COVID-19

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COVID-19 SYMPTOMS

- Range of symptoms from little to no to severely sick
 - Not everyone with COVID-19 has symptoms
 - Symptoms appear 2-14 days after exposure
- Common symptoms or combination of symptoms
 - Cough
 - Shortness of breath
 - Fever or chills
 - Congestion or runny nose
 - Sore Throat
 - Fatigue
 - Runny nose
 - Muscle pain
 - Headache
 - Nausea or vomiting
 - New loss of taste or smell
 - Diarrhea
- This list is not exhaustive and is current as of July 27, 2020 from <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

SCREENING EMPLOYEES

- Safe practices and appropriate policies
- CDC and Wisconsin DHS recommendation for employers to screen and monitor employees for COVID-19 related symptoms
- Process and policy for response to apparent symptoms and positive test(s)

COVID-19 TEMPERATURE & SYMPTOM SCREENING STEP-BY-STEP PROCEDURE (Version 2 – Updated: May 11, 2020)

Important: Before conducting screenings, Screener must read and understand how to use the thermometer according to manufacturer guidelines. Refer to Temperature Procedure Guidance for other important specific considerations.

1. Ensure thermometer has been calibrated according to manufacturer guidelines. Use probe covers or disinfect between each screening.
2. Set up screening area close to entrance with a barrier between screener and people being screened, in a private room with door closed or outside.
 - Indicate waiting spots in 6 ft. increments to maintain social distancing and confidentiality.
 - Ensure temperature/symptom recordkeeping materials (i.e.: log) are available.
3. Wear N95 (or higher) respirator (or disposable exam-type facemask if respirator not available), safety glasses, and gloves to conduct all screenings.
 - Gloves should be changed and hand hygiene performed with $\geq 60\%$ alcohol-based hand rub between each screening.
 - Respirator/facemask and safety glasses should be disposed, or reprocessed/stored after screening intervals according to company, CDC, and OSHA guidelines.
4. Individuals being screened MUST wear/don cloth or disposable facemask.
5. Conduct screening in the following order:
 - a) Ask person if they have had any COVID-19 symptoms since last at work/screening if they are an employee or within the last 14 days if they are a visitor, and if they feel feverish. If any symptoms, STOP and exclude from accessing building per company policy.
 - b) Move around barrier to take the person's temperature and record. If temperature is below 97°F or above 99°F, isolate individual and retake the temperature a second time 5-10 minutes later and record. If 2nd temperature indicates fever, STOP and exclude from accessing building per company policy.
 - c) If steps A and B are negative, ask remaining questions and allow/exclude access according to the screening parameters.
6. Record, share and retain confidential screening records only per company guidelines and according to ADA, HIPAA, and local privacy laws.
7. Disinfect any surfaces/isolation areas touched by persons or their respiratory droplets per company protocol.

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ASSESSING AND CONTROLLING RISK

- EEOC permits employers to measure employees' temperature
- All screening must be non-discriminatory
- Information collected is confidential under the ADA
 - Consider who truly needs to know
- Notify employees of screening expectations
- Resources:
 - [Health Check Guide For Employees and Visitors](#)
 - [Employee](#) and [Visitor](#) Health Check Log

SCREENING BEST PRACTICES

- Utilize the CDC-recommended questions to identify symptoms and facilitate conversations
- Require all employees to participate in the screening protocol
- Respond in an objective manner based on the symptoms.
 - Follow policy to avoid potential discrimination concerns.
 - [COVID-19 Occupational Health Guidelines](#)
- Engage local provider systems, and health department(s) in developing processes
- Protect data obtained from screening and maintain confidentiality

POPULATION HEALTH AND RISK MITIGATION

- Follow governmental rules, statutes and advice:

- CDC
- DPI
- DHS
- County Health Department
- Municipal Health Department
- County/Municipal Statutes and/or orders



- Ensure alignment of relevant local board policy

M3 HEALTH TRACKER APP

- Mobile-friendly tool for employees to certify that they are healthy, symptom-free and ready for the workplace.
- Takes less than 1 minute per day
- Accessible from any device with access to the web
- Employers have access to the data
 - Includes date and time stamp for verification and documentation
 - Flags responses and prompts employee to contact HR





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