

# ASANTE® News

ASANTE ASHLAND COMMUNITY HOSPITAL | ASANTE PHYSICIAN PARTNERS | ASANTE ROGUE REGIONAL MEDICAL CENTER | ASANTE THREE RIVERS MEDICAL CENTER

## Sloppy Sick? Stay Home – Please

It's an everyday question at Asante Employee Health offices during the cold and flu season: where do you draw the line between sick and too sick to work?



The answer involves three components – fever, cough and secretions – but really it's a matter of self-management. If you can't control your symptoms – if they're sloppy or out-of-hand – you should stay home for your own sake, your patients and your coworkers.

The clinicians at Asante Employee Health follow three basic guidelines to determine when an employee should stay home or report to work.

1. Employees should be fever-free for at least 24 hours before returning to work. Those who have – or have had – fevers should remain home until their temperatures return to normal for a full day without fever-reducing medications.
2. Coughing or sneezing must be controllable before an employee returns to work. An occasional cough or sneeze is acceptable, as long as proper etiquette is followed: cough or sneeze into your elbow or sleeve, and wash or sanitize your hands after each cough or sneeze.
3. Bodily fluids must be under control. Employees who have been sick should return to work only if nasal and eye secretions are controllable. The same goes for vomiting and diarrhea.

Asante's Work Restrictions Policy takes some of the discretion out of the hands of the sick employee and places it with concerned supervisors and coworkers.

“Employee Health or designee (House Supervisor for after-hours) will make the determination regarding workability depending on type of infection and/or potential for exposure to others,” the policy says. “When health care personnel are restricted from duty due to an infectious condition, they will need to be free of infectious disease and obtain a medical clearance by Employee Health prior to returning to work.”

If you do need to take off extended time to recover from an illness, [click here](#) to review the Extended Sick Time Policy.