

Summary of Healthcare Worker Testing Requirements – Testing under the Mandatory Vaccination Policy versus Testing as a Close Contact

For more information, see the [COVID-19 Return to Work Guide for Healthcare Workers](#)

This document provides additional clarity for workers for testing requirements for COVID-19 as it relates to (1) HCWs who are not fully vaccinated, testing as a result of the [Immunization or Testing of Workers for COVID-19 Policy](#) versus (2) fully immunized HCWs who may need to test as a result of becoming a close contact. This is a summary for clarification about different testing requirements and scenarios. All return to work decisions must be based on the [Return to Work Decision Chart](#) information.

	Healthcare Worker Immunization Status ¹		
	Not Fully Immunized	Fully Immunized <i>Note: Includes fully immunized and boosted continuing care workers</i>	More than 14 days after receiving a booster dose <i>Note: Applies to non-continuing care workers only</i>
Testing Requirements for asymptomatic healthcare workers with no close contact	<ul style="list-style-type: none"> • Third-party rapid antigen testing is required as per Section 4.2 of the Immunization or Testing of Workers for COVID-19 Policy • A Health Canada approved rapid antigen test must be completed no more than 48 hours before the start of shift (the 48-hour window may cover multiple shifts, depending on the time of testing) • Workers must show proof of the negative test result (from a third party) before the start of their shift and retain the proof of testing. Proof of testing must include the date of the test, proof of identity, location of the test, and test result 	No testing requirements for asymptomatic fully immunized healthcare workers with no close contact	No testing requirements for asymptomatic fully immunized healthcare workers who have also received a booster dose, with no close contact

¹ For clarity regarding the definition of immunization status, please reference the [COVID-19 Return to Work Decision Chart for Healthcare Workers](#)

² For symptomatic Healthcare Workers with no close contact, please reference the [COVID-19 Return to Work Decision Chart for Healthcare Workers](#)

Last Updated: 01/12/2022
ECC Approved: 01/12/2022 1726h



Summary of Healthcare Worker Testing Requirements | 2

	<ul style="list-style-type: none"> • Testing is at the worker's expense and on the worker's own time through a private provider (no self-administered tests allowed) 		
<p>Determined to be a Close Contact of a positive COVID-19 case</p>	<ul style="list-style-type: none"> • Work restriction for 14 days, starting from the date of last exposure • Return to work after 14 days if the worker remains asymptomatic • Continue with testing requirements as per Section 4.2 of the Immunization or Testing of Workers for COVID-19 Policy • If the worker develops symptoms during work restriction, then PCR testing is recommended 	<ul style="list-style-type: none"> • If asymptomatic: remain at work • Must undergo a self-administered rapid antigen test before each shift (must be within 24 hours of the start of shift) for 10 days post-exposure • If the worker develops symptoms in their ten days of rapid antigen testing, then work restrict as per the Return to Work Decision Chart • AHS will supply rapid antigen tests, but worker-supplied Health Canada-approved rapid antigen tests are also acceptable • Self-confirmation of test results to be completed via Fit for Work Questionnaire and verbal check-ins with Managers 	<ul style="list-style-type: none"> • Remain at work, so long as the worker is asymptomatic • No pre-shift rapid antigen testing required • If the worker develops symptoms, then work restrict as per the online COVID-19 Return to Work Decision Chart for Healthcare Workers
<p>Action if the rapid antigen test is NEGATIVE after close contact</p>	<p>See above note- unimmunized or partially immunized workers are required to work restrict for 14 days after close contact</p>	<ul style="list-style-type: none"> • If asymptomatic: remain at work. The worker must undergo a rapid antigen test before each shift (must be within 24 hours of the shift) for 10 days post-exposure • If symptomatic: refer to the COVID-19 Return to Work Decision Chart for Healthcare Workers 	<p>Remain at work. Pre-shift rapid antigen testing is not required for fully immunized and asymptomatic healthcare workers who have also received a booster dose</p>

Summary of Healthcare Worker Testing Requirements | 3

<p>Action if the rapid antigen test is POSITIVE after close contact</p>	<ul style="list-style-type: none"> • If symptomatic: Work restrict for 14 days or until symptoms have improved AND have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer. • If asymptomatic: Work restrict for 14 days from date of positive rapid antigen test. A PCR test is recommended. • If PCR test is negative maintain 14 day work restriction. 	<ul style="list-style-type: none"> • If symptomatic: Worker must be work restricted for 5 days after onset of symptoms, or until symptoms have improved AND worker has gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer. PCR test is recommended. • If asymptomatic: Worker must be work restricted for 5 days after date of positive test. • If asymptomatic: Worker tests positive on rapid antigen test, but negative on PCR test they can return to work. 	<p>The worker should work restrict as per the online COVID-19 Return to Work Decision Chart for Healthcare Workers.</p>
<p>Action if PCR test is recommended and the result is NEGATIVE after close contact</p>	<p>Return to work at the end of the 14-day work restriction period, or after symptoms resolve, whichever is longer</p>	<ul style="list-style-type: none"> • If asymptomatic, then return to work • If symptomatic, then the worker can return to work after symptoms resolve. Resume pre-shift COVID-19 rapid antigen testing for 10 days from the date of last exposure 	<ul style="list-style-type: none"> • If asymptomatic, then return to work • If symptomatic, worker should be work restricted as per the online COVID-19 Return to Work Decision Chart for Healthcare Workers
<p>Action if PCR test is recommended and the result is POSITIVE after close contact</p>	<ul style="list-style-type: none"> • If you remain asymptomatic, then you must be work restricted for 10 days after the date that your specimen was collected for COVID-19 testing. • If you become symptomatic during the 10 work restriction, then your work restriction must last for 10 days after onset of symptoms, or until symptoms have improved* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer. 	<p>The worker must be work restricted for 5 days after onset of symptoms, or until symptoms have improved* AND you have gone 24 hours without a fever, without taking fever-reducing medications, whichever is longer.</p>	<p>The worker must be work restricted for 5 days after onset of symptoms, or until symptoms have improved AND worker has gone 24 hours without a fever, without the use of fever-reducing medications – whichever is longer</p>