

Work Restrictions for Healthcare Personnel with Illnesses/Infections

POLICY 3.2
Patient Care
Work Restrictions for HCP with
Illnesses/Infections
Issued: 9/1989
Last Approval: 12/2025

Office of Origin: Occupational Health Services

I. PURPOSE

- A. To provide guidance regarding the need for work restrictions and criteria for return to work for healthcare personnel who are infected or colonized with pathogens that can potentially be transmitted to patients.

II. REFERENCES

- A. Infection Control in Healthcare Personnel: Infrastructure and Routine Practices for Occupational Infection Prevention and Control Services. Centers for Disease Control and Prevention (CDC). 2019 <https://www.cdc.gov/infection-control/hcp/healthcare-personnel-infrastructure-routine-practices/index.html>
- B. Infection Control in Healthcare Personnel: Epidemiology and Control of Selected Infections Transmitted Among Healthcare Personnel and Patients. Centers for Disease Control and Prevention (CDC). 2024 <https://www.cdc.gov/infection-control/hcp/healthcare-personnel-epidemiology-control/index.html>
- C. Human Resources Policy 4.02.09 Return to Work Clearance
- D. Human Resources Policy 4.07.01 Staff Communicable Disease Surveillance

III. DEFINITIONS

- A. Bloodborne Pathogens (BBP): Microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, Hepatitis B Virus (HBV), Hepatitis C Virus (HCV), and Human Immunodeficiency Virus (HIV)
- B. Healthcare personnel (HCP): Refers to all UCSF Medical Center Hospital staff, Medical Staff, Advanced Practice Providers, contracted staff, students, volunteers, and vendors, regardless of employer. This includes campus-based staff who provide services to or work in UCSF Medical Center patient care or clinical areas.

IV. POLICY

- A. All UCSF Medical Center HCP are expected to adhere to the work restrictions and return to work criteria included in Policy 3.2a Appendix A.

V. PROCEDURES

- A. Work restrictions shall be enforced according to HEIP Policy 3.2 [Appendix A: Table of Illnesses/Infections and Related Work Restrictions](#); however, more restrictive unit-based policies may be in place which will supersede those in the appendix table.
- B. HCP colonized or infected with organisms associated with clusters or outbreaks suggesting ongoing transmission may be restricted from work or from patient care and other duties at the direction of Occupational Health Services and/or Hospital Epidemiology and Infection Prevention (HEIP).
- C. Infection with a bloodborne pathogen does not necessarily warrant exclusion from patient care activities. HCP infected with bloodborne pathogens may seek confidential information

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or counseling regarding their professional activities and safe work practices through Occupation Health Services.

VI. RESPONSIBILITY

- A. Questions about the implementation of this policy should be directed to Occupational Health Services.

VII. HISTORY OF POLICY

- A. Initially approved 9/1989, last reviewed 5/2025.

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