

# Supervisor Guidance for Vaccinated Colleagues who Screen Positive for Symptoms

This document is to assist supervisors with assessing whether symptomatic colleagues who've been recently vaccinated are eligible to work.

Step	Assessment	If Yes...	If No...
1	Has the colleague received a vaccine within the last week?	If yes, proceed to <b>Step 2</b> .	If no, follow the <a href="#">Exposure Assessment Tool</a> .
2	Does the colleague have a <b>recent onset</b> of any of the following: <ul style="list-style-type: none"> <li><input type="checkbox"/> Runny Nose</li> <li><input type="checkbox"/> Sore Throat</li> <li><input type="checkbox"/> Cough</li> <li><input type="checkbox"/> Shortness of breath</li> <li><input type="checkbox"/> Loss of taste or smell</li> </ul>	<p>If yes, colleague should <b>NOT</b> work.</p> <p>These symptoms are <b>NOT</b> side effects of the vaccine.</p> <p>Follow the <a href="#">Exposure Assessment Tool</a> for more information.</p>	If no, proceed to <b>Step 3</b> .
3	Does colleague have a new onset of Fever $\geq 100^\circ$ F? <sup>1</sup>	<p>If yes, <b>AND</b> the colleague <b>HAS NOT</b> been vaccinated within the last two (2) calendar days, colleague should <b>NOT</b> work.</p> <p>A fever beyond two days of vaccination is likely <b>NOT</b> a side effect of the vaccine<sup>2</sup>.</p> <p>Follow the <a href="#">Exposure Assessment Tool</a> for more information.</p>	If no, proceed to <b>Step 4</b> .
		<p>If yes, <b>AND</b> the colleague <b>HAS</b> been vaccinated within the last two (2) calendar days<sup>2</sup> proceed to <b>Step 4</b>.</p> <p>A fever within two (2) calendar days of vaccination is likely a side effect of the vaccine<sup>2</sup>.</p>	
4	Does the colleague have <b>recent onset</b> of any of the following? <ul style="list-style-type: none"> <li><input type="checkbox"/> Fatigue</li> <li><input type="checkbox"/> Headache</li> <li><input type="checkbox"/> Chills</li> <li><input type="checkbox"/> Muscle or joint aches</li> <li><input type="checkbox"/> Nausea/Vomiting</li> <li><input type="checkbox"/> Diarrhea</li> </ul>	<p>If yes, <b>AND</b> the colleague <b>HAS NOT</b> been vaccinated within the last two (2) calendar days, the colleague should <b>NOT</b> work.</p> <p>Follow the <a href="#">Exposure Assessment Tool</a> for more information.</p>	<p>If no <b>and</b> patient has a symptom not listed here, or has a fever, this may or may not be side effects of the vaccine.</p> <p>Proceed to <b>Step 5</b>.</p>
		<p>If yes, <b>AND</b> the colleague <b>HAS</b> been vaccinated in the last two calendar days</p> <p>Proceed to <b>Step 5</b>.</p>	
5	Ministries may choose to use a rapid test to rule out active disease <sup>3</sup>	If test result is positive, follow Ministry HR policy	If the test result is negative or a test is not performed, proceed to <b>Step 6</b> .
6	Does the colleague feel well enough to work?	If yes, colleague may work following precautions in the <a href="#">Exposure Assessment Tool</a>	<p>If no, colleague should not work.</p> <p>Refer to <a href="#">Exposure Assessment Tool</a> for more information.</p>

<sup>1</sup> HCP with fever should, ideally, be excluded from work pending further evaluation, including consideration for SARS-CoV-2 testing. If an infectious etiology is not suspected or confirmed as the source of their fever, they may return to work when they feel well enough. In facilities where critical staffing shortages are anticipated or occurring, HCP with fever and systemic signs and symptoms limited only to those observed following vaccination could be considered for work if they feel well enough and are willing. These HCP should be re-evaluated, and viral testing for SARS-CoV-2 considered, if fever does not resolve within 2 days.

<sup>2</sup> **The Date of Vaccination is Day 0.** Clinical trials have demonstrated that adverse effects most commonly occur within the first two days following vaccination. See the [COVID-19 Vaccine Guidebook](#) for more details.

<sup>3</sup> Testing should be prioritized to those with compatible symptoms most likely to have active infection. The Clinical Laboratory at the ministry can provide details on testing capacity.