

Staff Refusal of Testing

This guide is to assist in determining provider response when employees refuse routine or triggered testing as required by IDPH, the CDC, and CMS.

If asymptomatic staff were exposed to COVID-19 and refuse testing, they should be quarantined in accordance with the following guidance: https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html

Routine



If asymptomatic staff were not exposed to COVID-19 and refuse testing, they should use PPE in accordance with the following guidance without reuse or extended use strategies, while working with quarantine or isolated COVID-19 residents: https://www.cdc.gov/coronavirus/2019-ncov/hcp/using-ppe.html

Triggered Symptomatic



If symptomatic staff refuse testing, they are prohibited from entering the building until the return to work criteria are met.

Triggered Outbreak



If outbreak testing is triggered and staff refuse testing, the staff member should be restricted from the building until the procedures for outbreak testing have been completed.

References

CMS. IFC, CMS-3401-IFC, Additional Policy and Regulatory Revisions in Response to the COVID-19 Public Health Emergency related to LTC Facility Testing Requirements and Revised COVID-19 Focused Survey Tool. (2020, Aug. 26). https://www.cms.gov/files/document/qso-20-38-nh.pdf

IDPH. *Iowa Guidance on Phased Easing of Restrictions for Long-Term Care Facilities*. (2020, Sept. 2). https://idph.iowa.gov/Portals/1/userfiles/61/covid19/LTC/LTC%20Reopening%20Phases%20and%20Testing 09-03-20.pdf