



**INFECTIOUS DISEASES SOCIETY OF AMERICA
EMERGING INFECTIONS NETWORK QUERY:**

**Health Care Personnel and Influenza-like Illnesses:
“Presenteeism”**

Healthcare settings are known sites of influenza transmission. Working while ill, or presenteeism, by healthcare personnel (HCP) experiencing influenza-like illness (ILI) increases the likelihood of illness transmission to coworkers and patients. The CDC recommends that HCP with ILI not work until they are afebrile for at least 24 hours. Despite this recommendation, HCP often continue to work with ILI. Many reasons are given by HCP for working while ill but facility policies related to taking time off work for illness are variable and poorly described.

**The purpose of this survey is to describe institutional experiences with
and policies for healthcare personnel working with influenza-like
illness.**

EMERGING INFECTIONS NETWORK QUERY

Presenteeism

Name: _____

1. If you are not aware of your institution's policies regarding healthcare personnel (HCP) with influenza-like illness (ILI), please check here and submit this survey: ___

2a. Does your primary inpatient facility have Occupational Health (OH) policies regarding work restrictions (e.g. when to stay home and for how long) for HCP with influenza or ILI?

___ Yes ___ No ___ Not sure

b. If yes, please describe policies:

3. When is this policy communicated to staff? *[select all that apply]*

- ___ On hire
- ___ Annual reminder before influenza season
- ___ Annual reminder(s) during influenza season
- ___ Other, *specify*:
- ___ Not sure

4. How is the work restriction policy enforced? *[circle any answers that that apply]*

Staff (nursing, RT, PT, housekeeping, etc)	Physician-in-training	Attending physicians
Not enforced	Not enforced	Not enforced
Managers/ supervisors send ill HCP home or to OH	Managers/ supervisors send ill HCP home or to OH	Managers/ supervisors send ill HCP home or to OH
HCP ill at home are encouraged to call in sick	HCP ill at home are encouraged to call in sick	HCP ill at home are encouraged to call in sick
Variable; enforced by some but not others	Variable; enforced by some but not others	Variable; enforced by some but not others
Not applicable	Not applicable	Not applicable

Comments or exceptions to the rule:

5. Is adherence to the work restriction policy monitored?

___ Yes ___ No ___ Not sure

If yes, specify how:

6. What is your facility's Human Resources policy for employee sick days? *[select any that apply]*

- ___ Defined number of sick days available per year. *Circle one:* paid unpaid
- ___ Pool of available days off work for both vacation and illness. *Circle one:* paid unpaid
- ___ Additional sick days made available during influenza season. *Circle one:* paid unpaid
- ___ Other, *specify*:
- ___ Not sure

7. For patients, does your primary facility track...

- a. lab-confirmed influenza?** Yes, all patients Inpatient nosocomial only No
b. ILI? Yes, all patients Inpatient nosocomial only No

8. For the following HCP, does your primary facility track...

	...ILI?	...lab-confirmed influenza?
a. employees?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure
b. independent physicians?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

8c. If yes for any tracking, how is it accomplished? (e.g. call in line, employee visits to OH)

8d. If yes for any tracking, how are these data used? (e.g. who gets data, what is done with results?)

9. Regarding employees, does your primary facility... *[circle one answer for each row]*

a. provide influenza testing?	Yes, for any employee	Yes, only after occupational exposure	No	Not sure	
b. provide influenza treatment?	Yes, for any employee	Yes, only after occupational exposure	No	Not sure	
c. provide antiviral prophylaxis after occupational exposure?	Yes, for all exposures	Yes, for unvaccinated HCP only	Yes, based on work location \ complication risk	No	Not sure
d. provide antiviral prophylaxis on request after non-occupational (e.g. household) exposures?	Yes, for all exposures	Yes, for unvaccinated HCP only	Yes, based on work location \ complication risk	No	Not sure

10. Additional comments about this survey or about healthcare personnel ILI and presenteeism:

Thank you for completing this survey!