

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI – 110029

No.F.-79/COVID-19/2022-Estt.(H)

Dated: 13.01.2022

Sub.: Revised guidelines for COVID-19 Special Medical Leave (not to be deducted from leave account of HCW)/ Medical leave (to be deducted from leave account of HCW) for Healthcare workers.

Apropos above, the purpose of this circular is to optimise our scarce and valuable working manpower so as to render best healthcare services to the patients, which includes our own staff as well. It is also intended that those post COVID recovered HCWs who are fit to join work are able to do so at the earliest with minimal paperwork since their expertise and services are needed for AIIMS, during this unprecedented pandemic.

In supersession of the earlier circulars/guidelines, following policy will be followed for COVID-19 positive AIIMS employees. The intent is to provide adequate recovery period and treatment options for HCWs.

Policy:

- I) If HCW develops symptoms suggestive of COVID-19, he/she should isolate and get tested. The HCW must inform his/her supervising officer.
 - a) **If RTPCR/ CBNAAT/ RAT is positive:** The HCW continues to isolate with treatment and monitoring as prescribed. In addition, the affected HCWs should observe himself/ herself for continued/ worsening symptoms, if any and report to Emergency in case of worsening symptoms.
 - b) HCWs who had tested positive will be allowed seven days of Special Medical Leave in line with the existing guidelines as on date. Healthcare workers should observe adequate COVID appropriate behavior at all times.
 - c) HCWs with confirmed COVID infection, who have remained **asymptomatic throughout**, should report for work on day seven from the date of first positive test. In case asymptomatic cases, while it would be seven days of isolation from the onset of symptoms for symptomatic cases.
 - d) **Special medical leave for seven days will be allowed in such cases for AIIMS employees.** Medical Certificate not needed to be enclosed by the employees with application for Special Medical Leave as the positive report is self-certifying and no fitness certificate issued for joining at the end of seven days of isolation period. Application for special medical leave has to be duly submitted alongwith relevant enclosure (COVID+ report) to the concerned establishment section following the due procedure.

8

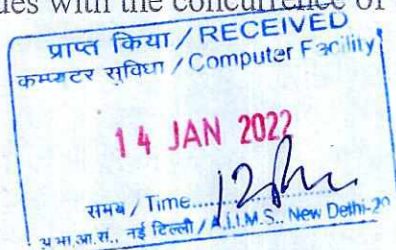
e) If the HCW remains symptomatic (febrile, or has other significant symptoms- cough; fatigue etc.) even after 7 days, (s)he can call the nodal officer telephonically for request for extension of the special leave by 3 days. In such scenarios, the Nodal Officer should verify the same on the HCW's leave application.

II) If the HCW needs further medical leave for recovery; he/she may seek requisite consultation for continuing symptoms through the EHS facility/ treating physician who may advise additional medical leave on case to case basis which will be deducted from leave account of the employees. In such instances fitness certificate will be issued by the EHS facility/ concerned treating physician after the leave period.

III) The guideline for testing and reporting for Outsourced HCWs will be the same as above. **They will be considered on duty for the duration of absence on account of COVID-19 infection.** As in the case of the COVID positive EHS staff, the **asymptomatic outsourced HCW needs to report for duty after** seven days of onset of symptoms. For those who continue to have symptoms beyond seven days, the provisions as applicable to EHS employees shall be applied.

Their fitness and need for extension on clinical grounds will be ascertained by the respective officer-in-charges of sections/ hospital/ centers and forwarded for needful to the Outsourcing agency.

This issues with the concurrence of the Director, AIIMS.



60/13/01/22
(Dr. D.K. Sharma)
Medical Superintendent

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14/1