

Medical Directives and Infectious Disease Guidelines

Medical Directives are essential for providing the proper medical authority to back stop and support any BCP, Legal and HR policy. For example a pandemic policy might be to implement a screening station at entrance points in the workplace.

The purpose of the screening station is to identify those persons who may be infected with influenza and prevent them from entering the workplace and possibly contaminating or passing on the infection to other workers. The screening station operators would ask certain questions as to the health of the individual and if they have any flu like signs or symptoms, to determine if they have recently been in a region of the world that has reported outbreaks. Then, the individual would have their temperature taken as part of the medical directive. The medical directive would give the operators the medical guidance as to which signs, symptoms and fever temperatures they are testing for.

The following are areas in which organizations will likely need to have a medical director authorize company policy.

✓ Declaring of an Emergency (heightened state of vigilance) and Activation of Pandemic (infectious disease) Business continuity plan.
✓ Communication – internal and external company communications.
✓ Sick Time/ Leave, Family leave - Doctors note,
✓ Sent home – What Medical criteria is needed for an employer to send home an employee be sent home?
✓ Return to work – What are the medical criteria that must be met to allow an employee to return to work?
✓ Changes in work place – social distancing, meetings guidelines, telecommuting etc.
✓ Travel Guidelines – what restrictions are needed and what safeguards are needed to prepare employees traveling?
✓ Medical directives for Antiviral Medication
✓ Infectious Disease Guidelines and Controls – the implementation of screening stations, use of infection control products, hand washing practices etc.