

NEW MEXICO HEALTH ALERT NETWORK (HAN)

ALERT

Expanded COVID-19 Healthcare Staffing Tiers

November 12, 2020

The New Mexico Department of Health is expanding the healthcare staffing tiers to include all categories of facility-based Healthcare Providers in New Mexico. This is not applicable Emergency Medical Services field providers, including air and ground ambulance, who should continue to follow the guidance provided on October 16, 2020.

The Staffing Tiers below reflect updated guidance from the Centers for Disease Control and Prevention (CDC). The tiered criteria contained in this guide are based on the best scientific information available currently. The guidance in this document, as developed in New Mexico by the University of New Mexico Health Sciences Center, reflects the New Mexico Department of Health’s epidemiologists’ recommendations based on current CDC guidance, scientific evidence, New Mexico’s experience to date with the disease and a careful approach that acknowledges that there is still limited understanding of the virus, how it spreads, and who may be vulnerable to significant illness and harm. This guidance is designed to allow for improved healthcare provider staffing levels, while still protecting providers, patients, and the community.

Tier Description	Healthcare Staff May Work If All Tier Criteria Are Met	Trigger(s) for Tier Activation
<p>TIER 1</p> <p>HCP with high risk COVID-19 exposure.</p>	<ul style="list-style-type: none"> • Asymptomatic and not known to be infected • Complete daily employee screening with temperature checks before working • Comply with strict masking with a procedural mask or higher grade • Eat and drink alone • Maintain a physical distance of more than 6 feet from others • Complete a 14-day symptom survey • Stop working if even mild symptoms develop or with known exposure to a COVID positive individual, HCP must: <ul style="list-style-type: none"> ○ Stop working ○ Notify their supervisor and the Call Center ○ Be tested. 	<p>ICU Census Above _____</p> <p>And/or</p> <p>Med Surg Census Above _____</p> <p>And/or</p> <p>_____</p> <p>Caveats _____</p>

<p>TIER 2</p> <p>Asymptomatic HCP with confirmed COVID-19 allowed to work with confirmed COVID patients.</p>	<ul style="list-style-type: none"> • Cohort patient setting is preferred • May continue to work after positive test as long as asymptomatic and able to complete all required tasks • Restricted from working with severely immunocompromised patients (transplant, hem-onc) • May not work with any symptoms • Must wear n95 at all times in the work environment • Need communication to notify staff when working under these conditions and what actions are being taken to protect them. 	<p>ICU Census Above _____</p> <p>And/or</p> <p>Med Surg Census Above _____</p> <p>And/or _____</p> <p>Caveat: Will only use COVID positive HCP if all other resources have been utilized</p>
<p>TIER 3</p> <p>Asymptomatic HCP with confirmed COVID-19 allowed to work with non-COVID patients.</p>	<ul style="list-style-type: none"> • This should be considered a last resort option. Refer to CDC Guidance for more detail: https://www.cdc.gov/coronavirus/2019-ncov/hcp/mitigating-staff-shortages.html • Cohort patient setting is preferred • May continue to work after positive test as long as asymptomatic • Restricted from working with severely immunocompromised patients (transplant, hem-onc) • May not work with any symptoms • Must wear n95 in work environment at all times in the work environment • Need communication to notify staff when working under these conditions and what actions are being taken to protect them. 	<p>ICU Census Above _____</p> <p>And/or</p> <p>Med Surg Census Above _____</p> <p>And/or _____</p> <p>Caveat: Will only use COVID positive HCP if all other resources have been utilized</p>

Healthcare facilities and organizations should utilize the above table as the framework to develop internal policies which reflect the facility or organization specific triggers and any caveats applicable to each Tier. Criteria and caveats specified above reflect the required minimum standard that must be included in the policy.

Additional guidance for healthcare providers and employers can be found at https://cv.nmhealth.org/wp-content/uploads/2020/09/EPI-COVID19-Containment-Policies.9.21.20_v1-1.pdf and is updated as new information becomes available and as Executive and Public Health Orders change over the course of this public health emergency.