

Diarrhoea and Vomiting

Unique Identifier:	CORP/POL/203				
Version Number:	Version 6				
Type of Update / Status:	Draft with Minor / No Technical Changes				
Divisional and Department:	Occupational Health / HR/OD				
Author / Originator and Job Title:	Susan Houldsworth, Occupational Health Nurse Manager				
Replaces:	Version 5 Diarrhoea and Vomiting				
Description of amendments:	5.1- Amendment in wording 5.2- Wordng amended to provide clearer advise to managers				
Approved by:	Occupational Health Governance meeting				
Approved Date:	10/11/2020				
Issue Date:	10/11/2020				
Review Date from Date of Approval:	1 Year <input type="checkbox"/>	2 Years <input type="checkbox"/>	3 Years <input checked="" type="checkbox"/> 10/11/2023	4 Years <input type="checkbox"/>	5 Years <input type="checkbox"/>

Version Control Sheet

This must be completed and form part of the document appendices each time the document is updated and approved

Date dd/mm/yy	Version	Author	Reason for changes
10/11/2020	4	Susan Houldsworth, Occupational Health Nurse Manager	Review date reached and changes in processes in OHD.

Consultation / Acknowledgements with Stakeholders

Name	Designation	Date Response Received
Full clinical team	Occupational Health Governance meeting	10/11/2020
Patricia Cross	Infection Prevention Team	08/12/2020

1 Introduction / Purpose

This policy addresses the measures needed to prevent isolated episodes of gastro-intestinal infection in staff members posing a threat to Trust patients and other members of staff.

Diarrhoea and / or vomiting caused by gastro-intestinal infections in health care workers (HCW) can pose a risk of infection to patients if not managed properly. In severe cases this could cause severe illness and possibly even deaths in vulnerable patient groups, and adverse publicity.

The most likely agent to cause an outbreak is Norovirus, and this usually presents as profuse vomiting, with headache, but the virus is most easily detected in stool specimens.

2. General Principles / Target Audience

This policy applies to all staff employed by the Trust, or staff employed by contractors on behalf of the Trust. It includes students not directly employed by the Trust who may be on placement. It includes volunteers and those on work experience or clinical attachments.

3 Definitions and Abbreviations

HCW Healthcare Workers
GP General Practitioner

4 Procedure

4.1 Action by Employee with Diarrhoea and / or Vomiting

You must follow the normal sickness reporting procedure. You must stay off work until you are well.

For diarrhoea, you must stay off work until this is resolved and bowels return to normal for you (this may not necessarily be a formed stool). If however the diarrhoea could be linked to other cases i.e. an outbreak on a ward or a family member with symptoms then you must be symptom free for 48 hours before returning to work.

If you have vomited, and you think you may be infectious you must stay off until your symptoms resolve. However, if there is a chance that this could be linked to other people with symptoms, i.e. on a ward or a family member, then you must not return to work until you have been symptom free for 48 hours.

If you have both diarrhoea and vomiting, then you must stay off work until you have been asymptomatic for 48 hours.

If your diarrhoea has lasted more than 3 days or is blood stained, then you need to submit a stool specimen via your General Practitioner (GP). Please ask them to copy Occupational Health in on the request from.

Blackpool Teaching Hospitals NHS Foundation Trust		ID No. CORP/POL/203
Revision No: 6		Title: Diarrhoea and Vomiting
Next Review Date: 10/11/2023		
UNCONTROLLED COPY WHEN PRINTED		
Current Version held on the Intranet		

You do not need to stay off work until the result of any stool specimen. Once you are well and any diarrhoea has stopped, and/or you have not vomited for 48 hours, you can return to work.

On the rare occasions when stool culture identifies an organism that requires a different period away from work, Environmental Health, your GP or Occupational Health will contact you to advise.

4.2 Action by Manager

Your member of staff must follow the normal sickness reporting procedures so you should be aware that they are suffering from diarrhoea and/or vomiting from the first day of their illness.

If you are aware that any other members of staff (or patients) are suffering from the same symptoms, you must inform the Control of Infection Team and the Occupational Health Nursing Team straight away. This will give an early indication of an outbreak of gastrointestinal illness within the Trust.

Your member of staff will **not** need to stay off work pending the results of a stool specimen.

Your member of staff will **not** need to stay off work until cleared to return by Occupational Health.

Your member of staff will **only** need to stay off work in line with the guidance in Section 4.1 above.

4.3 Action by Occupational Health Staff

When a manager notifies them of more than one incidence of diarrhoea and vomiting in a member of staff, the occupational health nurses will liaise with the control of infection team, and pass appropriate advice back to managers and the employee where necessary.

If a member of staff contacts Occupational Health to arrange a stool specimen, they will arrange for the specimens and communicate the results back to the employee providing any further advice necessary.

If Occupational Health are copied into the results of a specimen via the GP, Occupational Health will contact the employee if the specimen is positive to advise.

Occupational Health will act as an advice point for members of staff and managers when they are in doubt over the interpretation of this policy or if they wish further advice on the matter.

Blackpool Teaching Hospitals NHS Foundation Trust		ID No. CORP/POL/203
Revision No: 6	Next Review Date: 10/11/2023	Title: Diarrhoea and Vomiting
UNCONTROLLED COPY WHEN PRINTED Current Version held on the Intranet		

4.4 Equality and Diversity

The trust believes that unlawful discrimination in any form, whether direct or indirect, intentional or unintentional, is totally unacceptable.

This policy should be read in conjunction, where applicable, with the Equality and Diversity Strategy, Equality Diversity and Inclusion CORP/POL/206 (1), because of the requirements not to discriminate against people who possess a protected characteristic(s) (age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, pregnancy and maternity and marriage and civil partnerships).

Any employee who wilfully or negligently fails to comply with requirements of the above policies will be liable to action under the Disciplinary Procedure.

5 References and Associated Documents

1. **BTHFT - Policy.** Equality Diversity and Inclusion. [Online] 05 08 2020. [Cited: 18 05 2021.] <http://fcsp.xfyldecoast.nhs.uk/trustdocuments/Documents/CORP-POL-206.docx>. CORP/POL/206.
2. —. Attendance Management Policy. [Online] 11 01 2021. [Cited: 03 03 2021.] <http://fcsp.xfyldecoast.nhs.uk/trustdocuments/Documents/CORP-POL-011.docx>. CORP/POL/011.
3. **BTHFT - Procedure.** Management of Leave for Medical Staff. [Online] 04 09 2020. [Cited: 22 03 2021.] <http://fcsp.xfyldecoast.nhs.uk/trustdocuments/Documents/CORP-PROC-602.docx>. CORP/PROC/602.

Blackpool Teaching Hospitals NHS Foundation Trust		ID No. CORP/POL/203
Revision No: 6		Title: Diarrhoea and Vomiting
Next Review Date: 10/11/2023		
UNCONTROLLED COPY WHEN PRINTED		
Current Version held on the Intranet		

Appendix 1: Equality Impact Assessment Form					
Department	Occupational Health	Service or Policy	CORP/POL/203	Date Completed:	November 2020
GROUPS TO BE CONSIDERED Deprived communities, homeless, substance misusers, people who have a disability, learning disability, older people, children and families, young people, Lesbian Gay Bi-sexual or Transgender, minority ethnic communities, Gypsy/Roma/Travellers, women/men, parents, carers, staff, wider community, offenders.					
EQUALITY PROTECTED CHARACTERISTICS TO BE CONSIDERED Age, gender, disability, race, sexual orientation, gender identity (or reassignment), religion and belief, carers, Human Rights and social economic / deprivation.					
QUESTION	RESPONSE		IMPACT		
	Issue	Action	Positive	Negative	
What is the service, leaflet or policy development? What are its aims, who are the target audience?	This policy addresses the measures needed to prevent isolated episodes of gastro-intestinal infection in staff members posing a threat to Trust patients and other members of staff				
Does the service, leaflet or policy/ development impact on community safety • Crime • Community cohesion	No				
Is there any evidence that groups who should benefit do not? i.e. equal opportunity monitoring of service users and/or staff. If none/insufficient local or national data available consider what information you need.	No				
Does the service, leaflet or development/ policy have a negative impact on any geographical or sub group of the population?	No				
How does the service, leaflet or policy/ development promote equality and diversity?	No				
Does the service, leaflet or policy/ development explicitly include a commitment to equality and diversity and meeting needs? How does it demonstrate its impact?	No				
Does the Organisation or service workforce reflect the local population? Do we employ people from disadvantaged groups	Yes				
Will the service, leaflet or policy/ development i. Improve economic social conditions in deprived areas ii. Use brown field sites iii. Improve public spaces including creation of green spaces?	No				
Does the service, leaflet or policy/ development promote equity of lifelong learning?	No				
Does the service, leaflet or policy/ development encourage healthy lifestyles and reduce risks to health?	No				
Does the service, leaflet or policy/ development impact on transport? What are the implications of this?	No				
Does the service, leaflet or policy/development impact on housing, housing needs, homelessness, or a person's ability to remain at home?	No				
Are there any groups for whom this policy/ service/leaflet would have an impact? Is it an adverse/negative impact? Does it or could it (or is the perception that it could exclude disadvantaged or marginalised groups?	No				

Appendix 1: Equality Impact Assessment Form				
Does the policy/development promote access to services and facilities for any group in particular?	No			
Does the service, leaflet or policy/development impact on the environment	No			
<ul style="list-style-type: none"> During development At implementation? 				
ACTION:				
Please identify if you are now required to carry out a Full Equality Analysis		Yes	No	(Please delete as appropriate)
Name of Author:	Susan Houldsworth	Date Signed:		November 2020
Signature of Author:				
Name of Lead Person:	Susan Houldsworth	Date Signed:		November 2020
Signature of Lead Person:				
Name of Manager:	Susan Wild	Date Signed:		November 2020
Signature of Manager				

Blackpool Teaching Hospitals NHS Foundation Trust		ID No. CORP/POL/203
Revision No: 6		Title: Diarrhoea and Vomiting
Next Review Date: 10/11/2023		
UNCONTROLLED COPY WHEN PRINTED Current Version held on the Intranet		