



Purpose

The COVID-19 pandemic has necessitated a pause in the placement of most learners within M Health Fairview clinical settings. In the absence of effective prevention or treatment options, re-integrating learners into clinical settings safely will require additional measures which are outlined in this learner reintegration readiness plan. As this situation is dynamic, this plan will be iterative, and adapted as required by the circumstances. This plan applies to all learner types (see appendix).

Guiding Principles - Learner Clinical Rotations

- **Safe work environment** – Safety is our top priority. Period. We will mitigate the risk of health care workforce related transmission of infection for our providers, patients and learners and this involves provision and maintenance of adequate PPE and training.
- **Public health alignment** – We will follow the guidance of regulatory and governing bodies including the MN Governor’s office, the Minnesota Department of Health, and the CDC.
- **System capacity optimization**– Patients come first. We will balance limited clinician/supervisor bandwidth with learner needs, and prioritize those areas where learners add to or minimally impact clinical care capacity.
- **Education partner support** – We will collaborate with schools to prioritize learner groups jointly identified for earlier placement, within the current constraints of the system.
- **Promote diversity, health equity and inclusion** - We will prioritize growth and development of our future URM (under-represented in medicine) healthcare workers to better serve our diverse communities and to address inequities.

Learner Prioritization

Learners will be prioritized for clinical rotations within the parameters of our guiding principles, and in balance with other education partner requests. We will work externally with education partners and internally with our service line and domain education leads to make these decisions. We anticipate that most learners will phased in by the end of August/early September but will begin high priority placements sooner with CAO approval.

Education and Training Requirements – Online

Learners will need to review online video training in PPE overview and use and review current M Health Fairview policies/procedures around daily asymptomatic attestation, universal mask use and COVID testing guidelines. These trainings will be added to your learners’ M Health Fairview onboarding requirements and administered by M Health Fairview.

Education and Training Requirements – In-Person

Depending on the clinic site requirements, some learners will need to complete in-person training on PPE donning and doffing prior to starting their clinical rotation. If your learners require this training, it





will be indicated in their onboarding task list. This in-person training can be provided to your learners by your school/program, by other health systems, or by M Health Fairview trainers.

If N95 masks are required at the clinical site, N95 fit testing will be done in real-time as needed through M Health Fairview. Learners can indicate in their onboarding tasks if they have been N95 fit tested and on which model.

Additional Technology Access

- EHR Remote Access: Learners will be given remote access to EHR.
- SharePoint Access: Learners will be given access to the M Health Fairview Coronavirus SharePoint site.
- Communications – Chatter: Learners will be given access to M Health Fairview app called Chatter, providing up-to-date COVID information.

Site-Specific Information

Site specific COVID-19 information is available to learners on SharePoint under Clinical Resources (care maps, workflows, guidelines, screening).

Tele-Health Information

Learners should review tele-health platform instructions applicable to the clinical setting the learner will be working in (e.g., ambulatory - AmWell; inpatient - Polycom video conferencing; urgent care - OnCare). Training is located in SharePoint under Virtual Visits/Virtual Rounding.

PPE Use and Supply

Learners are expected to follow M Health Fairview guidelines for infection prevention, including PPE use and reuse parameters, donning and doffing procedures, and thorough handwashing. Given the critical supply shortages of PPE that necessitated the initial learner exclusions from the clinical sites, we are working hard to secure adequate supplies for all. We have daily PPE supply dashboards and are using modeling to predict future needs. In accordance with our guiding principles, it is critical that we maintain adequate protection for all front-line providers so anticipated shortages will change our ability to support learners. At present we do not want learners bringing their own PPE for use as this may create problems if the use deviates from our policies (i.e., a learner is wearing an N-95 mask in a non-COVID area where our staff do not have this PPE). We are, however, looking at other means to increase our PPE supply to support education. These options under consideration include asking our education partners to make PPE donations or in-kind contributions towards anticipated PPE consumption.





Guiding Principles for Learner PPE

1. A coordinated PPE plan for the training, supply, distribution, and reuse of PPE is needed to ensure safety of students, patients and other health care workers.
2. Supply and use of PPE needs to be equitable for all members of the healthcare team commensurate with clinical duties.
3. The requirements of all clinical sites regulating PPE use needs to be adhered to and coordinated.
4. PPE policies should be adaptable to changing production and supply in alignment with health system strategies (e.g. implementation of reusable gowns).
5. Efficient use of PPE and a conservation strategy will be implemented.

Learner Restrictions within Clinical Setting

Clinical sites may place additional clinical restrictions on learners based on concerns for patient/learner safety or for PPE conservation.

Risk Screening/Self-Assessment (*Daily requirement after re-entry*)

Learners will need to self-screen and attest that they are symptom free and have been symptom free per the CDC parameters prior to entering clinical settings. In addition, learners will need to quarantine for 14 days upon arrival in the U.S. from any international travel before entering the clinical setting. When in the healthcare system, learners will follow the M Health Fairview healthcare worker risk screening/self-assessment requirements. Currently, a daily attestation is required via Epic (or via REDCap survey if a learner does not access Epic daily). A daily attestation is only required on the days the learners are in the M Health Fairview clinical system. Applicable requirements are described in more detail below.

Each employee and learner is asked to “attest if they are asymptomatic before the start of their shift. Legacy Fairview, HealthEast, and UMP care team members will attest in Epic using the Message of the Day feature. Staff who do not log into Epic will be asked to attest they are asymptomatic using a Redcap survey.

- **Epic message:** If you are on site, by logging in, you attest you have no flu-like symptoms. If you have acute respiratory symptoms (e.g. fever (100), cough, or difficulty breathing) please leave work, notify your leader, and contact EOHS.
- **Redcap survey message:** To protect our staff, our patients, and ourselves from harm, we ask that if you are working on site, you attest that you DO NOT have flu-like symptoms. Complete this survey each day you are working on site. If you have acute respiratory symptoms (e.g. fever (99.5), cough, difficulty breathing, or myalgia), notify your leader, leave work immediately, and contact EOHS 612-884-5800.”

Testing

COVID-19 Testing: We will apply the same testing guidelines for learners as are used for other M Health Fairview healthcare workers. Learners will be able to access M Health Fairview EOHS for COVID testing if symptomatic, unless a school has its own preferred testing protocol.





Employee Occupational Health and Safety (EOHS) Contacts:

- Fairview, UMP and Ebenezer: 612-884-5800
- Fairview Range: 218-312-3017
- Grand Itasca Clinic and Hospital: 218-999-1307

When do learners contact Employee Occupational Health and Safety?

- If you have recently traveled to one of the [CDC level 3 Travel Health Notice countries](#)
- If you have recently traveled on a cruise ship identified to have a confirmed COVID-19 case
- If you are symptomatic (cough, shortness of breath, temp >100.0)
- If you have received a positive COVID-19 test
- If you have exposure to a confirmed COVID-19 positive patient with a breach in PPE
- If you have exposure to a patient with a COVID-19 test pending with a breach in PPE
- If you saw a provider outside of M Health Fairview and were advised to self-quarantine

The EOHS nurse will provide guidance related to a self-quarantine period as needed based on the situation.

What are EOHS guidelines to return to work?

If an employee or learner is exposed to a COVID-19-positive individual and there is a breach of personal protective equipment (PPE), the employee or learner should do the following:

- If asymptomatic: The employee or learner should return to work but mask and monitor for symptoms for 14 days beginning from exposure date. If the employee or learner works in an environment with high-risk patients (e.g. NICU, oncology patients, immunosuppressed patients, etc.), they should contact EOHS and discuss returning to work.
- If symptomatic: If the employee or learner develops symptoms, including fever, shortness of breath, cough, or new, prolonged, unexplained myalgia, they should contact EOHS. They will be tested for COVID-19.

Social Distancing - Physical Space Constraints

M Health Fairview workrooms and work space is limited, which makes social distancing difficult. However, remind learners to continue social distancing in healthcare setting where possible.

Triggers to Pause Learners in the Clinical Setting

We will follow our guiding principles when determining if we need to again pause learners within our clinical setting: safe work environment concerns, guidance from public health agencies, lack of supervisor capacity or clinical volume.





Appendix

Learner Types M Health Fairview Readiness Plan Applies To

- Advanced Dental Therapists
- Advanced Nurse Practitioner
- Behavioral Service Learners: MH Counseling, Addiction Counseling, MFT, Undergrad Psychology
- Cardiovascular Technician
- Certified Nursing Assistants/NST/HUC
- Child Life Specialist
- Clinical Social Workers
- Community Health Workers
- Community Paramedics
- Dental Residents/Fellows
- Dental Therapists
- Echocardiography
- EMS (Emergency Medical Service)
- EMT to Paramedic
- Genetic Counseling
- Health Services Admin Students
- Information Technology: HIM, HIT, Security
- Integrative Therapies Learners: Music Therapy, Acupuncture, Massage, Art Therapy, Dance Therapy, IBH/Dual
- Lab Science Learners: MLS/MLT, Phlebotomy, Histotech
- Medical Assistants
- Medical Dosimetry
- Medical Physics Fellow
- Medical Students
- Nuclear Medicine Techs
- Nutrition Learners: Culinary Arts, Dietetic Interns, MPH Nutrition Track
- OT/OTA
- Pharmacy Technician
- PharmD Students
- Physician Assistants
- Polysomnography (Sleep Tech)
- Pre-licensure Nursing, RN to BSN, RN First Assist, RN Refresher, LPN, LPN to RN
- Psychology Interns
- Psychology Post-Doc Fellows
- Psychology Practicum Students
- PT Residents/Fellows
- PTA/Athletic Trainers
- Public Health Students
- Radiation Therapy Techs
- Radiology Techs
- Rehab Service Learners: Speech-Language Pathology, Audiology, Recreational Therapy, Cardiac Rehab, Kinesiology, Exercise Science
- Respiratory Therapy Techs
- Sonography
- Supply Chain Learners: Central Services Tech, Sterile Processing, Supply Chain Management
- Surgical Technician

