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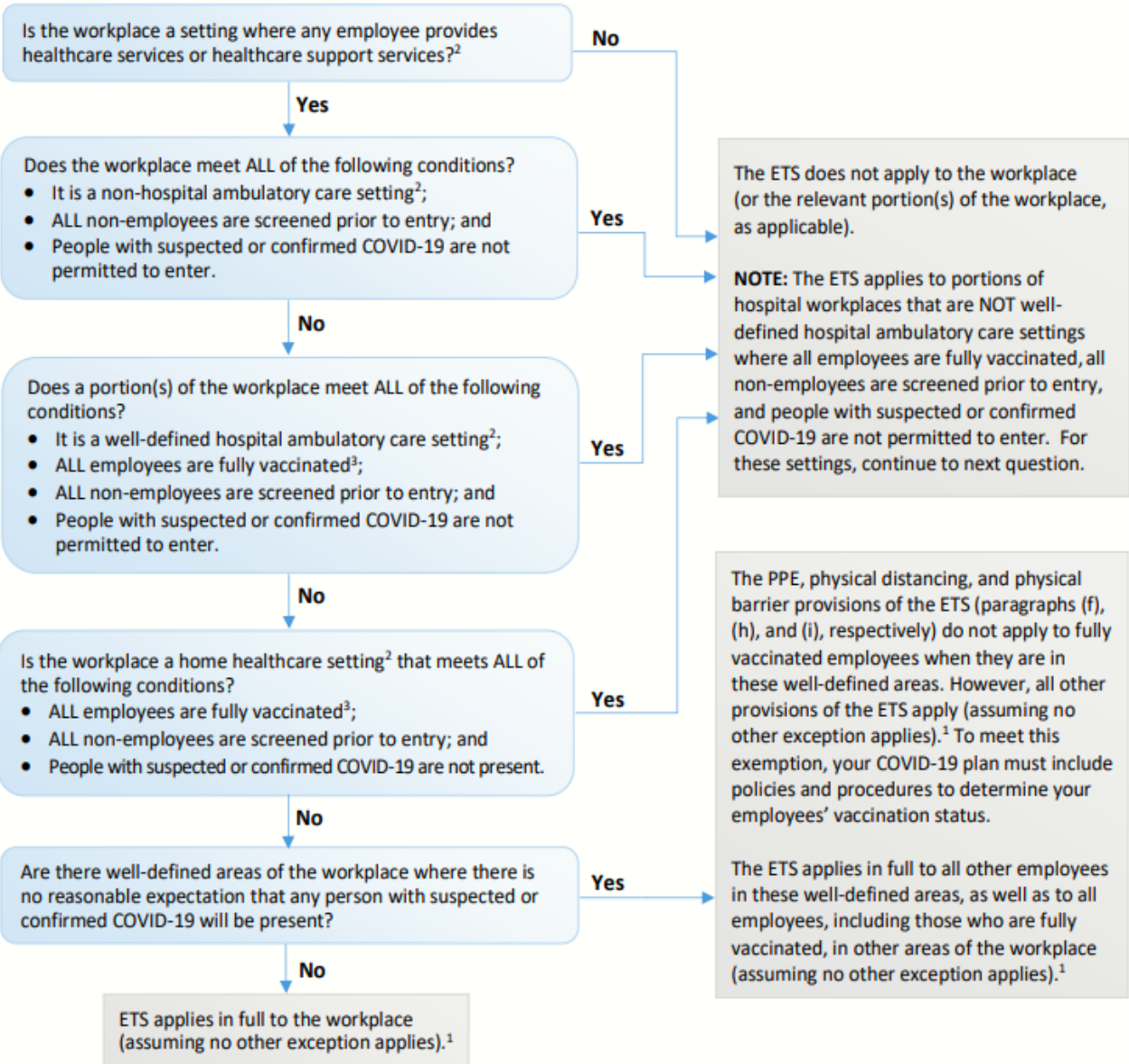
COVID-19 Standard for Healthcare Industry issued by OSHA

After determining that a federal standard is needed to ensure sufficient protection against COVID-19 for healthcare workers in all states, OSHA issued a COVID-19 emergency temporary standard ([ETS](#)). The ETS applies not only to the healthcare industry, but also includes nonbinding guidance for other employers.

The following are a few of the requirements in the ETS:

- Develop and implement a COVID-19 plan.
- Screen patients, clients, and visitors and limit entry access when workers are providing patient care.
- Personal protective equipment (PPE) must be provided and worn indoors or in a vehicle with others. If necessary, respirators and other PPE must be provided to help protect them from exposure to people with suspected or confirmed COVID-19.
- Everyone in a workplace must maintain a distance of at least 6 feet when indoors if possible.
- All workers must be trained and understand the COVID-19 policies and ways the virus could be transmitted at work.
- Employers are required to provide workers with paid time off to get vaccinated and recover from any side effects.
- OSHA is authorized to cite employers for retaliating against workers who voice concerns about unsafe working conditions related to COVID-19.

The OSHA flowchart below may help determine if your workplace is covered by the ETS.



¹ The ETS does not apply to the following: the provision of first aid by an employee who is not a licensed healthcare provider, the dispensing of prescriptions by pharmacists in retail settings, healthcare support services not performed in a healthcare setting (e.g., off-site laundry, off-site medical billing), and telehealth services performed outside of a setting where direct patient care occurs. Furthermore, where a healthcare setting is embedded within a non-healthcare setting (e.g., medical clinic in a manufacturing facility, walk-in clinic in a retail setting), the ETS applies only to the embedded healthcare setting and not to the remainder of the physical location. Finally, where emergency responders or other licensed healthcare providers enter a non-healthcare setting to provide healthcare services, the ETS applies only to the provision of the healthcare services by that employee.

² Healthcare services mean services that are provided to individuals by professional healthcare practitioners for the purpose of promoting, maintaining, monitoring, or restoring health. Healthcare support services mean services that facilitate the provision of healthcare services. Ambulatory care means healthcare services performed on an outpatient basis, without admission to a hospital or other facility, but does not include home healthcare settings for the purposes of the ETS. A non-employee, for the purposes of the relevant exceptions, is any person who is not an employee of the employer who owns or controls the setting (e.g., contractors working on the HVAC system).

³ Fully vaccinated means 2 weeks or more following the final dose of a COVID-19 vaccine. OSHA does not intend to preclude the employers of employees who are unable to be vaccinated from the scope exemption in paragraphs (a)(2)(iv) and (a)(2)(v). See Note to 29 CFR 1910.502(a)(2)(iv) and (a)(2)(v).

For the requirements included or more information regarding the ETS, please read the [Emergency Temporary Standard Factsheet](#), visit [FAQ](#), and/or contact [Jenny Teeter](#) or [Brianna Cook](#).

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