

**HEALTH COMMISSION**

CITY AND COUNTY OF SAN FRANCISCO

RESOLUTION NO. 6-91

**RESOLUTION ON A POLICY REGARDING HIV  
INFECTED HEALTH CARE WORKERS**

WHEREAS, all health care facilities should have policies and procedures to provide ongoing training in universal precautions and infection control for all employees to ensure proper practice of these measures and periodically review infection control practices and procedures to ensure compliance with these procedures; and

WHEREAS, policies and procedures should be in place to ensure that all individuals, including health care workers who are at risk behaviorally or occupationally for HIV infection, should be encouraged to seek counseling, testing, and medical evaluation for HIV infection; and medical follow-up for HIV-infected health care workers should include determination of functional ability to comply with infection control guidelines; and

WHEREAS, health care facilities should have a standard mechanism of reporting any unusual incident that may have put either a health care worker or a patient of the institution at risk for a blood-borne pathogen such as HIV; and

WHEREAS, in the event that any institution find itself clinically or ethically obliged to disclose information on the health status of a worker, it must only do so after written consent of the worker and every precaution should be taken to assure the confidentiality of the worker; and

WHEREAS, any rules and regulations should be in compliance with health care workers' right to confidentiality and protection against discrimination in the work place provided for under California State Law and should respect the protections guaranteed to HIV-infected individuals by the Americans with Disabilities Act; and

WHEREAS, the Department of Public Health has an obligation to reassure the public that it has taken appropriate precautions for public safety; and

WHEREAS, the Department of Health for the States of California and New York and the University of California, San Francisco, have recently reviewed their policies regarding the possible HIV infected health care workers, and reaffirmed that scrupulous infection control and universal precautions are the most appropriate means of assuring the public safety, and rejected the need to test all health care workers for HIV infection as impractical and inappropriate; and

WHEREAS, the Health Commission finds that the policy of rigorous adherence to universal precautions and infection control practices is the most appropriate strategy to protect patients from accidental infections; now, therefore, be it

RESOLVED, that in accordance with the scientific evidence offered by health care expertise such as the University of California, San Francisco, and the Departments of Health of the State of California and the State of New York, the risk posed by HIV-infected health care personnel who comply with infection control does not warrant exclusion or restriction from patient care activities, including performing procedures for which they are qualified and capable; and, be it

FURTHER RESOLVED, that the Health Commission finds that no routine testing or restriction of health care personnel for HIV are practical, necessary, or appropriate; and, be it

FURTHER RESOLVED, that the Health Commission of San Francisco City and County directs the Director of Public Health to develop and institute any policies and procedures necessary to implement this resolution.

I hereby certify that the foregoing Resolution was adopted by the Health Commission at its meeting of Tuesday, February 19, 1991.



Sandy Olive Mori  
Secretary to the Health Commission