

Key Messages for Employee Communications

Best practices from screening pilots indicate that a strong leadership and clear communication to employees are keys to the success of workplace screening programs.

It is recommended to develop strong and clear communications that are shared on signage and electronic messaging as part of your organization's screening program.

Key Messages:

- If everyone does their part to get tested, it will help to reduce the spread of the virus and help to make our workplace safer.
- Getting a test is the best way to protect your colleagues, family, friends and loved ones. Otherwise, you might give them the virus without knowing it.
- Many people don't know they have COVID-19 until they get very sick. Getting a test is the best way to protect yourself and get the care you need.

Samples:

"Thank you for participating in our employee rapid COVID-19 screening program. The safety of our employees and communities is a top priority. We hope this rapid screening program will help to reduce the risk of asymptomatic transmission as well as delivery peace of mind to employees."

"Thank you for helping to keep our workplace, families, and communities safe."

Messaging for FAQs:

What is asymptomatic spread?

Many studies now show that one out of two infections in this pandemic comes from someone who didn't have any symptoms when they passed along the virus. This is called asymptomatic, or silent, spread. Asymptomatic spreaders fall into two categories: 1) People who never develop symptoms of COVID-19 and 2) People who are presymptomatic, meaning that they don't have symptoms when they infect others but later fall ill. Both types of asymptomatic spread involve infecting others while feeling healthy.

What is the purpose of asymptomatic screening?

Asymptomatic screening programs are meant to improve the ability to detect potential outbreaks, leading to faster contact tracing and containment within a facility. Asymptomatic screening generally uses rapid tests vs. PCR tests and should not be considered a substitute for testing symptomatic individuals

Why does asymptomatic screening make a difference?

Asymptomatic screening can detect individuals who are asymptomatic or pre-symptomatic. Research has shown a significant amount of COVID transmission can occur from pre-symptomatic or asymptomatic individuals.

How do I interpret a positive test screening result?

It is important to note that a positive result does not guarantee somebody is sick. That is why for rapid antigen tests, which typically have lower specificity, confirmatory testing with a higher specificity PCR test is used.

It is considered best practice that individuals who have tested positive using a low specificity test should not be quarantined in close contact with confirmed positive cases of

COVID-19. They should be isolated independently as a “maybe” case, until confirmatory testing classifies them as healthy or infected.

How do I interpret a negative test screening result?

It is important to note that rapid antigen testing in screening programs are generally not intended to diagnose those with symptoms – usually, all symptomatic individuals should still be identified and sent for testing in public channels, even if they receive a negative result in a screening program. Test screening is generally meant to catch infected individuals who would not otherwise be identified, reducing spread despite being imperfect.

A negative test screening result must not be seen as a “hall pass” to conduct risky activities or stop taking other public health precautions. Test screening identifies incremental cases of COVID-19. It does not confirm that individuals are healthy.