

Workplace and community rapid antigen screening guidelines

from the Rapid Action Consortium



COVID Collaborative



The Rapid Action Consortium brings together private sector companies around a common goal: to support the use of rapid antigen testing in workplaces across the US to enable community and employee wellness and help the economy stay open.

Member organizations work together to establish standard operating procedures around workplace testing that businesses across industries and sectors can leverage to launch COVID-19 screening programs.

The Rapid Action Consortium and its founding members - [COVID Collaborative](#), [Creative Destruction Lab](#), and [Genpact](#) - have curated the following guidelines to help organizations develop rapid screening programs.

Testing and vaccines go together

- Workplace and community testing are most effective when deployed in a screening format: performed at least twice a week with more than 36 hours between tests
- We recommend the combination of COVID-19 testing and vaccines to help keep workforces and communities healthy
- Testing is not a replacement for vaccines. Vaccines are the most effective way to protect employees and the wider community
- While there is a lower likelihood of transmission, [vaccinated people can still transmit COVID-19](#), which is why we recommend including them in all screening programs

We recommend over-the-counter, rapid antigen tests

- The Rapid Action Consortium recommends leveraging over-the-counter (OTC) rapid antigen tests rather than PCR tests for screening programs for the following reasons:
 - There are several options for COVID-19 tests, including PCR and antigen. But since screening programs rely on fast results to identify asymptomatic individuals who are infectious so they can quarantine and keep the rest of the community safe, rapid antigen tests are recommended as they deliver results in only 15 minutes
 - Rapid antigen tests are available from professional patient care providers or as OTC, self-administered tests. The test mechanism is identical in both cases, but screening using a professional provider can be more than 10 times as expensive as using OTC tests
 - With OTC tests you do not need to follow a Clinical Laboratory Improvement Amendments (CLIA) process or hire a CLIA-licensed provider
 - A screening program that uses OTC tests provides employees the flexibility to test wherever is most convenient for them, whereas other test types may not allow for at-home testing

Handling positive test results

- All positive antigen tests should be followed by an immediate confirmatory PCR test. The person testing positive should be removed from any location where people meet or gather to isolate until they receive a PCR test
- According to the manufacturer's instructions, OTC rapid antigen tests that deliver negative results do not need any special treatment. But positive tests performed on site should be disposed of in a way that is consistent with biohazard protocols (a biohazard bag or bin with appropriate removal procedures should satisfy this requirement)

Tracking test results

- It is crucial that every rapid screening program has a secure way to collect and store test results. The requirements for reporting results may differ not only at a state level but at county and city levels as well. Check all requirements for the jurisdictions relevant to you and make sure to capture all critical data for reporting
- Many free or inexpensive programs can support the secure collection and storage of test data, such as JotForm or Microsoft Forms. It does not have to be complex or expensive to be effective

For more information about launching a workplace screening program or to learn how to become a member of the Rapid Action Consortium, visit genpact.com or email RapidActionConsortium@genpact.com.

About the Rapid Action Consortium

The Rapid Action Consortium is a group of private sector organizations, non-profits, academics, and scientists, working together to reduce the cost and complexity associated with rapid testing in the US. The mission of the group is to provide all learnings and approaches developed as a public good to both the private and public sectors.

Rapid Action Consortium members benefit from:

- An off-the-shelf, templated system for workplace and community screening
- A robust playbook to inform and guide implementation
- Access to preferred test pricing
- Team training and onboarding
- Connection to fellow member organizations for support, collective learnings, and best practices