

It is your business: Planning for H1N1 Influenza

Marcia Isakari, M.D., M.P.H.

Woodland Healthcare – Occupational Health

632 West Gibson Rd – Woodland

2330 West Covell Blvd - Davis

Agenda

- Defining the H1N1 Challenge
- Elements of a H1N1 Business Plan
- Tips for Your Office

H1N1 Challenge

- **IMAGINE** that ten percent of your employees are too sick to come to work on any given day.
 - **IMAGINE** that, cumulatively, a quarter or more of your workforce could be out indefinitely.
 - **IMAGINE** that the other businesses you rely on are facing the same massive absentee rates.
- > **POINT:** Hard as it may be to believe, such a scenario could happen with an H1N1 flu epidemic.

H1N1 Challenge

Your Strategy:

- **Start Preparing Now**

“Even if faced with absenteeism, restricted services, and supply chain disruptions. If prepared, businesses can keep their doors open.” - Janet Napolitano

- **Create Contingency Plan**

Goal is to protect your business and workers

- **Train Workers on Plan**

Mitigate threats before they happen

Elements of H1N1 Business Plan

1: Identify a workplace coordinator “Point Person”

Responsible for dealing with 2009 H1N1 flu issues:

- Tasked with contacting local health department and health care providers in advance and developing and implementing protocols for response to ill individuals.
- Should check online resources of local public health officials immediately to learn what you should be doing.

Elements of Business Plan

#2 Determine who can assist ill workers

“To go person”

- Responsible for assisting ill employees.
- Responsible for creating a designated place away from other workers where ill employees can go to for aid.

Elements of H1N1 Business Plan

#3: Review leave and telecommute policies:

- Ensure employees are up-to-date on sick leave policies and employee assistance services that are covered under any of your employee-sponsored health plans.
- Leave policies should be flexible and allow workers who have the flu to stay home and away from co-workers.
 - Care for self
 - Care for sick family members
 - Care for children if schools close
- Explore telecommute option.

Elements of H1N1 Business Plan

- #4: Identify essential employees, essential business functions, and other critical inputs (materials, suppliers, subcontractors) required to maintain business operations**
- Identify backup options for essential employees, functions, and inputs. i.e. Have minimum of 2 Backups identified per your Business Continuity Plans (BCP)

Elements of H1N1 Business Plan

#5 Develop a communication plan

- Establish method to contact all your employees in case of a major event such as your business having to change business hours.
- Make sure key customers and suppliers are also included in your communication plan.

Elements of H1N1 Business Plan

#6 Share your plans with employees and clearly communicate expectations.

- Relieves anxiety over H1N1 flu outbreaks.
- Ensures alignment.
- Don't forget communication needs of non-English speakers. (Para recordarles a los que no hablan ingles)

Tips for the Office

- **Provide resources and a work environment that promotes personal hygiene.** For example, provide tissues, no-touch trash cans, hand soap, hand sanitizer, disinfectants and disposable towels for workers to clean their work surfaces.
- **Provide H1N1 education and training materials** in an easy to understand format and in the appropriate language and literacy level for all employees.

(www.cdc.gov/h1n1flu/business)

Tips for the Office (Continued)

- **Encourage workers to obtain a seasonal influenza vaccine** according to CDC recommendations. This helps to prevent illness from seasonal influenza strains that may circulate at the same time as the 2009 H1N1 flu.
- **Encourage employees to get the 2009 H1N1 vaccine** when it becomes available if they are in a priority group

Tips for the Office (Continued)

- **Provide workers with up-to-date information on influenza risk factors, protective behaviors, and instruction on proper behaviors (for example, cough etiquette; avoid touching eyes, nose and mouth; and hand hygiene).**
- **If an employee does become sick while at work, place the employee in a separate room or area until they can go home. Ask the employee to go home as soon as possible.**

*“It is not the strongest of the
species that survives,
nor the most intelligent....
It is the one that is most
responsive to change.”*

- Charles Darwin

Additional Resources

- Center for Disease Control and Prevention
<http://www.cdc.gov/h1n1flu/>
- Updated Guidance for Employers
<http://www.flu.gov/professional/business/index.html>
- International Center for Infectious Diseases (useful for Business Continuity Plan Checklists)
<http://www.icid.com>

Questions?

My Philosophy of Care

“Woodland Healthcare is committed to providing the highest level of medical care while lowering the employer’s costs.

Our goal is to create a partnership with employers to protect their most valuable asset: their employees.”



Advanced Training:

Master of Public Health (Occupational Medicine): Medical College of Wisconsin

Spanish Bilingual, Medical Review Officer (MRO), Clinical Instructor-UC Davis

Occupational Health Services

Worker Injury Management

First Aid Care
Treatment of industrial injury and exposure
Case management

Employment Services

Pre Placement Exams
Commercial Driver Physicals - DOT
Haz Mat Medical Surveillance
Executive Physical Exams
Fitness for Duty Evaluations
Return to Work Exams
Wellness Programs
Consulting Services

Ancillary Services

Certified Drug Testing
Breath Alcohol Testing
MRO Services
Spirometry
Respirator Fitting
Immunizations
Lifting Capacity Testing
Radiology
Tuberculosis Testing (PPD)
Audiogram - Hearing Conservation

Customized Onsite Services

Screening Testing
Work Site Analysis
Corporate Wellness
Flu Immunization