

Sustainment of Economy, Trade and Business

Pandemic Influenza Planning and Business Preparedness



What makes a pandemic a unique challenge for everyone?

Officials and experts do not know when the next influenza pandemic will occur, only that it is inevitable. Experts estimate that communities may be affected in 6 to 8 week waves that may continue for up to two years.

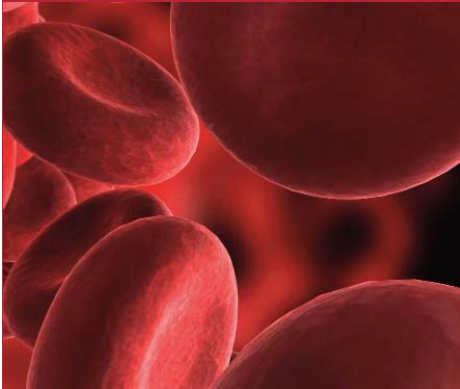
Will Your Business Survive?

Businesses will face financial hardships. Will your business survive if it has to deal with 40 to 50 percent absenteeism and disruptions in the supply chain and transportation?

Brought to you by the
Colorado Department of Labor & Employment and
the Colorado Department of Public Health and Environment,
through a grant from the U.S. Centers for Disease Control and Prevention



**Make a Plan.
Make a Difference.**



**Pandemic Influenza Planning
and Business Preparedness**

Begin Planning NOW

10 Steps For Business Survival

1. Adapt your existing contingency plans for a pandemic. Ensure core activities can be sustained over several weeks or months.
2. Plan for interruptions in essential services like sanitation, water, power, and deliveries.
3. Identify essential functions. Cross-train employees to perform these functions.
4. Develop contingencies for maintaining essential functions when operations are interrupted.
5. Promote hand and respiratory hygiene. Maintain at least three feet between workstations.
6. Establish or expand policies and resources to enable employees to work from home. It might be easier than you think.
7. Expand online and self-service options for your customers and business partners.
8. Expand internal communication to keep employees informed about pandemic flu and what the company is doing.
9. Update leave policies. Establish return-to-work policies.
10. Encourage employees to stay home when they are sick.

The FLU and YOU

What is ‘the flu’ anyway?

- Flu, or influenza, is a sudden onset respiratory illness caused by a virus.
- There is no “stomach flu.” Flu is a virus that affects the lungs, throat, and sinuses. Sometimes children have vomiting or diarrhea from the flu.
- Annual flu shots prevent or reduce illness.

What are typical flu symptoms?

- Sudden fever
- Muscle aches and headache
- Lack of energy
- Dry cough, sore throat, and runny nose

How long does the flu last?

- Fever and body aches can last three to five days.
- Cough and lack of energy can last two weeks.
- Children may be ill for 10 or more days.

- Supportive care can include rest, fluids, and medication to reduce fever and cough.

How does the flu spread?

- Flu spreads quickly because of its short incubation period. From exposure to onset of symptoms may be as short as two days.
- Flu usually spreads through large droplets of mucus from coughing and sneezing or by touching a surface with droplets and then touching your mouth and nose.
- Infected people may spread the virus one day before feeling ill or showing symptoms, and up to five days after becoming sick.
- People are most contagious during the first days of illness.



Pandemic or epidemic?

- An “**epidemic**” is an outbreak of a contagious disease that spreads rapidly and widely.
- A “**pandemic**” occurs when a new virus develops around the world. A pandemic flu is a virus for which people have little or no immunity, causes severe illness, and is passed easily from person to person.
- We experience a seasonal flu outbreak every year, when five to 20 percent of people get the flu during the fall or winter. More than 200,000 people are hospitalized each year due to complications.

Past flu pandemics



1918
“Spanish Flu”
 20-40 m deaths
 675,000 US deaths

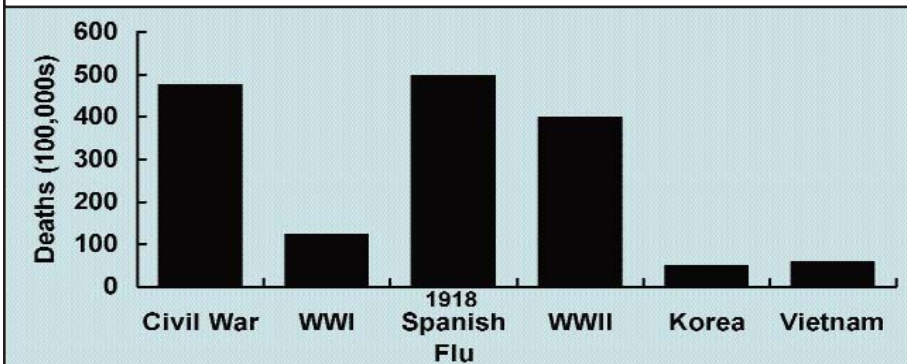


1957
“Asian Flu”
 1-4 m deaths
 70,000 US deaths



1968
“Hong Kong Flu”
 1-4 m deaths
 34,000 US deaths

Pandemic flu in perspective



Seasonal Flu	Pandemic Flu
Predictable seasonal patterns	Occurs rarely (three times in 20th century)
Some immunity in population from previous exposure	No previous exposure; little or no pre-existing immunity
Healthy adults usually not at risk for serious complications	Healthy people may be at increased risk for serious complications
Health systems can usually meet public and patient needs	Health system may be overwhelmed
Average U.S. deaths approximately 36,000 a year	Number of deaths could be high (1918 death toll in US ~ 500,000)

What is bird flu?

- Bird flu is caused by viruses that occur naturally among wild birds. Bird flu viruses may be transmitted from birds to human.
- Several hundred people in other countries have caught bird flu from infected birds.
- For a flu pandemic to begin, the bird flu virus would have to change so it could spread easily from person to person.
- **At this time, there is no flu pandemic anywhere in the world.**

What could be the impact of a pandemic in the U.S.?

- 67 million infected
- 2.3 million hospitalized
- 541,000 deaths
- \$71-166 billion in economic losses
- Serious social and economic disruption

Source: Emerging Infectious Disease 1999;5:659-71; www.cdc.gov/ncidod/EID/vol5no5/meltzer.htm

When will the next pandemic occur?

- No one knows. Scientists do know that a flu pandemic is inevitable.
- This is why we all—families, businesses, government—need to prepare ourselves now.

What is public health doing to prepare?

- Practicing to distribute medications to everyone when they become available.

- Educating the public about the importance of being prepared.
- Helping hospitals, doctors, and communities be ready for any public health emergency, including pandemic flu.

What is Colorado doing to prepare businesses?

- Educating businesses on the Colorado Disaster Emergency Act of 1992 (Colorado Revised Statutes 24-32-2101), available at www.coworkforce.com
- Developing, with the assistance of Colorado business experts, pandemic preparedness guidelines, which are available at www.cdphe.state.co.us/epr/public/businesspanready.pdf
- Educating businesses on actions they can take to prepare for a pandemic now.

What should we plan for?

- Two or three “waves” of pandemic flu outbreaks could last as long as two years.
- Up to 35 percent of the population may be affected, with large numbers of deaths.
- A health care system that will be stretched to the maximum.
- Delays and shortages in vaccines and antiviral drugs.
- Disrupted national and community critical infrastructure, including transportation, commerce, utilities, and public safety.

- Simultaneous outbreaks around the U.S., leaving the federal government and other states unable to assist.
- Special regulations mandated by governments to cope with disruptions.

Source: 1999 Centers for Disease Control and Prevention study.

What is the potential impact on business and the economy?

- **Absenteeism:** Up to 50 percent absenteeism due to illness, caring for family, and fear of exposure.
- **Closures:** Temporary closures due to critical infrastructure disruption, high absenteeism, and social distancing efforts.
- **Significant losses:** Estimated economic impact in the U.S. of \$71.3 to \$166.5 billion in losses, excluding disruptions to commerce and society. Small businesses are at greater risk.
- **Widespread:** An influenza pandemic will be widespread, affecting multiple areas of the United States and other countries at the same time. Unlike natural disasters or terrorist events, it will be an extended event.
- **Market changes:** Consumer buying habits will change and they may try to reduce contact with other

people by shopping at off-peak hours, and using delivery and drive-through services.

- **Interrupted services:** Shipments may be delayed or cancelled.

Sources: Guidance on Preparing Workplaces for an Influenza Pandemic, OSHA 3327-02N, 2007; and, Emerging Infectious Disease 1999;5:659-71; www.cdc.gov/ncidod/EID/vol5no5/meltzer.htm

Make a Plan. Make a Difference.

- Encourage employees to develop a personal plan. Visit www.readycolorado.com for details.
- Educate employees on assembling a family emergency kit. Be prepared to remain home for up to two weeks. Calculate your food and water needs at www.whatifcolorado.com
- Store extra food and water at home and at work.
- Keep medicines and other health supplies on hand, including pain relievers and cold medicines.
- Purchase extra tissues and trash bags.
- Clean and disinfect commonly used surfaces.
- Encourage staff to discuss how to care for family members and loved ones if they get sick, so employees can work knowing their families and loved ones are safe. Visit www.redcross.org for more information.



Businesses play a key role

- In the event of pandemic influenza, businesses will play a key role in protecting employees' health and safety, as well as limiting the negative impact to the economy and society.
- Consider instituting employee health incentives now, such as providing annual flu shots.
- Planning for pandemic influenza is critical. To assist businesses, the U.S. Department of Health and Human Services and the Centers for Disease Control and Prevention have developed a checklist for businesses, available at www.pandemicflu.gov, on how to prepare for and minimize the negative effects of a pandemic or other widespread emergency or disaster.

For more information

www.pandemicflu.gov

www.cdphe.state.co.us/epr/pandemic.html

www.readycolorado.com

www.cdphe.state.co.us/epr/public/businesspanready.pdf

Centers for Disease Control and Prevention

www.cdc.gov/flu

www.cdc.gov/business

www.cdc.gov/flu/avian/index.htm

World Health Organization

www.who.int/csr/disease/avian_influenza/en

Centers for Infectious Disease Research and Policy

www.cidrap.umn.edu/cidrap

National Institute of Allergy and Infectious Diseases

www3.niaid.nih.gov/topics/flu



Be Ready Be Healthy Be Informed

Be Ready

Pandemic influenza occurred three times in the 20th century. Another pandemic will likely occur. It is essential for all businesses, both large and small, to plan for this possibility.

Be Healthy

- Wash your hands frequently. Use hand sanitizer if soap and water are not available.
- Cover your coughs (and sneezes). If you don't have a tissue, cough or sneeze into your upper sleeve, not your hands. Put your used tissue in the wastebasket.
- Stay home when you're sick.
- Get your annual flu shot.



Be Informed

By keeping informed about pandemic influenza, and being aware of likely actions on the part of policy makers to control a pandemic, businesses can plan how to best respond and assist.

You Can Help

Give us your ideas or suggestions for Colorado businesses to prepare for a pandemic or other widespread health emergency or disaster. To learn more, visit www.coworkforce.com/businesspanflu.asp



Colorado Department
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and Environment