



WORLDCLINIC

EXCEPTIONAL MEDICAL CARE. ANYTIME. ANYWHERE.

The Swine Flu: What You Need to Know to Prepare and Protect Your Company and Family

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Today's Discussion

- H1N1: What is it?
- How do we prevent it?
- How do we treat it?
- How do we continue operating when it hits?

History of this outbreak

- H1N1 is new
- Different from seasonal flu
- Flu (seasonal or H1N1) is worse than common cold
- H1N1 is:
 - Highly infectious
 - Moderately lethal
 - CDC estimates 50% of all Americans will be affected

The Virus

- A mix of bird, human and pig flu viral RNA
- Provokes an overly aggressive immune response
- Young and healthy get sickest
- Actively shed in respiratory droplets, range @ 6 feet
- Four day incubation period
- One day of shedding virus without symptoms

Signs and Symptoms

- Fever (greater than 100 degrees Fahrenheit)
- Severe headache, profound fatigue
- Diffuse intense muscle aches, cough
- Sore throat, nausea, occasional vomiting
- A “super cold”: more intense, lasts longer, feels worse

The Flu Season

- First Wave: when weather turns colder
 - People are inside longer
 - Windows closed
 - Breathing re-circulated air

Prophylaxis

- Personal Steps
- Organizational Steps
- Vaccine

Personal Protection

- Wash hands and face
- Carry your own pen
- Pay with a credit card (avoid cash)
- Avoid crowds and closed spaces
 - Airports, airplanes, train stations, restaurants

Personal Protection for Pregnancy

- Err on the side of caution, especially if pregnant:
 - For most pregnant women, the illness will be mild. But for some, swine flu will progress rapidly, and symptoms will be severe.
 - Higher complication rate of pneumonia, dehydration and pre-term labor.
 - The CDC recommends Tamiflu prophylaxis if exposed to a known Swine Flu carrier.
 - The high fever may be especially dangerous to the fetus.

Organizational Prevention

- Purell/Germex everywhere, esp. handshake places (entries and conference rooms)
- N95 masks in high risk environments
- Frequently clean all common surfaces (doorknobs, handsets, counters)
- Written policies outlining desired actions noted above

Prophylactic Procedures

- Aggressive surveillance of everyone for fever, fatigue, headache
- Social isolation for positives
- Encourage people who don't feel well to stay home*

*Encourage a change of culture if this is not generally not the case.

Vaccination

- Coming in mid – late October
- Probably one vaccinations, 10-14 days to full immunity
- First wave of vaccine goes to
 - Pregnant women
 - Infant caregivers
 - Medical personnel
 - Children 6 months to 4 years
 - Children 5 years to 18 years with medical conditions

- Vaccination programs
 - H1N1 vaccine will not be available in time for the first expected breakout
 - Seasonal flu vaccine is separate and important

Treatment

- Social isolation with lots of ventilation
- Aggressive fluids, pain relief
- Tylenol/Motrin to reduce fever (do not use aspirin)
- Tamiflu twice a day for 5 days (works best if given in the first 48 hours)
- Hospitalization for breathing difficulty

Managing an Epidemic

- Plan Development
 - Policy
 - BCP
- Communication
- Chain of command / decision tree
- Distribute policies now, before needed
- Identify and connect the key members of the swine flu team

Crisis Plan Development

- The team must address the following questions:
 - How will business be able to prevent, adjust and function during an epidemic?
 - What policies require modification?
 - What are messages to employees?
 - What are the business continuity expectations of the client base?

Employee Policies

- Instill good policies and procedures before people get sick
 - Actively monitor employees
 - Enable robust “work from home” option
 - Extend/liberalize sick leave
 - Ensure rapid medical resources for those who become sick
 - Encourage people to stay home

Employee Communications

- HR Policies as they apply to H1N1
- Personal prevention practices
- Medical resources available to employees
- The firm's BCP plan specific to this emergency

Business Continuity

- Assumptions
 - Absences
 - Fear of coming into city, crowds
 - Child care needs

- Sufficient IT backbone for work from home
 - Ensure enough conference/webinar capabilities
 - Ensure enough technical bandwidth for heavy remote access
 - Ensure access to secure central document and operations network from outside

Operations

- Adjust operations to assume decentralization
 - What functions can drop?
 - Which functions can be sent elsewhere?
 - What functions must be modified for remote activity?
 - What workplace functions are not negotiable?

Testing and Drills

- Conduct 30-60 minute drills
 - Only way to reveal deficiencies in plan
 - Will give rise to weakness/risk
 - Use to gather intelligence and adjust the plan accordingly



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