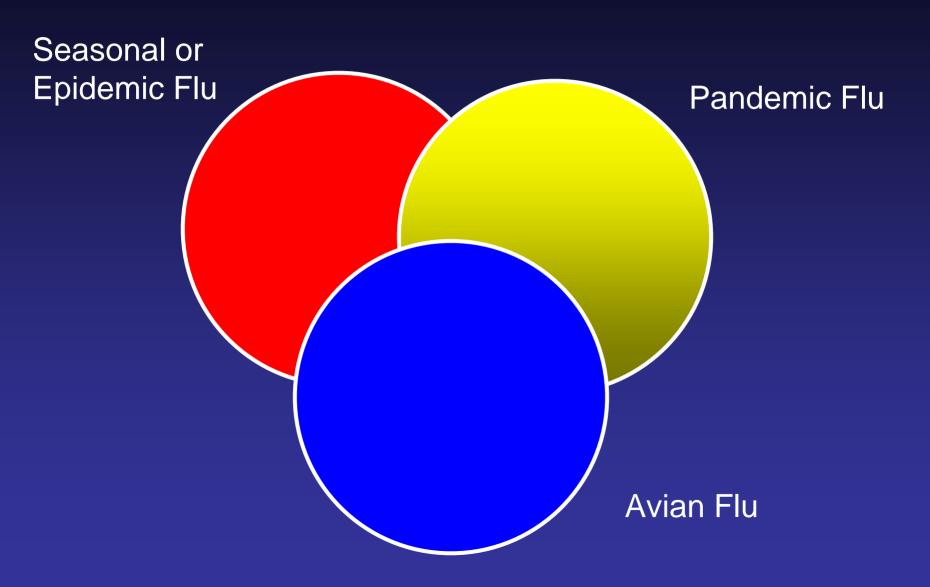
# Preparing for the Next Influenza Pandemic

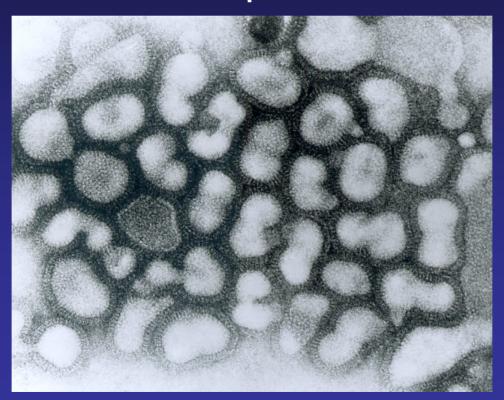
Paul Effler, MD, MPH
Disease Outbreak Control Division
Hawaii Department of Health

# **Conceptual Framework**



# Seasonal Influenza

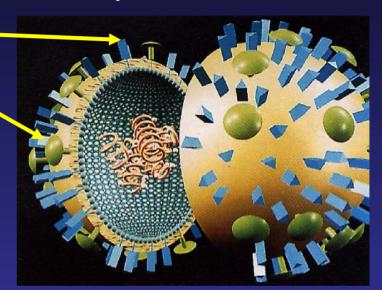
 Both influenza A and B viruses can cause seasonal/epidemic disease



# Influenza A

- Flu A strains based on surface proteins
  - Hemagglutinin (HA)
  - Neuraminadase (NA)

e.g. H3N2



- Small changes (drifts) occur every flu season
- Big changes (shifts) lead to pandemics
- Usually species specific

#### Transmission

Person to person via respiratory droplets



- Incubation period
  - Short: 1-4 days with 2 being average

#### Annual attack rates

- Varies by year : 5-30%
- 30-40K deaths each year
- 500K hospitalizations

- Clinical Presentation
  - Abrupt onset of constitutional and respiratory signs and symptoms
    - Fever
    - Myalgia
    - Headache
    - Sore throat
    - Non-productive cough

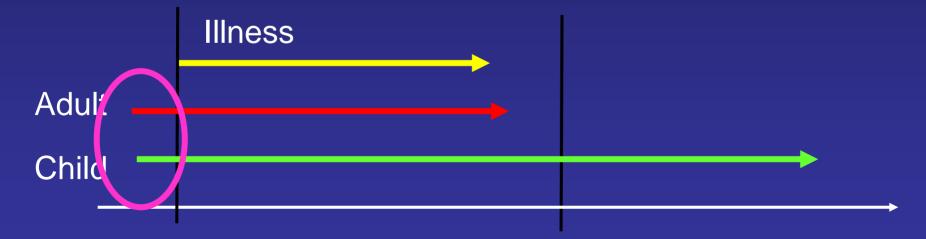
- Children
  - Otitis media
  - N/V

## Clinical Course

- Uncomplicated infection usually resolves in 3-7 days
- Cough and malaise may persist > 2 weeks
- May exacerbate other cardiac or pulmonary conditions
- Lead to primary viral pneumonia or coinfections with bacterial pathogens

- Clinical Course II
  - Uncommonly associated with:
    - Encephalopathy
    - Transverse myelitis
    - Myositis
    - Myocarditis
    - Peridcarditis
    - Reye syndrome

- Period of Infectiousness
  - Starts the day BEFORE symptoms develop
  - Up through 5 days after illness onset
  - Children are infectious longer: ≥ 10 d



- Diagnosis Clinical
  - Difficult to distinguish from other respiratory illnesses on clinical grounds :
  - Studies of clinical criteria yield
    - False negative rates 22-37%
    - False positive rates 29-45%
  - Incidence of flu and criteria used create variability season to season

# Diagnosis - Laboratory

| TEST                                    | Influenza<br>Types<br>Detected | Acceptable Specimens   | Time for<br>Results | Rapid result<br>available |
|---|--------------------------------|--|---------------------|---------------------------|
| Viral culture                           | A and B                        | NP swab <sup>2</sup> , throat swab, nasal wash, bronchial wash, nasal aspirate, sputum       | 3-10 days           | No                        |
| RT-PCR⁵                                 | A and B                        | NP swab <sup>2</sup> , throat swab, nasal wash, bronchial wash, nasal aspirate, sputum       | 1-2 days            | No                        |
| Enzyme Immuno<br>Assay (EIA)            | A and B                        | NP swab <sup>2</sup> , throat swab, nasal wash, bronchial wash                               | 2 hours             | No                        |
| Rapid Diagnostic Tests                  |                                |  |                     |                           |
| Directigen Flu A+B (Becton-Dickinson)   | A and B                        | NP swab <sup>2</sup> ,aspirate, wash; lower nasal swab; throat swab; bronchioalveolar lavage | <30 minutes         | Yes                       |
| NOW Influenza A&B<br>(BINAX)            | A and B                        | Nasal wash/aspirate, NP swab <sup>2</sup>  | <30 minutes         | Yes                       |
| QuickVue Influenza<br>A+B Test (Quidel) | A and B                        | NP swab <sup>2</sup> , nasal wash,nasal aspirate   | <30 minutes         | Yes                       |

- Q. How good are the influenza rapid tests?
- A. Depends how you use them.

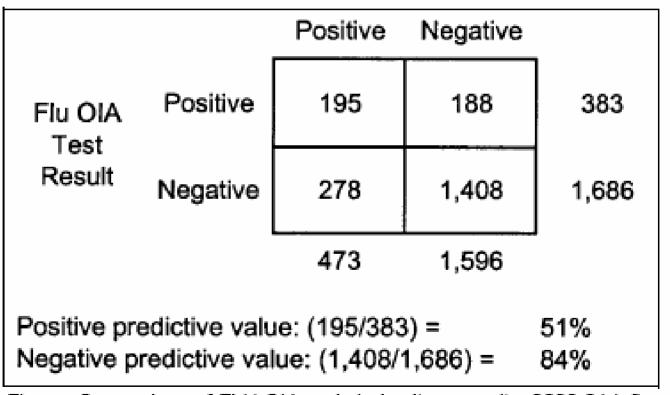
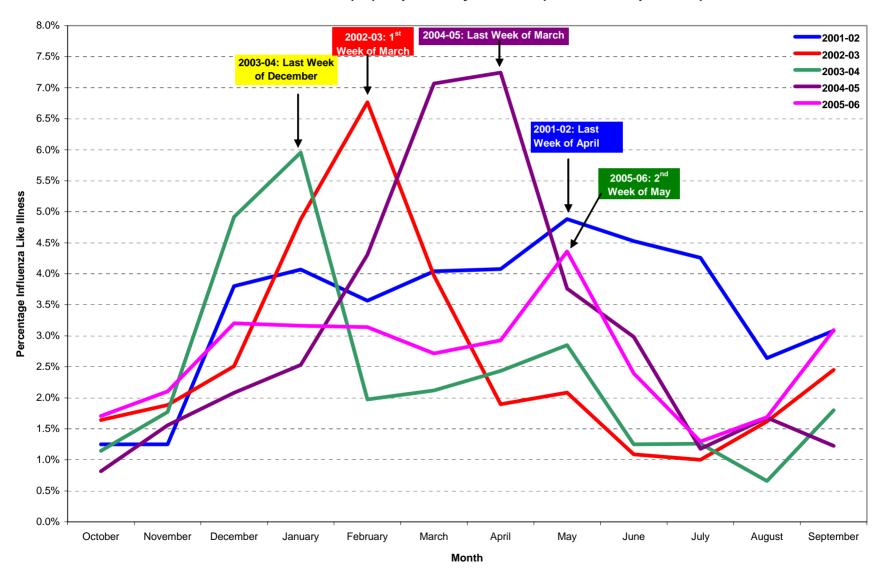


Figure. Comparison of FLU OIA and viral culture results, 2000-01 influenza season, Hawaii.

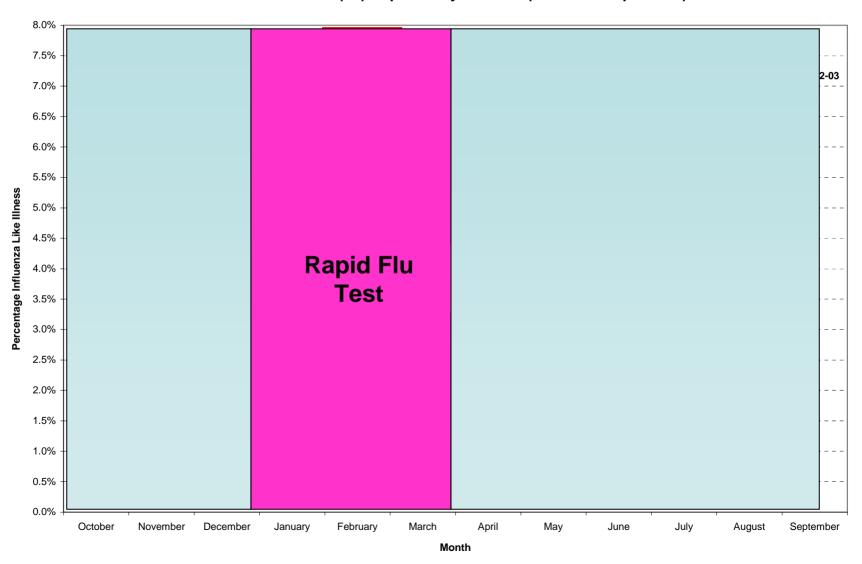
## Influenza • Use of influenza rapid tests

#### Influenza Like Illness (ILI) Reported by Flu Year (October - September)



## Influenza • Use of influenza rapid tests

#### Influenza Like Illness (ILI) Reported by Flu Year (October - September)



#### **Treatment**

- 2 Classes of Antiviral Medications Available
- Adamantanes
  - Amantadine, Rimantadine
- Neuraminidase inhibitors
  - Oseltamivir, Zanamivir

# Antiviral medications I

- Adamantanes
  - Amantadine, Rimantadine
  - Act only against influenza A
    - Interfere with M2 ion channel of influenza A viruses
    - Interfere with virus assembly during replication of influenza A viruses
  - But resistance is now widespread (92%)
  - Not recommended

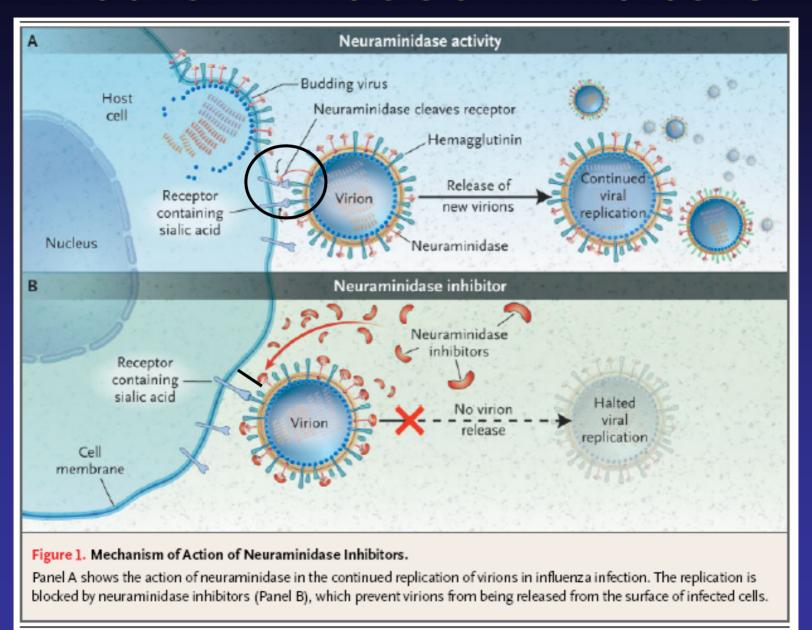
# **Antiviral medications II**

- Neuraminidase inhibitors
  - Oseltamivir, Zanamivir
  - Activity against influenza A and B

#### Mechanism of action:

- Block active site of neuraminidase
- Reduce the amount of viral particles released from infected cells

# Neuraminidase inhibitors



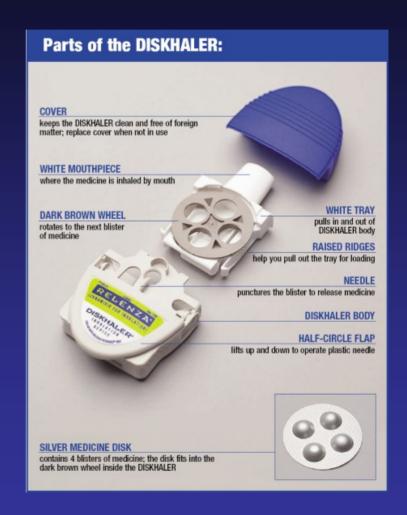
# Neuraminidase Inhibitors

- Both NIs can be used for early treatment
  - Decrease duration and symptoms of uncomplicated influenza by 1 day
  - Early treatment with NIs can reduce some complications
    - lower respiratory tract complications
    - otitis media
    - antibiotic use
    - hospitalizations

## Influenza Antiviral Medications



Oral



Inhaled

# Neuraminidase inhibitors - Resistance

#### Oseltamivir

Adults: 0.4- 1.0%

- Children: 4-8%

#### Zanamivir

None found in flu A clinical isolates

# Neuraminidase Inhibitors - Priority groups for treatment

- Any person experiencing a potentially life-threatening influenza-related illness
- Any person at high risk for serious complications of influenza (including PLWHA) and who is within the first 2 days of illness onset

#### Vaccine

Two Formulations

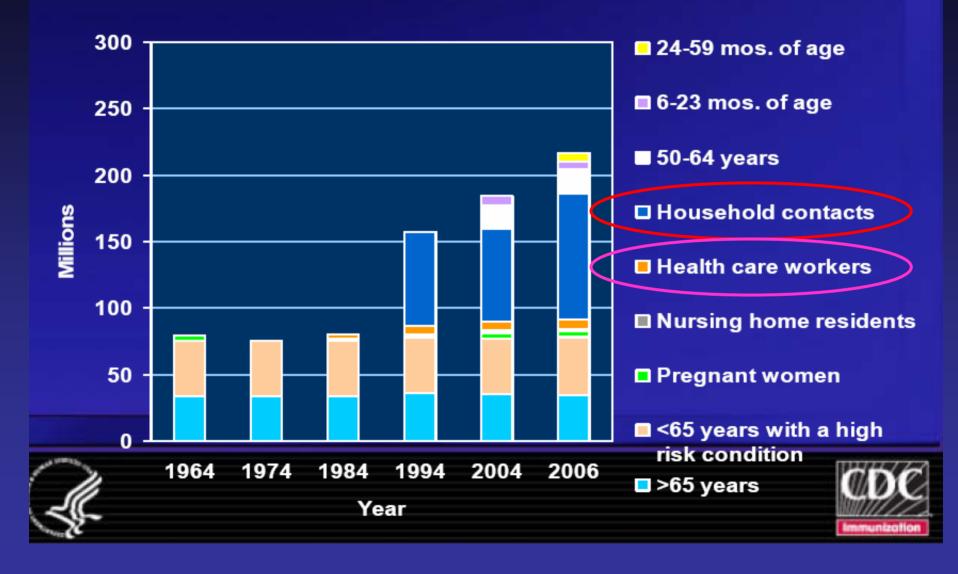
Inactivated Trivalent Vaccine (Injected)

Live Attenuated Influenza Vaccine (LAIV)

#### Vaccine



# Estimated Size of ACIP Recommended Groups





# Flu experts call for mandatory shots for health care workers

January 28, 2007

Experts from the Alexandria-based Infectious

Diseases Society of America are insisting that
all physicians, nurses, and other health workers
caring for patients be vaccinated against
influenza each year or decline in writing. It is the
strongest call yet to plug a critical weakness in
the nation's flu preparations.

# **Pandemic Influenza**

# Influenza Pandemics Happen







20-40 m deaths 675,000 US deaths





**1957: "Asian Flu"** A(H2N2)

1-4 m deaths70,000 US deaths

**1968: "Hong Kong Flu"** A(H3N2)

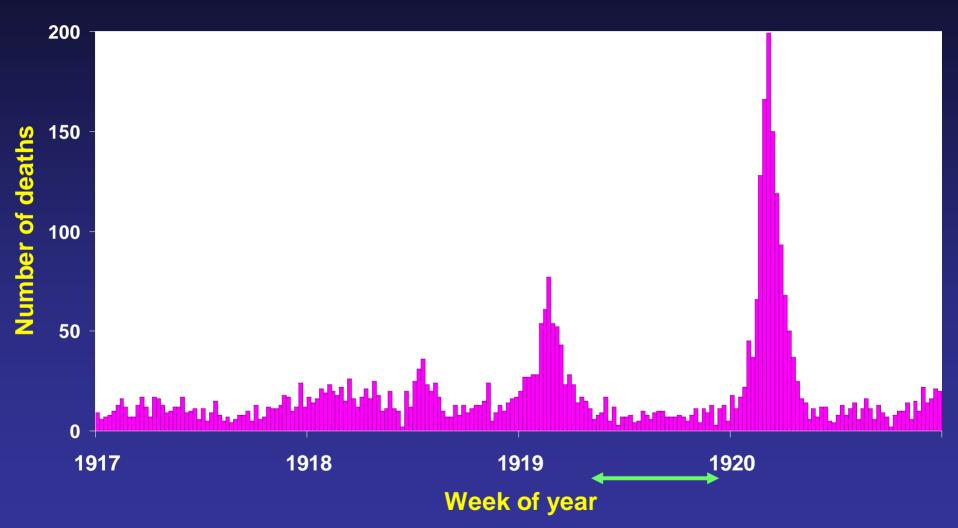
1-4 m deaths34,000 US deaths

# And they happen here.

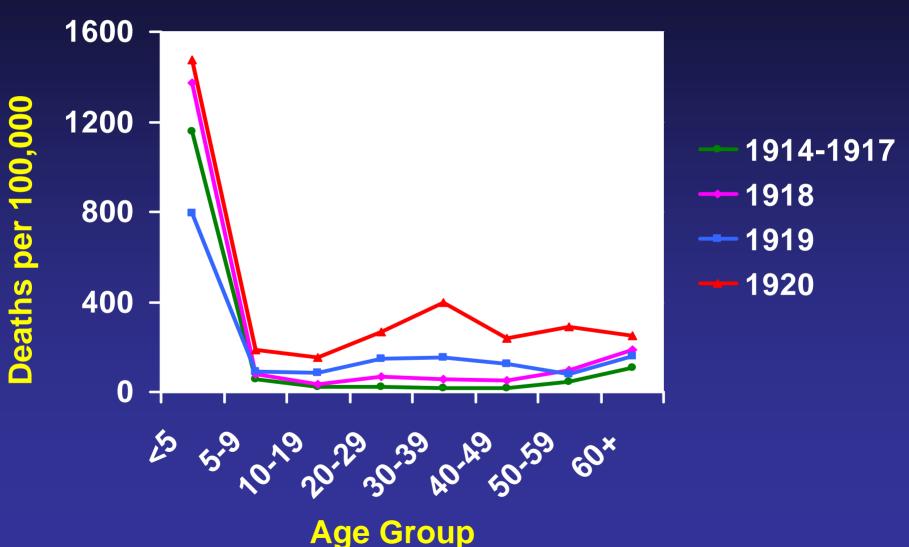


Duke Kahanamoku Flu protection – Nov 13, 1918

# Deaths from Probable Influenza – Hawaii, 1917-1920



# Death Rates from Probable Influenza, by Age Group – Hawaii, 1914-1917



This is straight talk but the time has come for straight talk. The public health can no longer be safely entrusted to a so-called board of health that has displayed such incompetency, such mulish stubbornness and such callous disregard of its responsibilities to the people. It's time now for the civic and commercial bodies of Honolulu to take charge and try to undo, so far as possible, the harm that has been done by the board of health.

# BOARD OF HEALTH STILL "NOT WORRIED" OVER THE INFLUENZA SITUATION

Paxson Says He Hasn't Been Paying Much Attention to It; Punahou Takes Precautions; Red Cross Closes Shops; One New Case Reported

Despite the persistent declaration of members of the territorial board of health that there is no danger of an epidemic of Spanish influenza sweeping Honolulu, notwithstanding it is already here, and President Paxson's statement that he "hasn't been paying much at-

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makes a mistake," continued the secretary, "is in trying to continue at his work and fight the disease off without consulting a physician. Before he is aware of it he is seriously ill, complications develop and death may result."

# Current Situation: Highly Pathogenic Avian Influenza (HPAI) H5N1

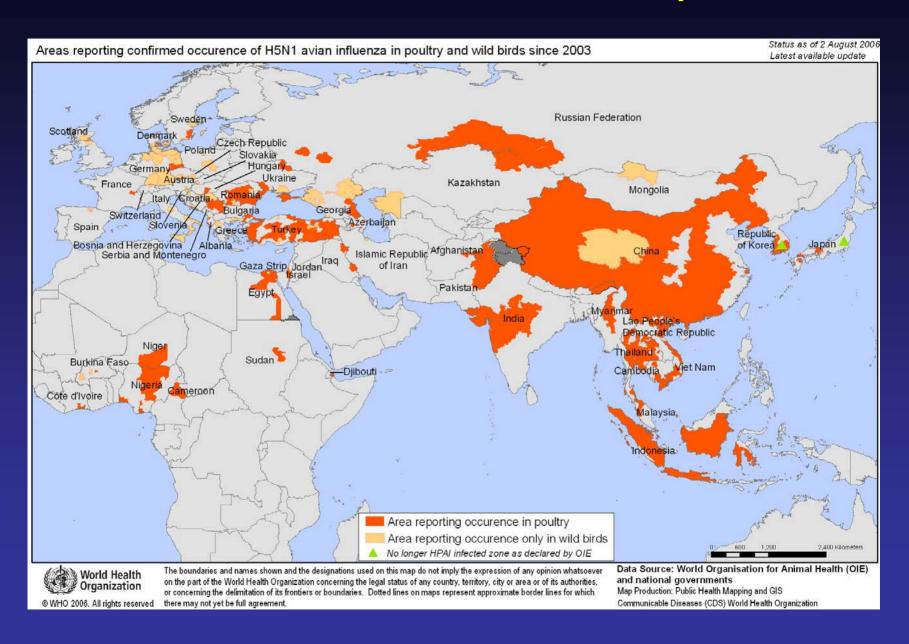
Very lethal among avian species



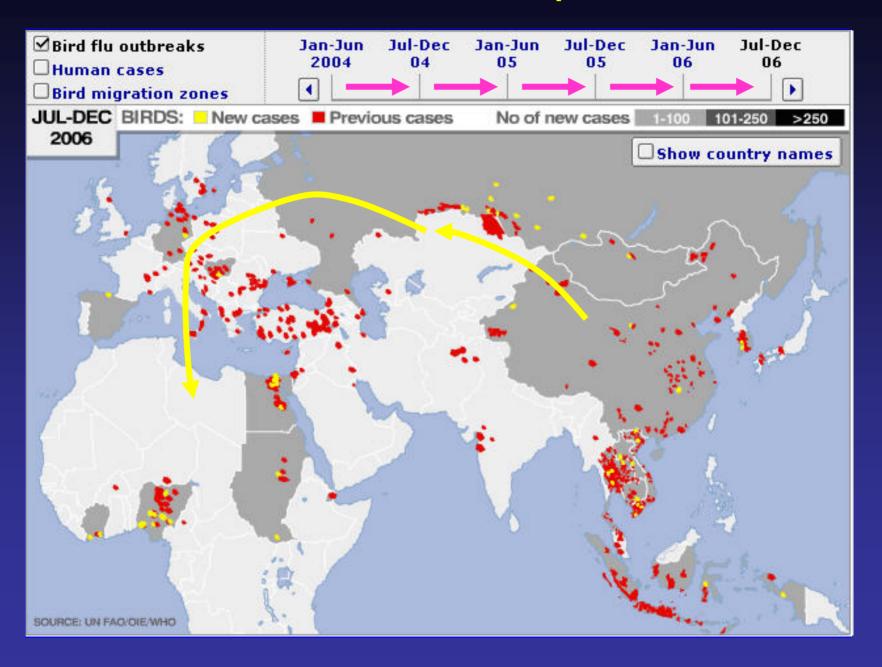
## **H5N1 Avian Influenza**



### **H5N1 Avian Influenza Situation Update**



### **H5N1 Avian Influenza Situation Update in Birds**



#### H5N1 outbreaks in 2005 and major flyways of migratory birds Situation on 30 August 2005 Mississippi East Americas Atlantic flyway flyway Atlantic Americas flyway Black Sea/ Mediterranean Central flyway Asia flyway East Africa West Asia Pacific flyway Americas East Asia/ flyway Australian © United Nations Food and Agriculture Organization 2005. All rights reserved. Compiled by FAO AGAH, EMPRES Programme. Data sources: AI outbreaks: OIE, FAO and Government sources. Districts with H5N1 Outbreaks since january 2005 Flyways: Wetlands International

## Highly Pathogenic Avian Influenza (HPAI) H5N1

- Transmission to humans through direct contact with poultry - not efficient at present
- Limited evidence human-to-human transmission
- Dynamic situation

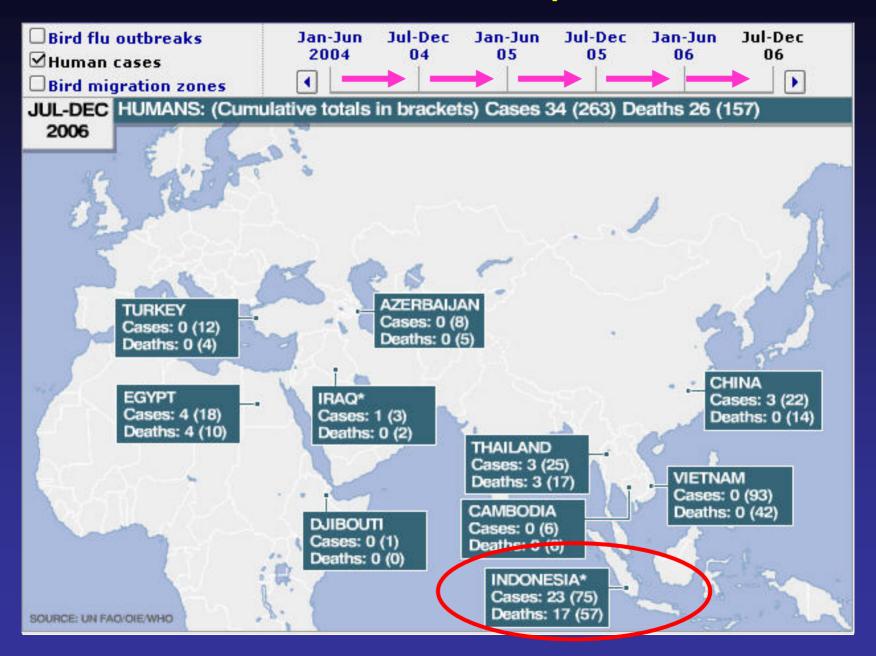


Close contact with chickens.



Very close contact with chickens.

### **H5N1 Avian Influenza Situation Update - Humans**



### **H5N1 Avian Influenza Situation Update Humans**

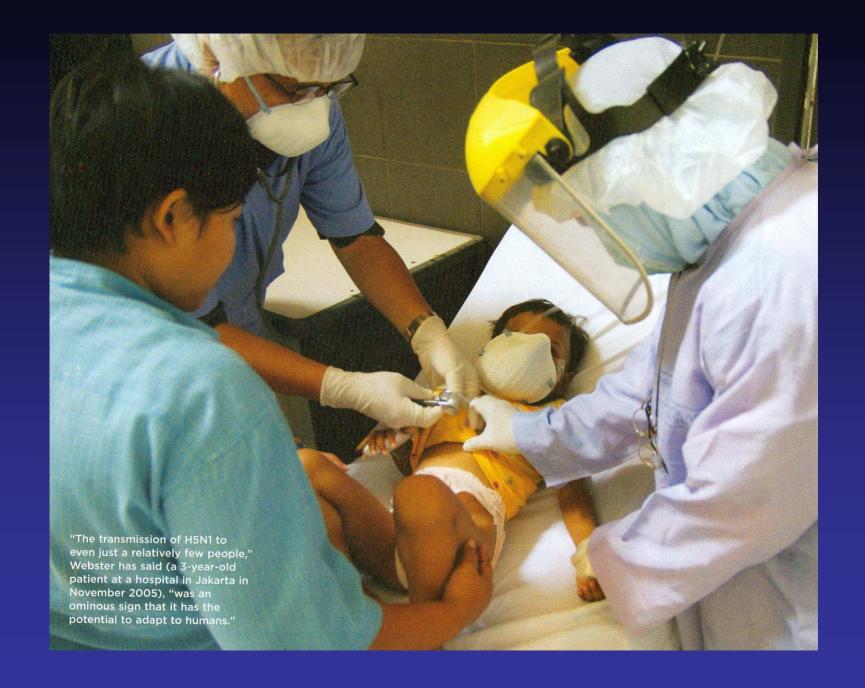
### Cumulative Number of Confirmed Human Cases of Avian Influenza A/(H5N1) Reported to WHO

31-Dec-06

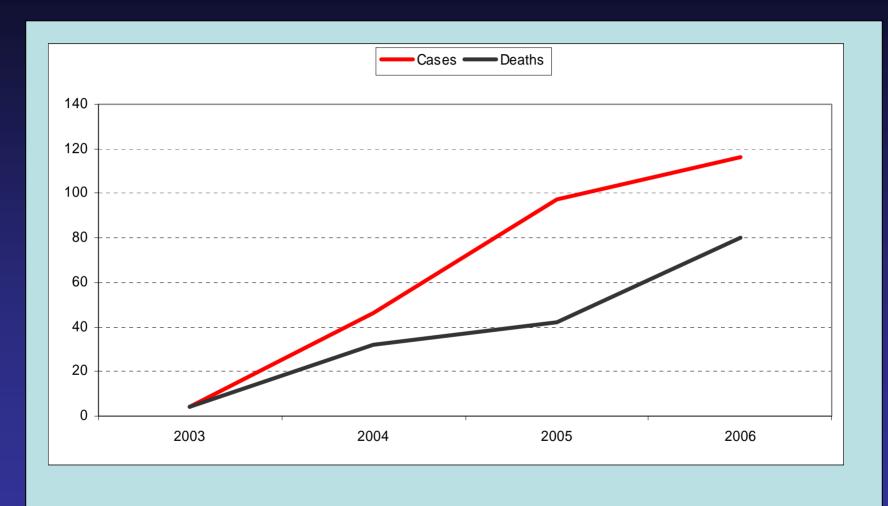
|            | 2003  |        | 2004  |        | 2005  |        | 2006  |        | Total |        |
|------------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
| Country    |       |        |       |        |       |        |       |        |       |        |
|            | cases | deaths |
| Azerbaijan | 0     | 0      | 0     | 0      | 0     | 0      | 8     | 5      | 8     | 5      |
| Cambodia   | 0     | 0      | 0     | 0      | 4     | 4      | 2     | 2      | 6     | 6      |
| China      | 0     | 0      | 0     | 0      | 8     | 5      | 13    | 8      | 21    | 14     |
| Djibouti   | 0     | 0      | 0     | 0      | 0     | 0      | 1     | 0      | 1     | 0      |
| Egypt      | 0     | 0      | 0     | 0      | 0     | 0      | 18    | 10     | 15    | 7      |
| Indonesia  | 0     | 0      | 0     | 0      | 19    | 12     | 56    | 46     | 74    | 56     |
| Iraq       | 0     | 0      | 0     | 0      | 0     | 0      | 3     | 2      | 3     | 2      |
| Thailand   | 0     | 0      | 17    | 12     | 5     | 2      | 3     | 3      | 25    | 17     |
| Turkey     | 0     | 0      | 0     | 0      | 0     | 0      | 12    | 4      | 12    | 4      |
| Viet Nam   | 3     | 3      | 29    | 20     | 61    | 19     | 0     | 0      | 93    | 42     |
| Total      | 3     | 3      | 46    | 32     | 95    | 41     | 116   | 80     | 264   | 159    |

60% Mortality

WHO reports only laboratory-confirmed cases.



### H5N1 Avian Influenza Situation Update 2003-2006 Humans

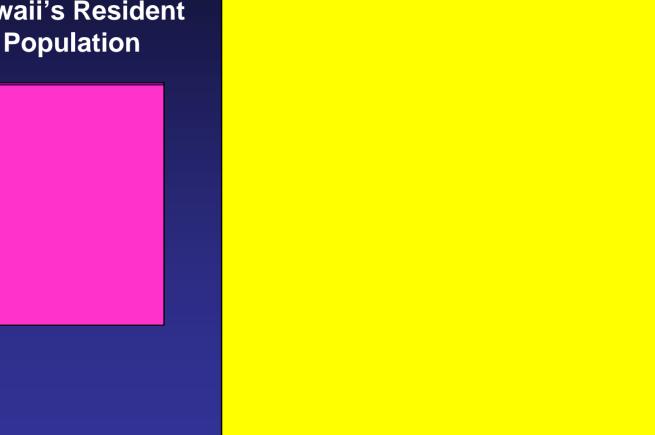


### Should Hawaii be concerned?

Nearly 7.5 million visitors in 2005

**Hawaii's Visitor Population** 

### Hawaii's Resident **Population**



### The worldwide air transportation network: Anomalous centrality, community structure, and cities' global roles

R. Gulmerá\*, S. Mossa\*, A. Turtschi<sup>a</sup>, and L. A. N. Amaral\*<sup>§</sup>

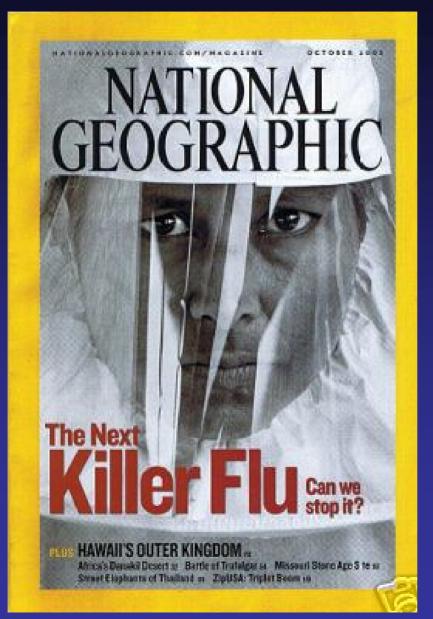


(c) The 25 most central cities in the world.

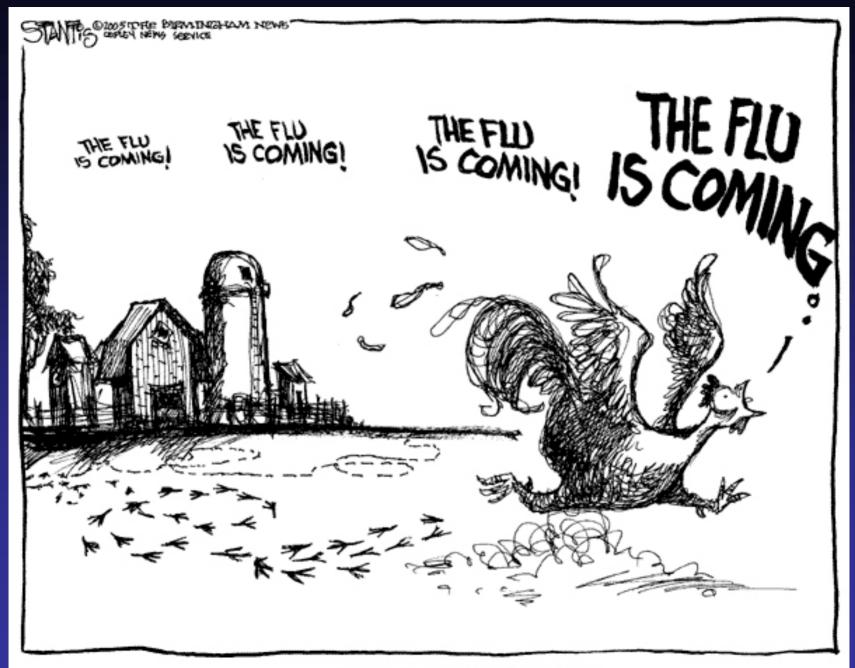
# Will H5N1 evolve into the next pandemic influenza?



### Will H5N1 go pandemic?









## When it happens Next Pandemic will cost lives and money: CDC Estimates for the U.S.

- 38 89 million may be clinically ill
- 18 42 million will require outpatient care
- 314,000 734,000 will be hospitalized
- 89,000 207,000 will die
- Economic losses of \$71 \$166 billion

Source: Martin I. Meltzer, Nancy J. Cox, and Keiji Fukuda. 1999. *The Economic Impact of Pandemic Influenza in the United States: Priorities for Intervention.* Emerging Infectious Diseases. Vol. 5, No. 5 September–October

### Not if but when?



### **Approach**

 We cannot predict the future of HPAI H5N1 or the probability of another pandemic.

We have to prepare.



## Hawaii Pandemic Influenza Preparedness & Response

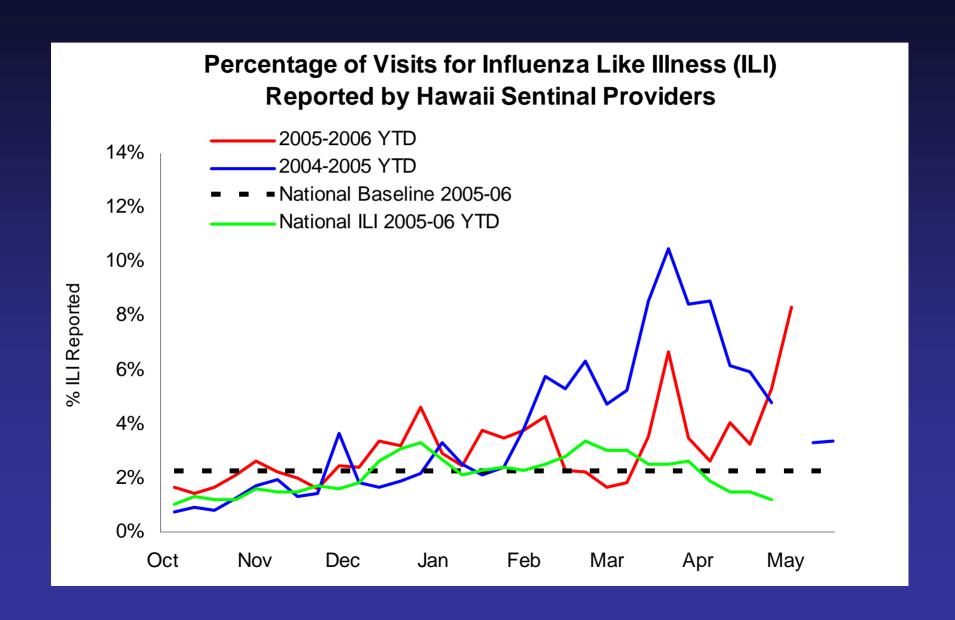
- Command and control
- Influenza surveillance: routine and pandemic
- Pandemic influenza vaccines
- Antiviral medications
- Health care delivery
- Isolation & quarantine
- Communications

# Components of Hawaii's Influenza Surveillance

Sentinel MD ILI Reports

Influenza Surveillance

### Hawaii Influenza Surveillance: 2004-06 Flu Seasons

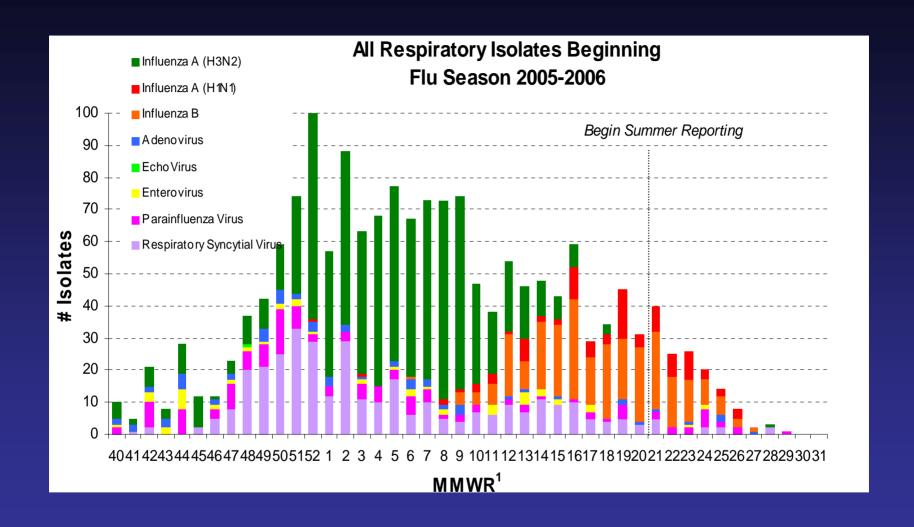


# Components of Hawaii's Influenza Surveillance

Sentinel MD ILI Reports

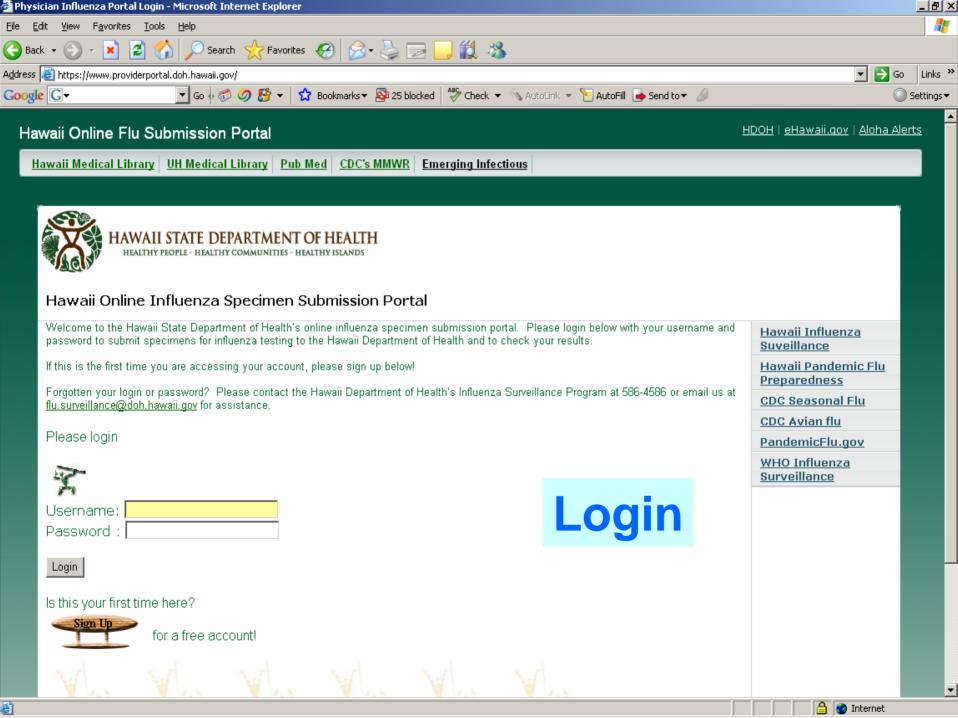
Lab Reports of Flu

Influenza Surveillance



### Robust Virologic Influenza Surveillance targets four groups:

- 1. Early seasonal flu illnesses
- 2. Severe flu-like illnesses
- 3. Flu-like illnesses in persons with recent travel overseas
- 4. Late illnesses





### **Submission Form**

Submit a specimen for influenza testing

\*You will be automatically logged out if no activity is registered for 20 minutes. Please complete your submission in one session if possible.

Aloha Dr. Paul Effler!

| I. Patient Identification   | *required fields in yellow (5)   |
|---|--|
| In House Patient ID# (if available)                                 |  |
| Last Name <sup>*</sup>  | First Name* Middle Initial   |
| Date of Birth* mm/dd/yyyy   | Sex Resident?  |
|   |  |
| Address   | City State None  |
| Ζір еφ.96817-3083   |  |
|   |  |
| II. Clinical Information  |  |
| Date of illness' mm/dd/yyyy   |  |
| ☐ Fever If yes, Temp (*F)   |  |
| □ Cough   | ☐ Sore throat ☐ Malaise ☐ Chills   |
| ☐ Muscle Aches  | ☐ Diarrhea ☐ Vomiting ☐ Headache   |
| Other Symptoms  |  |
| III. Prioritization Information                                     |  |
|   |  |
| Patient Admitted to Hospital?                                       | If yes, admission datemm/dd/yyyy   |
| Patient Experiencing Acute Respiratory Distress (ARDS) ? No         |  |
| Patient clinically diagnosed with pneumonia? No                     | If yes, X-ray confirmed? No  |
|   | ALABAMA ARIZONA  American Samoa Australia  |
| Travel outside Hawaii within 10 days prior to onset of symptoms? No | if yes, US Mainland ARKANSAS Country Cambodia Total key to multi-select / deselect |
| Comments  |  |
| on mental   |  |
| IV. Specimen Information  |  |
| Collection Date*  | Specimen Type Nasopharyngeal Swab 💌  |
|   | apecimient type in tasophiary ngoar on as  |
| Lab Hawaii State Laboratory   |  |
|   |  |
| 'Please review all information before submitting, Mahalo!           | Decet Forms  |
| Submit Specimen **Submit specimen first before printing             | ResetForm  |
| Print Submission Form   |  |



#### Medical Microbiology Branch Hawaii State Department of Health 2725 Waimano Home Road Pearl City, Hawaii 96782

#### Date Received by State Lab:

#### State Dept. of Health Accession #:

SPECIMENS COLLECTED FOR INFLUENZA SURVEILLANCE PHYSICIAN: CLINICAL DIAGNOSIS: INFLUENZA LIKE ILLNESS

Dr. Effler BUSINESS NAME: Dr. Paul Effler

SPECIMEN PRIORITY IDENTIFICATION:

PATIENT IDENTIFICATION:

SENITHEL PHYSICIAN ID#

PATIENT HOSPITALIZED? Y if yes, DATE

ARDS OF UNKNOWN ETIOLOGY? Yes

PATIENT CLINICALLY DIAGNOSED WITH PNEUMONIA?

XRAY CONFIRMED PNEUMONIA? No

TRAVEL OUTSIDE HAWAII WITHIN 10 DAYS PRIOR TO ONSET?

if ves. US Mainland State:

PATIENT ID#

LASTNAME: Test FIRST: Patient

DATE OF BIRTH: 12/12/1950 AGE: SEX: F

**Print Form** 

ADDRESS: 1132 Bishop Street

CITY: Honolulu STATE: HAWAII ZIP: 96814-

COMMENTS:

International: Cambodia

SPECIMEN COLLECTION / TESTING INFORMATION:

COLLECTION DATE: 02/07/2007

SPECIMEN SITE: Nasopharyngeal Swab

CLINICAL LAB HANDLING SPECIMEN: Hawaii State Laboratory

RAPID TESTING DATE:

RAPID TEST RESILTS:

CLINICAL SIGNS AND SYMPTOMS:

DATE OF ONSET: 02/07/2007

FEVER: Y (MAXIMUM TEMPERATURE: 100 °F

COUGH: Y MUSCLE ACHES: Y

SORE THROAT: N DIARRHEA: N

MALAISE: N VOMITTING: N

CHILLS: N HEADACHE: N

OTHER SYMPTOMS:

SECTION BELOW FOR DEPARTMENT OF HEALTH USE

PCR RESULTS - PRESUMPTIVE:

PCR SUBTYPE (if applicable):

VIRAL CULTURE RESULTS:

VIRAL CULTURE SUBTYPE (if applicable):

VIRAL STRAIN:

REASON FOR REJECTION (if any):

VACCINATION HISTORY

DID PATIENT RECEIVE FLU VACCINE IN THE LAST 6 MONTHS:Y

DATE OF LAST VACCINATION: 12/06/2006

SECTION BELOW FOR DEPARTMENT OF HEALTH USE

Print Specimen

Return to Patient Submission

Return to Patient Results

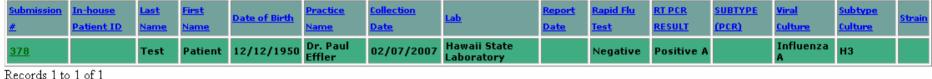




📴 Submission Results - Microsoft Internet Explorer

- B X

🔒 🥝 Internet



The above table reflects your flu submissions to the Hawaii State Department of Health.. Once laboratory testing is complete, results will be updated in the above table.

To print out your patient's Influenza Specimen Submission Form, click on the respective Submission #. The form that pulls up will automatically populate with all results available at that time.

Export (the above records) to CSV file



Back to portal function page Main DOH website Logout

# Components of Hawaii's Influenza Surveillance

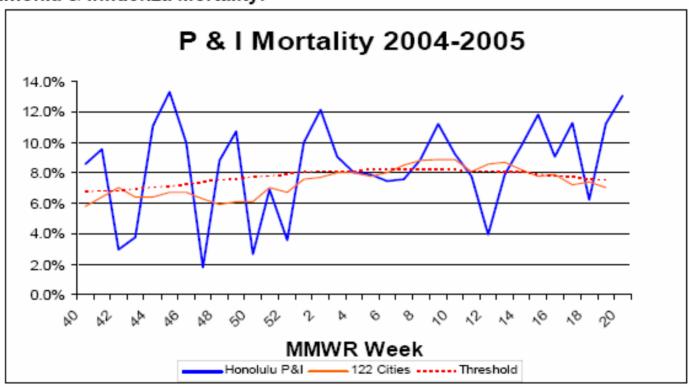
Sentinel MD ILI Reports

Lab Reports of Flu

P & I Deaths

Influenza Surveillance

#### II. Pneumonia & Influenza Mortality:



## Components of Hawaii's Influenza Surveillance

Sentinel MD ILI Reports

Lab Reports of Flu

P & I Deaths

Clustered ILI Activity and Absenteeism

Influenza Surveillance

"Hawaii begins first program to detect avian flu at airport. New surveillance is designed to stop and react quickly to a possible pandemic."







### Vaccine



### **Antiviral Medications**

| Total State Purchase of Antiviral Courses | 172487  |
|---|---------|
| SNS Antiviral Commitment (#of courses)    | 186,093 |
| Grand Total (Antiviral Courses expected)  | 358,580 |





Supply is here - but not enough for prophylaxis.

Will there be resistance?

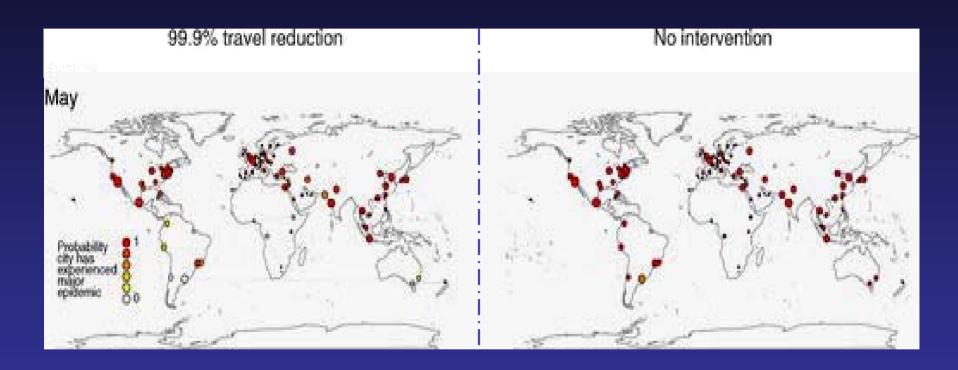
### Hawaii Preparedness & Response: Health Care Delivery

- Will likely exceed capacity
- Close collaboration with hospitals
- Explore alternate facilities or home care options
- Establish surge capacity for health care personnel

### Hawaii Preparedness & Response: Isolation and Quarantine

- Isolation of sick people
- Quarantine of exposed people
- Both require adequate supplies for daily living and personal protection
- Enforcement

### Why not just quarantine the entire State?



10 month interval: August to May

# Hawaii Preparedness & Response: Population-Based Isolation and Quarantine

- "Social Distancing" for those not yet exposed in the population at large
- Non Pharmaceutical Interventions
- Community Mitigation Strategies

### INFLUENZA

FREQUENTLY COMPLICATED WITH

### PNEUMONIA

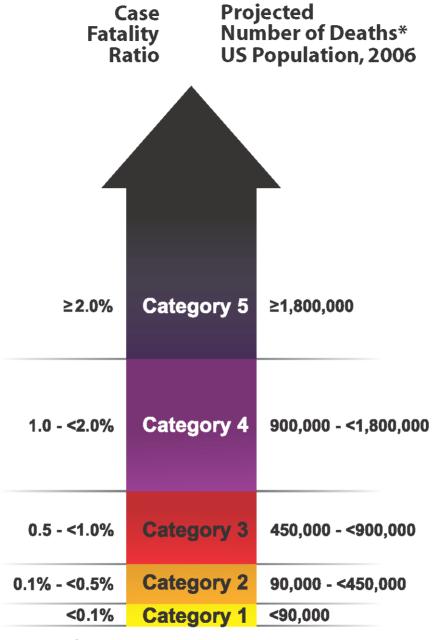
IS PREVALENT AT THIS TIME THROUGHOUT AMERICA.
THIS THEATRE IS CO-OPERATING WITH THE DEPARTMENT OF HEALTH.

#### YOU MUST DO THE SAME

IF YOU HAVE A COLD AND ARE COUCHING AND SMEEZING DO NOT ENTER THIS THEATRE

GO HOME AND GO TO BED UNTIL YOU ARE WELL

Chicago poster urging voluntary social distancing in theatres - 1918

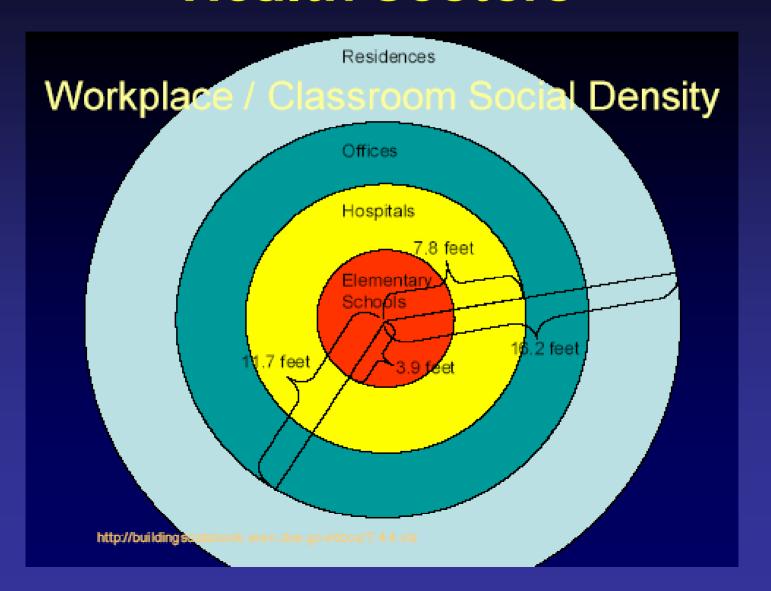


\*Assumes 30% Illness Rate and Unmitigated Pandemic Without Interventions

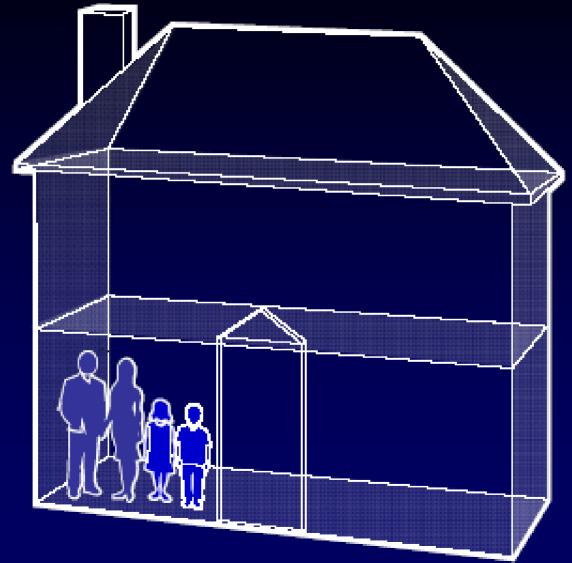
Table 2. Summary of the Community Mitigation Strategy by Pandemic Severity

| Pandemic Severity Index   |                           |                         |                           |  |
|---|---------------------------|-------------------------|---------------------------|--|
| Interventions* by Setting   | 1                         | 2 and 3                 | 4 and 5                   |  |
| Home Voluntary isolation of ill at home (adults and children); combine with use of antiviral treatment as available and indicated   | Recommend†§               | Recommend†§             | Recommend†§               |  |
| Voluntary quarantine of household members in homes with ill persons¶ (adults and children); consider combining with antiviral prophylaxis if effective, feasible, and quantities sufficient | Generally not recommended | Consider**              | Recommend**               |  |
| School<br>Child social distancing   |                           | _                       |                           |  |
| -dismissal of students from schools and<br>school based activities, and closure of child<br>care programs   | Generally not recommended | Consider:<br>≤4 weeks†† | Recommend:<br>≤12 weeks§§ |  |
| -reduce out-of-school social contacts and community mixing  | Generally not recommended | Consider:<br>≤4 weeks†† | Recommend:<br>≤12 weeks§§ |  |
| Workplace / Community Adult social distancing -decrease number of social contacts (e.g., encourage teleconferences, alternatives to face-to-face meetings)                                  | Generally not recommended | Consider                | Recommend                 |  |
| -increase distance between persons (e.g., reduce density in public transit, workplace)  | Generally not recommended | Consider                | Recommend                 |  |
| -modify postpone, or cancel selected public<br>gatherings to promote social distance (e.g.,<br>postpone indoor stadium events, theatre<br>performances)                                     | Generally not recommended | Consider                | Recommend                 |  |
| -modify work place schedules and practices (e.g., telework, staggered shifts)   | Generally not recommended | Consider                | Recommend                 |  |

## 3. Planning in Private and Non-Health Sectors

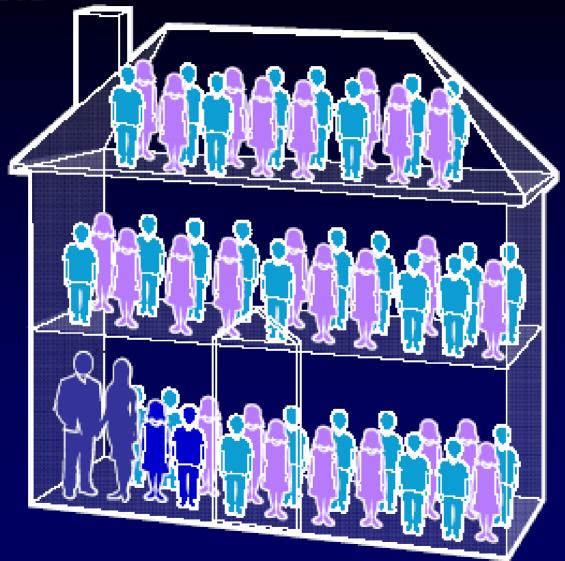


### Spacing of people: If homes were like schools



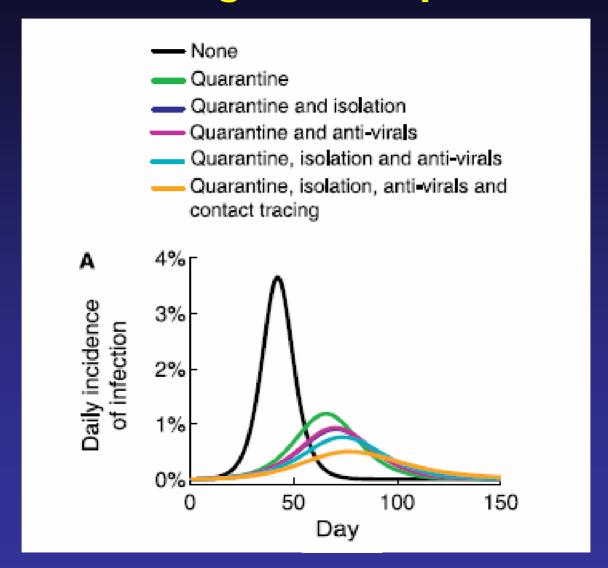
\*Based on avg. 2,600 sq. ft. per single family home

### Spacing of people: If homes were like schools



\*Based on avg. 2,600 sq. ft. per single family home

### Incidence of Infection using various control strategies for a pandemic



Reducing the Impact of the Next Influenza Pandemic Using Household-Based Public Health Interventions - Joseph T. Wu, Steven Riley, Christophe Fraser, Gabriel M. Leung

### Hawaii Preparedness & Response: Communications

- Critical
- Consistent, accurate messages
- Collaborate with partners:
  - State agencies
  - Federal/DOD, local government
  - Healthcare professionals
  - Businesses
  - Media
  - Public

#### What individuals can do to fight flu

Get your annual flu vaccine



#### What individuals can do to fight flu

Get your annual flu vaccine

"Heterosubtypic immunity: Immunization with one influenza A virus subtype (eg, H1N1) may offer some protection from challenge with a second influenza A subtype (eg, H5N2).

Homosubtypic immunity: Immunization with one strain within a subtype (eg, A/Hong Kong/03/68[H3N2]) will frequently offer some protection against challenge with a second strain within the same subtype (eg, A/Fujian/447/2003[H3N2])."

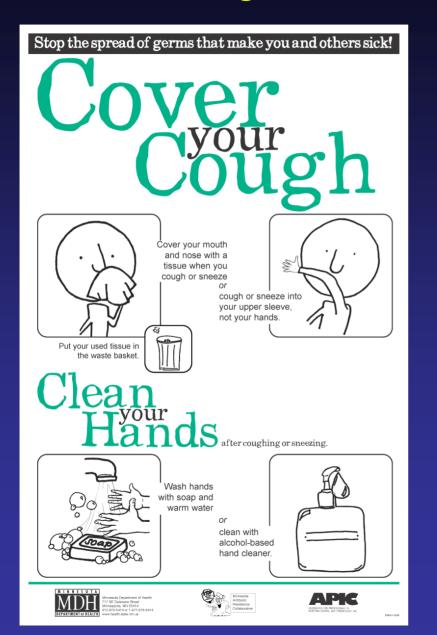
IDSA from http://www.cidrap.umn.edu/idsa/influenza/panflu/

#### What you can do to fight flu

- Get your annual flu vaccine
- Stay home from work/school if you're ill
- Practice cough etiquette



#### What you can do to fight flu





#### **Overview for Businesses**

#### BUSINESS PANDEMIC INFLUENZA PLANNING CHECKLIST

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. Planning for pandemic influenza is critical. To assist you in your efforts, the Department of Health and Human Services (HHS) and the Centers for Disease Control and Prevention (CDC) have developed the following checklist for large businesses. It identifies important, specific activities large businesses can do now to prepare, many of which will also help you in other emergencies. Further information can be found at <a href="https://www.pandemicflu.gov">www.pandemicflu.gov</a> and <a href="https://www.gov.dc.gov/business.">www.gov.dc.gov/business</a>.



CDC

| Completed | In Progress | Not Started |  |
|-----------|-------------|-------------|--|
|           |             |             | Identify a pandemic coordinator and/or team with defined roles and responsibilities for preparedness and response planning. The planning process should include input from labor representatives.  |
|           |             |             | Identify essential employees and other critical inputs (e.g. raw materials, suppliers, sub-contractor services/<br>products, and logistics) required to maintain business operations by location and function during a pandemic.   |
|           |             |             | Train and prepare ancillary workforce (e.g. contractors, employees in other job titles/descriptions, retirees)   |
|           |             |             | Develop and plan for scenarios likely to result in an increase or decrease in demand for your products and/or services during a pandemic (e.g. effect of restriction on mass gatherings, need for hygiene supplies).   |
|           |             |             | Determine potential impact of a pandemic on company business financials using multiple possible scenarios that affect different product lines and/or production sites.   |
|           |             |             | Determine potential impact of a pandemic on business-related domestic and international travel (e.g. quarantines, border closures).  |
|           |             |             | Find up-to-date, reliable pandemic information from community public health, emergency management and other sources and make sustainable links.  |
|           |             |             | Establish an emergency communications plan and revise periodically. This plan includes identification of<br>key contacts (with back-ups), chain of communications (including suppliers and customers), and processes<br>for tracking and communicating business and employee status. |
|           |             |             | Implement an exercise/drill to test your plan, and revise periodically.  |
| 1.2 Pla   | n for the   | impact o    | f a pandemic on your employees and customers:  |
| Completed | In Progress | Not Started |  |
|           |             |             | Forecast and allow for employee absences during a pandemic due to factors such as personal illness, family member illness, community containment measures and quarantines, school and/or business closures, and public transportation closures.                                      |
|           |             |             | Implement guidelines to modify the frequency and type of face-to-face contact (e.g. hand-shaking, seating in meetings, office layout, shared workstations) among employees and between employees and customers (refer to CDC recommendations).                                       |
|           |             |             | Encourage and track annual influenza vaccination for employees.  |
|           |             |             | Evaluate employee access to and availability of healthcare services during a pandemic, and improve services as needed.   |
|           |             |             | Evaluate employee access to and availability of mental health and social services during a pandemic, including corporate, community, and faith-based resources, and improve services as needed.  |
|           |             |             | Identify employees and key customers with special needs, and incorporate the requirements of such persons into your preparedness plan.   |

| Completed | In Progress | Not Started |  |
|-----------|-------------|-------------|--|
|           |             |             | Establish policies for employee compensation and sick-leave absences unique to a pandemic (e.g. non-punitive liberal leave), including policies on when a previously ill person is no longer infectious and can return to work after illness.  |
|           |             |             | Establish policies for flexible worksite (e.g. telecommuting) and flexible work hours (e.g. staggered shifts).   |
|           |             |             | Establish policies for preventing influenza spread at the worksite (e.g. promoting respiratory hygiene/cough etiquette, and prompt exclusion of people with influenza symptoms).   |
|           |             |             | Establish policies for employees who have been exposed to pandemic influenza, are suspected to be ill or become ill at the worksite (e.g. infection control response, immediate mandatory sick leave).   |
|           |             |             | Establish policies for restricting travel to affected geographic areas (consider both domestic and international sites), evacuating employees working in or near an affected area when an outbreak begins, and guidance for employees returning from affected areas (refer to CDC travel recommendations). |
|           |             |             | Set up authorities, triggers, and procedures for activating and terminating the company's response plar altering business operations (e.g., shutting down operations in affected areas), and transferring business knowledge to key employees.   |
| 1.4 All   | ocate res   | ources to   | protect your employees and customers during a pandemic:  |
| Completed | In Progress | Not Started |  |
|           |             |             | Provide sufficient and accessible infection control supplies (e.g.hand-bygiene products, tissues and receptacles for their disposal) in all business locations.  |
|           |             |             | Enhance communications and information technology infrastructures as needed to support employee telecommuting and remote customer access.  |
|           |             |             | Ensure availability of medical consultation and advice for emergency response,   |
| 1.5 Co    | mmunica     | te to and   | educate your employees:  |
| Completed | In Progress | Not Started |  |
|           |             |             | Develop and disseminate programs and materials covering pandemic fundamentals (e.g. signs and symptoms of influenza, modes of transmission), personal and family protection and response strategies (e.g. hand hygiene, coughing/sneezing etiquette, contingency plans).                                   |
|           |             |             | Anticipate employee fear and anxiety, rumors and misinformation and plan communications accordingly.   |
|           |             |             | Ensure that communications are culturally and linguistically appropriate.  |
|           |             |             | Disseminate information to employees about your pandemic preparedness and response plan.   |
|           |             |             | Provide information for the at-home care of ill employees and family members.  |
|           |             |             | Develop platforms (e.g. hotlines, dedicated websites) for communicating pandemic status and actions<br>employees, vendors, suppliers, and customers inside and outside the worksite in a consistent and timel<br>way, including redundancies in the emergency contact system.                              |
|           |             |             | Identify community sources for timely and accurate pandemic information (domestic and international and resources for obtaining counter-measures (e.g. vaccines and antivirals).   |
| 1.6 Co    | ordinate    | with exte   | rnal organizations and help your community:  |
| Completed | In Progress | Not Started |  |
|           |             |             | Collaborate with insurers, health plans, and major local healthcare facilities to share your pandemic plans and understand their capabilities and plans.   |
|           |             |             | Collaborate with federal, state, and local public health agencies and/or emergency responders to participate in their planning processes, share your pandemic plans, and understand their capabilities and plans.  |
|           |             |             | Communicate with local and/or state public health agencies and/or emergency responders about the assets and/or services your business could contribute to the community.   |
|           |             |             | Share best practices with other businesses in your communities, chambers of commerce, and associations to improve community response efforts.  |

#### Pandemic Influenza Planning

"History teaches us that everything we do today to prepare for that eventuality will have many lasting benefits for the future."

- Michael Leavitt, HHS Secretary



Thank you.

#### **Sources of Information**

- Hawaii Dept of Health website: http://www.hawaii.gov/health
- Centers for Disease Control & Prevention website: <a href="http://www.cdc.gov/flu/pandemic/">http://www.cdc.gov/flu/pandemic/</a>
- US government website: <a href="http://www.pandemicflu.gov/">http://www.pandemicflu.gov/</a>

### Thank You.