



PANDEMIC RESPONSE PLAN

Emergency Guidebook

LADD adopts this plan to prepare for and respond to the threat of influenza, SARS-CoV-2 or other pandemic that causes serious widespread illness. Pandemic outbreaks are rare but can impact all levels of business and support services. There have been 5 Pandemic outbreaks in the past 117 years: 2020-2023 Coronavirus Pandemic (COVID-19), 2009 H1N1 Pandemic (H1N1pdm09 virus), 1968 Pandemic (H3N2 virus), 1957-1958 Pandemic (H2N2 virus), 1918 Pandemic (H1N1 virus). Spread of a pandemic respiratory and influenza virus may occur in multiple disease “waves” that are separated by several months. As a pandemic respiratory or influenza virus spreads, large numbers of people may need medical care worldwide. Schools, childcare centers, workplaces, and other places for mass gatherings may experience more absenteeism or closures. Other critical infrastructure, such as law enforcement, emergency medical services, and transportation industry may also be affected. The 2017-2018 flu season is an epidemic; however, experts are not considering this a pandemic outbreak. The Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO) determine a pandemic. While an epidemic describes an illness affecting a defined region, a pandemic has a global impact.

How Is SARS-CoV-2 (Coronavirus COVID-19) Different from Seasonal Flu?

	Seasonal Flu	SARS-CoV-2 (Coronavirus)
How often does it happen?	Happens annually and usually peaks between December and February	The first occurrence to happen worldwide occurred in 2019. Declared a pandemic March 11, 2020, and ended on May 11, 2023. COVID-19 still occurs regularly, but less intensely than during the pandemic's peak
Will most people be immune?	Usually, some immunity from previous exposures and influenza vaccination	Usually, some immunity from previous exposures and COVID-19 vaccination. Most people had little or no immunity because they had no previous exposure to the virus or similar viruses
Who is at risk for complications?	Certain people are at high-risk for serious complications (infants, elderly, pregnant women, extreme obesity and persons with certain chronic medical conditions)	Certain people are at high-risk for serious complications (infants, elderly, pregnant women, extreme obesity and persons with certain chronic medical conditions) Healthy people also may be at high risk for serious complications, or are carriers of the virus
Where can I get medical care?	Health care providers and hospitals can usually meet public and patient needs	Health care providers and hospitals may be overwhelmed Alternate care sites may be available to meet public and patient needs
Will a vaccine be available?	Vaccine available at any time and are updated to closely target current variants. Everyone should receive at least one dose of the updated vaccine. CDC recommends the 2023–2024 updated COVID-19 vaccines: Pfizer-BioNTech, Moderna, or Novavax, to protect against serious illness from COVID-19.	Vaccines were not available in the early stages of a pandemic. There are now vaccines available requiring one or more doses based on qualified medical personnel's recommendations
Will antivirals be available?	Adequate supplies of antivirals are usually available	Antivirals are available once meeting specific criteria based on the treatment recommendation of Health Professional
What impact will it have on schools and workplaces?	Usually causes minor impact on the general public, some schools may close, and sick people are encouraged to stay home. Manageable impact on domestic and world economies.	Has caused major impact on the general public, such as travel restrictions and school or business closings Potential for severe impact on domestic and world economies

How Is Pandemic Flu Different from Seasonal Flu?

	Seasonal Flu	Pandemic Flu
How often does it happen?	Happens annually and usually peaks between December and February	It rarely happens. Three times in the 20 th century, which started January 1, 1901, and ended on December 31, 2000
Will most people be immune?	Usually, some immunity from previous exposures and influenza vaccination	Most people have little or no immunity because they have no previous exposure to the virus or similar viruses
Who is at risk for complications?	Certain people are at high-risk for serious complications (infants, elderly, pregnant women, extreme obesity and persons with certain chronic medical conditions)	Healthy people also may be at high risk for serious complications
Where can I get medical care?	Health care providers and hospitals can usually meet public and patient needs	Health care providers and hospitals may be overwhelmed Alternate care sites may be available to meet public and patient needs
Will a vaccine be available?	Vaccine available for annual flu season Usually, one dose of vaccine is needed for most people	Although the US government maintains a limited stockpile of pandemic vaccine, vaccine may not be available in the early stages of a pandemic Two doses of vaccine may be needed
Will antivirals be available?	Adequate supplies of antivirals are usually available	Antiviral supply may not be adequate to meet demand
What impact will it have on schools and workplaces?	Usually causes minor impact on the general public, some schools may close and sick people are encouraged to stay home Manageable impact on domestic and world economies	May cause major impact on the general public, such as travel restrictions and school or business closings Potential for severe impact on domestic and world economies

PURPOSE- Issues related to pandemics:

Plans for maintaining essential functions and services in a respiratory or influenza pandemic must emphasize and implement procedures such as social distancing techniques, infection control and personal hygiene, cross-training, and teleworking. Protecting the health and safety of all stakeholders (community, people supported, employees, families, Contract Agencies, etc.) must be the focus of planning to ensure the continuity of essential functions.

- LADD has created a culture of infection control, personal hygiene and social distancing in the workplace that is reinforced during the annual influenza season or during a respiratory virus outbreak. Employees follow the Exposure Control Plan for infection control and personal hygiene tactics, as well as natural social distancing tactics such as decreasing the number of person-to-person interactions (limit trips to local stores, use pharmacy delivery services for medications, and cease all non-essential activities).
- Establishing contingency plans to maintain delivery of supports during times of significant and sustained employee absenteeism. Unlike other hazards, a respiratory or influenza pandemic will not directly affect the physical infrastructure of a business. A pandemic threatens human resources by removing essential personnel from the workplace for extended periods of time.

What do I need to know as an employee?

Employee Roles and Responsibilities:

- Be ready for alternative work arrangements.
- Protect sensitive information.
- Contact Management using the Emergency Procedure call numbers immediately if you have serious signs or symptoms of illness after self-monitoring, or being exposed to a person with a confirmed diagnosis
- Keep contact information including address, phone numbers and email address current.
- Keep emergency contact information current.
- Join the LADD Facebook page for continued communication during a pandemic occurrence.
- Notify Regional Directors if service location has multiple people with signs and symptoms of illness.
- Increase standards of facility cleaning and disinfection, usage of PPE, as well as proper hand hygiene following the Exposure Control Plan.
- Practice physical social distancing.

Emergency Staffing Categories are updated annually during the employee evaluation and anytime throughout the year as needed. The category is entered into AOD by the HR Department and verified by services management. Emergency Staffing Category description found in section one of the Emergency Guidebook.

NOTIFICATIONS/WORLD HEALTH ORGANIZATION (WHO) PANDEMIC PHASES

All notifications on pandemic phases and responsibilities will be made using the World Health Organizations alert system and local area departments information. There have been no changes to the WHO- World Health Organization Pandemic Phases since 2009.

Phase 1	No animal influenza virus circulating among animals has been reported to cause infection in humans.
Phase 2	An animal influenza virus circulating in domesticated or wild animals is known to have caused infection in humans and is therefore considered a specific potential pandemic threat.
Phase 3	An animal or human-animal influenza reassortant virus has caused sporadic cases or small clusters of disease in people but has not resulted in human-to-human transmission sufficient to sustain community-level outbreaks. Limited human-to-human transmission may occur under some circumstances, for example, when there is close contact between an infected person and an unprotected caregiver. However, limited transmission under such restricted circumstances does not indicate that the virus has gained the level of transmissibility among humans necessary to cause a pandemic.
Phase 4	Is characterized by verified human-to-human transmission of an animal or human-animal influenza reassortant virus able to cause “community-level outbreaks.” The ability to cause sustained disease outbreaks in a community marks a significant upwards shift in the risk for a pandemic. Any country that suspects or has verified such an event should urgently consult with WHO so that the situation can be jointly assessed, and a decision made by the affected country if implementation of a rapid pandemic containment operation is warranted.
Phase 5	It is characterized by human-to-human spread of the virus into at least two countries in one WHO region. While most countries will not be affected at this stage, the declaration of Phase 5 is a strong signal that a pandemic is imminent and that the time to finalize the organization, communication, and implementation of the planned mitigation measures is short.
Phase 6	It is characterized by community level outbreaks in at least one other country in a different WHO region in addition to the criteria defined in Phase 5. Designation of this phase will indicate that a global pandemic is under way.
Post-Peak	
Post-Peak Period w/Possible New Wave.	Pandemic disease levels in most countries with adequate surveillance will have dropped below peak observed levels. The post-peak period signifies that pandemic activity appears to be decreasing; however, it is uncertain if additional waves will occur, and countries will need to be prepared for a second wave. Previous pandemics have been characterized by waves of activity spread over months. Once the level of disease activity drops, a critical communications task will be to balance this information with the possibility of another wave. Pandemic waves can be separated by months and an immediate “at-ease” signal may be premature.
Post- Pandemic Period	Influenza disease activity will have returned to levels normally seen for seasonal influenza. It is expected that the pandemic virus will behave as a seasonal influenza A virus. At this stage, it is important to maintain surveillance and update pandemic preparedness and response plans accordingly. An intensive phase of recovery and evaluation may be required

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