

Richmond Health Services: HSDA Pandemic Response Plan

HUMAN RESOURCES

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Health Care Worker Education

Education and training should prepare health care workers to respond to a pandemic event in the workplace, at home and in their communities. Programs will include materials to address:

- epidemiology of influenza and its modes of transmission
- avian influenza
- pandemic influenza
- infection control and hygiene practices
- staying healthy during a pandemic
- self care during a pandemic, including when to seek further care
- review of psycho-social supports
- personal protective equipment
- cross-training to create surge capacity
- ethical framework for decision making

Process

The Emergency Co-ordinator should:

- ❑ Work with the MHO, colleagues in the HSDA and Communicable Disease Control staff at the regional level to co-ordinate opportunities to provide health care worker education about pandemic influenza in the HSDA.
 - ❑ Co-ordinate annual exercise of the HSDA plan. Annual exercise of the HSDA pandemic response plan is an important educational opportunity for staff.

VCH Communicable Disease Control staff should:

- ❑ Co-ordinate development of educational resources for health care worker education.
 - ❑ Ensure consistency of message across the region.

Regional resources may include:

- ❑ regional webcasts
- ❑ web-based resources
- ❑ in-service training
- ❑ information in pay stubs
- ❑ print resources

References & Resources

http://www.vch.ca/pandemic/docs/ch08_human_resources.pdf
http://www.vch.ca/pandemic/docs/ch04_infection_control.pdf
http://www.vch.ca/pandemic/docs/ch05_self_care.pdf

Tools

To be developed.

Vancouver Coastal Health's pandemic self-care guide, "Look after yourself" is available at:
http://www.vch.ca/pandemic/docs/Look_after_yourself.pdf.

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Planning for a Supplementary Work Force

During a pandemic, shortages of personnel can be expected to limit the ability of institutions to respond to a significant increase in patient volume. Increased pressure for adequate staffing will arise from the fact that a significant proportion of personnel will be taken out of the work force due to illness or family needs.

In order adequately to respond to the surge in demand for health care services, VCH will look to alternate sources of workers to supplement staff in our facilities and community. Alternate sources of health care workers may include but, are not limited to:

- retired physicians or nurses
- physicians or nurses currently not working in clinical health care (i.e., working in education, administration, research, private industry)
- students & trainees (e.g., medical, nursing and therapy students)
- registered nursing assistants
- patient care assistants
- emergency medical technicians
- veterinarians
- pharmacists
- therapists (respiratory, occupational and physiotherapists)
- technicians (laboratory, radiography)
- health care aides

Note

Provincial and regional working groups will address the identification of supplementary workers.

A regional Human Resources Committee will identify and address training needs for supplementary workers.

References & Resources

http://www.vch.ca/pandemic/docs/ch08_human_resources.pdf