



## PRE PANDEMIC

### Pandemic Status

### Triggers

### Business/Employer's Response

#### It's expected

WHO\* Phase 3

#### Health officials warn of potential pandemic influenza

Media coverage of pandemic influenza threat increasing

Economists describe potential economic impact

Business advised to plan now

#### Prepare yourself (employer)

- Build your knowledge base about pandemic influenza

#### Prepare your business

- Create/review pandemic influenza preparedness plan
- Stay informed throughout this process

#### Prepare your employees, educate about

- Pandemic influenza
- Appropriate health and hygiene measures
- Potential societal impact

#### It's developing

WHO Phases 4 & 5

#### Health officials advise of human to human spread of potential pandemic influenza

Small localized clusters of cases identified

Media reporting numbers of cases/deaths

#### Update yourself (employer)

- Get specific facts

#### Update your business

- Monitor effect on customers, suppliers
- Review pandemic plan with each business area
- Implement international portion of pandemic plan
- Consider implementing initial local pandemic strategies

#### Update your employees

- Review pandemic status with staff
- Reinforce education previously provided

## PANDEMIC

### Pandemic Status

### Triggers

### Business/Employer's Response

#### It's official

WHO Phase 6

#### World Health Organization declares global pandemic influenza

Sustained transmission of influenza in general population somewhere in the world

Federal and provincial/territorial health officials issue advice for Canadians

Media step up reporting on cases/deaths/societal impacts

#### Protect yourself (employer)

- Continue to monitor pandemic status and health advisories
- Be prepared to implement pandemic plan at any time

#### Protect your business

- International strategies should be fully underway
- High alert - be ready to implement national and local strategies
- Assemble staff, communicate, train, practice
- Continue to monitor impact on customers, suppliers

#### Protect employees, review

- Pandemic status
- Education/hygiene, etc.
- Pandemic policies, e.g. sick policies

#### It's here

WHO Phase 6

#### Federal/provincial/territorial health officials advise of arrival of pandemic influenza in Canada/province/territory

Provincial/territorial public health advisories issued

Health officials advise of case(s)/deaths

Media report cases/deaths/local impact

Significant absenteeism and fear

#### Address your business needs

- Communicate with key people about status
- Communicate with balance of staff, allay fears, stress hygiene measures, etc.
- Assess compliance with and effectiveness of pandemic influenza preparedness plan
- Evaluate impact on your business (e.g. within next 30, 60, 90 days)
- Provide social and psychological support for employees

## POST PANDEMIC

### Pandemic Status

### Triggers

### Business/Employer's Response

#### It's gone for now

WHO Phase 6  
WHO Phases 1 & 2

#### Health officials identify end of pandemic influenza wave(s)

#### Prepare your business for the next wave/next pandemic

- Restore business operations
- Assess and adjust pandemic influenza preparedness plan
- Provide social and psychological support for employees
- Monitor and communicate health information in preparation for next wave