

The Workplace as an Incubator for Infectious Disease



Plan for the common as well as the exception – implement everyday continuity plan!

Examples

A few diseases that have had a costly impact on businesses:

Mumps (Chicago)

SARS (Canada)

Measles (Boston)

Tuberculosis (Chesapeake)

Norovirus (Baltimore)

Whooping cough (Texas)

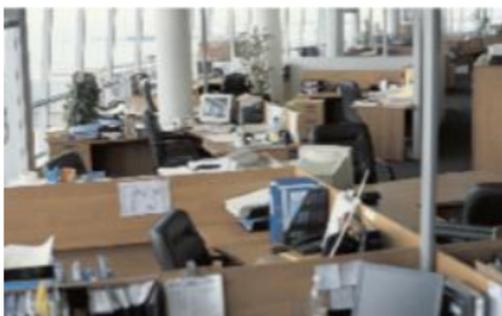
Economic Considerations

People at risk put your business at risk!

- **38 million school days**¹ lost each year due to flu – parents stay home with child
- SARS cost the Canadian Hotel industry **\$95 million/US**²
- Flu annually costs **\$6.2 billion** in lost productivity, **\$10.5 billion** in direct medical costs and close to **\$70 billion** due to work absences (more than 75 million lost working days)³
- Norovirus sickens 20 million Americans each year⁴ costing **\$777 million** in healthcare costs alone

Traditional continuity planning focuses on infrastructure.

Infectious diseases leave infrastructure intact but deplete human capital.



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Include preventive risk management and recovery strategies that address infectious diseases: employee & customer protection, supply chain contacts, stakeholders, legalities.



Address recognition, prevention and mitigation of communicable diseases

Environmental/Engineering Controls

- Touch-free toilets, faucets (up to 70% water savings), doors, foam dispensers, hand dryers
- Clean, clean, clean environment (faucets, sinks, toilets, door handles)
- Mandatory closure of restroom following vomiting/diarrhea until cleaned



Personnel Policies

- Vaccination (Flu: 18% - 45% fewer lost work days)
- Home when sick
- Telecommute
- Hand-washing made easy (hand sanitizer)
- Respiratory etiquette (cough/sneeze into elbow)
- Social distancing, especially during flu season



Healthy Human Capital Reaps Dividends

¹Centers for Disease Control and Prevention, Division of Adolescent & School Health. Accessed September 2015.

²Loukides, et. al., AON Risk Services, Infectious Disease in the Workplace, "People at Risk", September 2008.

³Molinari, et.al., The annual impact of seasonal influenza in the US: measuring disease burden and costs, June 2007.

⁴Centers for Disease Control and Prevention, Norovirus Infections, Accessed September 2015.