



Unilab A(H1N1) Preparedness Framework

May 4, 2009



Unilab definition of conditions of alert

- ***Condition 1 :***

- No confirmed incidence or suspected case in the country.
- Human to human transmission of Flu A(H1N1) virus outside the Philippines or other countries of operation.

- ***Condition 2 :***

- Confirmed case of Flu A(H1N1) Virus in the country (Philippines and/or other countries of operation)

- ***Condition 3 :***

- Widespread outbreak in the country (Philippines and/or other countries of operation)



Proposed Unilab Approach to Swine Flu Epidemic

Promotive	Preventive	Therapeutic	Rehabilitative
Condition 1	Condition 1	Condition 1	Condition 1
Condition 2	Condition 2	Condition 2	Condition 2
Condition 3	Condition 3	Condition 3	Condition 3





Condition 1 :

- No confirmed incidence or suspected case in the country.
- Human to human transmission of Flu A (H1N1) virus outside the Philippines or other countries of operation.



Promotive

Condition 1

- Provide employees with updates and bulletins on A(H1N1)
- Provide employees with information and guidance regarding health and safety
- Identify government designated hospitals in addition to RITM, San Lazaro, and Lung Center that will accept patients who are suspected to be infected with Flu A(H1N1) nationwide.
- Develop protocol for handling probable cases of Flu A(H1N1)
- Develop capability to test for Flu A(H1N1) virus; Procure re-agents needed for diagnostic testing
- Inform suppliers, customers & other 3rd party agencies (including media) on preventive measures



Preventive

Condition 1

- Emphasize good hygiene and sanitation habits with adequate hand washing. Provide hand sanitizers and dispensers in identified areas in the premises
- Provide one month supply of vitamins to all regular and contractual employees to boost immune system.
- Ensure pork served in the canteen is adequately cooked. Follow hygienic procedure in food preparation.



Preventive

Condition 1

- Restrict business trips to affected countries with human to human transmission. Require all personnel who will travel to an affected area on a personal basis to report travel plans to immediate superior.
- Impose home quarantine (at least 10 days) for all employees who traveled to affected countries; These individuals must be advised on the appropriate isolation or barrier procedures; if symptoms occur, require employees to seek medical examination in accredited hospitals.



Preventive

Condition 1

- Provide traditional flu vaccines to all employees; Encourage all employees to avail of free vaccination
- Distribute safety kit to all personnel and healthcare providers. Kit will consist of N95 mask, regular mask for 7 days use, alcohol gel, liquid alcohol, liquid soap, tissue paper.
- Stockpile Oseltamivir capsules for all Unilab employees and their dependents and contractuales.



Preventive

Condition 1

- Secure resources and make available no later than May 11:
 - Safety kit in ziplock for all personnel (tissue paper, N95 mask, regular mask, hand sanitizer, alcohol, liquid disinfectant soap)
 - 7 days supply for all employees
 - Distribute extra kit at Condition 2
 - Ear scan thermometers
 - 40 units on hand; to be checked if still functional
 - Additional units to be procured by PPMD by week of May 11
 - Hand sanitizers and dispensers for offices and other premises.
 - Disinfectant / other supplies



Therapeutic

Condition 1

- Require employees who have flu-like symptoms to stay home, inform immediate superior of their condition, call HDSI (Unilab HMO) for further instructions.
- Send employees who will develop symptoms while in the workplace to HDSI for examination
- Employees coming from affected areas who develop flu-like symptoms must go to the nearest accredited hospital and inform HDSI and Immediate Superior of their condition.
- For household members with flu-like symptoms, consult HDSI or nearest accredited hospital. Inform HDSI and immediate superior of condition.
- Conduct monitoring of reported cases of flu-like symptoms.



Rehabilitative

Condition 1

- Require all affected employees to seek "return to work clearance" from HDSI.
- Activate Business Continuity Management Plan
- Identify & determine alternative worksites or factories
- Identify alternative suppliers for pareto products
- Identify mission critical staff





Condition 2 :

- Confirmed case of Flu A(H1N1) Virus in the country (Philippines and/or other countries of operation)



Promotive

Condition 2

- Intensify dissemination of information under Condition 1
- Set up 24 hour hotline to be manned by HDSI; Protocol in handling possible cases to be developed by HDSI.



Preventive

Condition 2

- Increase intensity and frequency of appropriate cleaning procedures, using proper disinfectants
- Emphasize appropriate hygiene with adequate hand washing; Provide hand sanitizer and supplies in identified areas in the premises; Strictly enforce use of hand antiseptics to all employees & visitors
- Screen all employees and visitors entering premises, using ear temperature scan. Anyone with flu-like symptoms (e.g., fever, colds, cough) will not be allowed entry into company premises. Employees will be advised to proceed to HDSI for check up.
- Distribute Oseltamivir stocks to all Unilab compounds and depots. Develop strict dispensing guidelines of capsules. Allocate based on 30% of employees and their dependents in each area.
- Limit face-to-face meeting with 3rd party; Use email, telephone or video conference to the extent possible. Ensure internet access in homes of mission-critical staff.



Preventive

Condition 2

- Require all high risk employees (field personnel, healthcare providers, etc.) to bring face mask, soap and hand sanitizer at all times to be used when appropriate.
- Distribute masks to all personnel to be used upon advise
- Advise all employees to avoid crowds and wear masks
- Restrict visits of employees to affected areas
- Cancel all gatherings involving large number of employees
- Consider temporary closure of worksites in affected areas.
- Restrict entry of delivery personnel (fastfood, suppliers, etc.)



Therapeutic

Condition 2

- Instruct all employees and household members with flu-like symptoms to go to the nearest accredited hospital / government designated Flu A(H1N1) hospital for proper management and care. Employee must inform HDSI and immediate superior for monitoring
- Continue tracking patient's status and update management on disease incidence.



Rehabilitative

Condition 2

- Require all affected employees to seek "return to work clearance" from HDSI
- Provide contingency for availability of basic commodities i.e. Advance delivery of one sack of rice in anticipation of shortage of basic goods





Condition 3 :

- Widespread outbreak in the country (Philippines and/or other countries of operation)



Promotive

Condition 3

- Intensify communication updates to employees to provide accurate information.
- Inform employees to tune in to a designated radio station or TV station (news ticker) for information/ instructions from the company.



Preventive

Condition 3

- Conduct medical screening for all employees on the worksite; Conduct regular temperature monitoring (using scans) daily; anyone with flu-like symptoms will be directed to the nearest hospital. Inform HDSI for monitoring.
- HDSI to provide triage area for screening patients, possibly at 2nd Floor of Edsa Central) apply decontamination procedure; train nurses and medical staff to handle infectious diseases; procure proper equipment and gowns no later than May 11
- When there is a reported clustering of suspected Flu A(H1N1) cases within the premises, a specific affected site may be closed for appropriate decontamination procedures for a minimum of 10 days
- Clean and decontaminate worksite daily, using proper disinfectants; Strict decontaminating and disinfecting guidelines to be applied until 21 days after the last case among the employees and their relatives is reported



Preventive

Condition 3

- Impose home quarantine (for at least 10 days) for persons who were exposed to affected person/s. Advise these individuals on the appropriate isolation or barrier procedures, including the use of his own room, isolated utensils for his use; if symptoms occur, he must go to nearest accredited hospital for appropriate medical care Instruct staff to observe social distancing during work. Distribute masks for all employees



Preventive

Condition 3

- Close down offices / factories. Advise employees to stay home. Transfer essential business activity & key staff to alternative worksite.
- Activate "mission-critical" staff
- Activate alternative work site to be operational as Crisis Center; communicate contact number to all.
- Monitor employees and families in affected areas.



Therapeutic

Condition 3

- Provide proper medical examination and appropriate interventions to affected employees and their relatives, as arranged with accredited hospitals
- Continue tracking patient's status and update management on disease incidence.



Rehabilitative

Condition 3

- Management to issue directive to re-open worksite.
- Affected employees to secure clearance to return to work
- Consider possible distribution of financial assistance (crisis allowance) to all employees through electronic transfer, in anticipation of shortage in supply (and therefore increased prices) of basic commodities.
- Secure important corporate documents, etc.
- Increase security presence in all company facilities
- Stockpile supplies in crisis center, and factories for skeleton crew / security

