



Work Continuity Plan for H1N1 Pandemic

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Impact of pandemic on business continuity

- Getting the experience from past flu pandemic in 1918, it could be anticipated that as the severity enhances, the working strength will decrease, causing direct impact on economy.
- Nearly 35% population will be affected, leading to significant fall in work force, who has to take care of affected people as well as operational work.
- The decrease in work functionaries is proportional to loss of essential functions which leads to a vicious cycle of social disruption.

Vicious Cycle causing Impact of Pandemic on Economy



Business continuity plan for non health sectors

There is a latency period between two consecutive waves of pandemic. During this period, **necessary business continuity planning of essential service providers needs to be undertaken on priority.**

NDMA's Initiatives

- ✘ In April 2008 a Workshop on “Pandemic Preparedness Beyond Health” by NDMA in collaboration with UNDMT, WHO, PIC Team & OCHA, Geneva
- ✘ Issued Guidelines on “Influenza A- Pandemic Preparedness for Business Continuity in Non Health Sectors” followed by a workshop at NDMA on 01 Jun 09.
- ✘ NDMA prepared Format for feedback information report from DDMA & SDMA

Basic Features of Business Continuity Planning-

Ensuring Personnel Resilience:

- Identification of critical skills employees.
- Procurement of Personal Protective Equipment (PPE) for critical staff.
- Methodology for identification of Backup Resources
- Work from home strategy, thereby reducing the number of workforce at office premises.

Ensuring continuity of operations

- Expected absenteeism may go up to 70%.
- Identification of the critical sites and maintenance of optimal connectivity using ICT (Information, Communication and Telephony) tools from controlling unit.
- Shutting down of non critical sites and surplus manpower will be diverted as per requirement.
- Defining chain of command to take decisions on absenteeism (management with selective staff).
- Necessary directions be given to maintain the buffer stocks of essential commodities ie Very essential for survival, less essential but usable for long term storage

The important non-health services identified in International Workshop on Pandemic Preparedness Beyond Health held on 21-22 April, 2008 include:

- Supply of food and essential commodities
- Water Resources
- Law and order
- Surface Transport & Shipping
- Civil Aviation
- Railways
- Information and Communication
- Power
- Commerce and Industry
- Rural Sector
- Finance
- Defence

Non Health Business continuity plan for voluntary organizations & private bodies

Voluntary organizations & private bodies also need to develop their business continuity operational plans.

- To continue their own activities
- To assist stakeholders in the management of pandemic

CONCLUSION

- In the event of severe pandemic, **work continuity plan** will have a key role to play in reducing the risk to the employees health as well as maintaining the essential operations.
- Based upon past experience and the way the current H1N1 outbreak is spreading rapidly, there is a likelihood that there might be a second wave which could be more virulent.
- From 1918 flu, lesson learnt is that more than one third world population will be affected by the pandemic, if not planned before hand it will paralyze all the activities. This is the high time that plans need to be prepared which will be able to address the scenarios arising from the pandemic.
- It is therefore important that Stake holders of non health sectors need **ACTIONS BEYOND HEALTH for having business continuity plan** in place urgently, to handle severe pandemic in an effective manner.

Jai Hind

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Why Are We Concerned?

H1N1 vs Seasonal Influenza

- ✘ H1N1 - High Transmission Risk → 22-33%
Seasonal Influenza → 5-15%
- ✘ H1N1 - young & healthy adults Productive age group (20-60 yrs)
Seasonal flu - ≥65 years
- ✘ WHO (conservative estimates) → 2 - 7.4 million deaths worldwide (based on 1957 pandemic)
- ✘ WHO estimates worse economic disruption than past pandemics

LESSONS LEARNED FORM

PAST PANDEMICS

- **March 1918 Spanish flu:** First outbreak in Europe. Virus traveled to USA on troop ships, Land & sea travel to Africa, Asia. Warning signal was missed
- **August, 1918 simultaneous explosive outbreaks** in France, Sierra Leone, USA, 10-fold increase in death rate, Highest death rate ages 15-35 years 20-40 million killed in less than 1 year
- **1957 -Asian flu** (2 million died)
- **1968 -Hongkong flu** (1million died)