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Glen Abbot's 7P's Pandemic Planning Framework

Planning for the pandemic should be approached in exactly the same way as wider Business Continuity Planning. The requirements of the plans are the same, the approach is the same; it is simply that you are working around a fairly clear scenario rather than preparing for the unexpected. You're focussing on how your organisation can continue to deliver its core services/products during an extended period of time when you may have fewer people than normal.

Although you know what is coming, which should make planning easier, unfortunately the real problem is you don't know when it will happen, other than the forecasts of through the autumn/early winter time in the UK. So you need to be making your plans now. The pandemic could become more widespread more quickly than the current models predict. Glen Abbot has developed its 7P's Pandemic Planning Framework to ensure that the key areas which must be addressed in your plan are covered.

Your pandemic plan will be made up from the interlinked areas as shown in the diagram below. Overleaf is a check list which you can use to check your readiness.

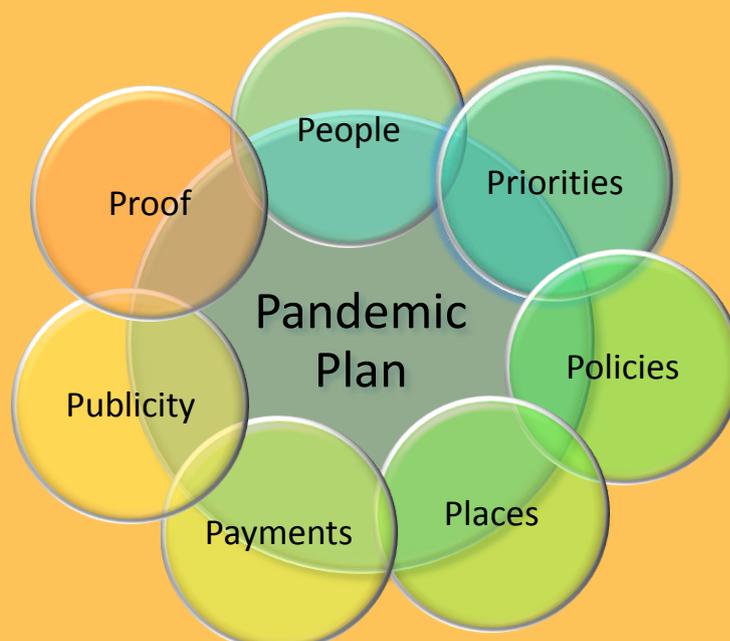
Debunking the hype

First, let's debunk some of the hype and get our facts straight.

Epidemic = the occurrence of more cases of a disease than would be expected in a community or region during a given time period.

Pandemic = An epidemic that becomes very widespread and affects a whole region, a continent, or the world.

From this it's clear that there is nothing at all in the WHO or medical definitions of a pandemic which measures the severity or impact of the pandemic. All the definition covers is the geographic spread of a disease. It is perfectly feasible to consider that the world could have a pandemic of hiccups.



The Glen Abbot 7P's Pandemic Planning Framework

Are you ready : for the expected and preparing for the unexpected? Pandemic Planning : Do It Now!

People - are you ready? YES/NO

Perhaps it is stating the obvious, but the flu pandemic will cause most problems for your staff. You need to consider cross-training of your people and, if you have them, involving the unions in your people preparations.

Policies - are you ready? YES/NO

Fundamentally the best thing is to use is the policies you already have in place. You will have sickness/absence policies in place already and they should be able to meet most of your requirements. Remember pandemic flu is no different from any other illness, so treat it as such. Revise them by all means, but they are a sound starting point.

Priorities - are you ready? YES/NO

From your existing Business Continuity information you should have a clear view of the priorities in your organisation. This will allow you to make decisions about what you have your people do during the pandemic.

Places - are you ready? YES/NO

There are many options for staff to work remotely from the main office, and most organisations believe this is a valid option for them. However the pandemic environment needs to be considered more carefully than simply thinking that remote access to email will permit your organisation to continue.

Payments - are you ready? YES/NO

Should you pay key workers extra to come to work during a pandemic? Be very careful of this. If you incentivise someone to come to work and they subsequently become ill there may be an argument that you were at fault and you may face a liability claim.

Publicity - are you ready? YES/NO

When you've created a Pandemic Plan you need to publicise that you've done so. You need to tell your staff (obviously), your key suppliers, your customers and perhaps your competitors too. You need to know how you will continue to publicise your plan as the flu pandemic rolls on.

Proof - are you ready? YES/NO

No plan can be considered to be good until it has been proven to work. Your pandemic plan is no different. What assumptions have you made in creating it? Test it, prove it, and then you can be confident that you are as prepared for the expected as you can reasonably be.

Can you afford not to be prepared?

If you answered **NO** to any of the P's then you need to take immediate action. This pandemic is not following the predicted models.

Contact us on **01738 580580** to speak to one of our consultants today about how we can ensure you're ready for the expected and prepared for the unexpected.