



CabinetOffice

Helping business preparedness

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Overview

- Planning Assumptions
- Prognosis
- International aspects
- Relaxation of Regulations
- Sickness certification
- Sources of advice



Planning Assumptions

- Based on analysis & modelling of data from both inside & outside the UK
- Kept under review
- ‘Reasonable worst case’ - not a prediction of how the pandemic will develop.



Available at:

www.cabinetoffice.gov.uk/ukresilience/pandemicflu/risk/current_risk_assessment.aspx



Absence Rates

- Peak absence rate of **12%** of the workforce

Includes:

- Some allowance for those at home caring for ill children

Doesn't include:

- Normal holiday leave
- Non-pandemic illness
- Absence of those caring for ill dependent relatives or friends other than children
- Absence due to fear of pandemic illness
- Absence due to school closures [not currently planned]

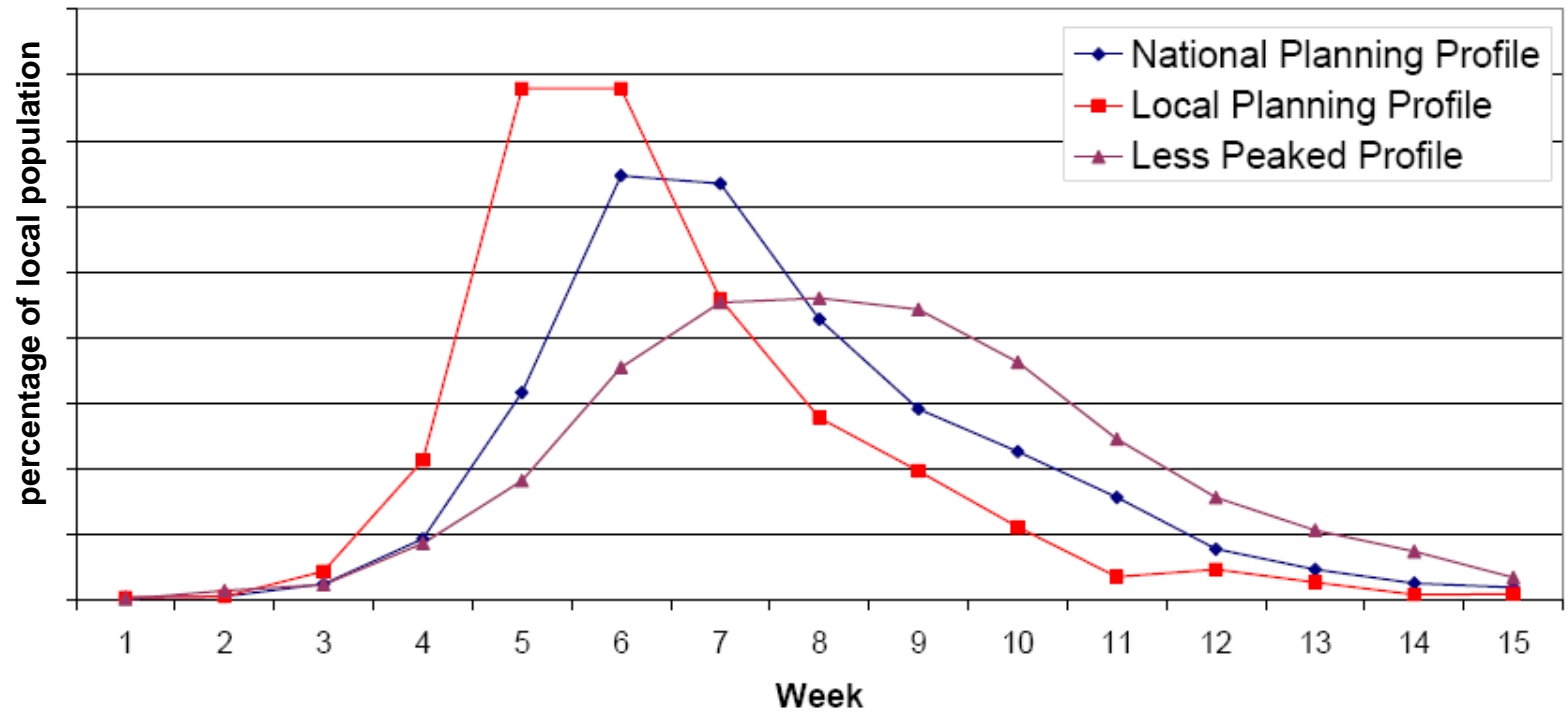


Absence calculator

- 50% of patients can be expected to recover within 7 calendar days.
- A further 25% need up to 10 days to recover.
- 25% have symptoms for more than 10 calendar days
- Mean duration of illness is 9 calendar days
- Add to this:
 - People should allow one extra day after end of symptoms before going back to work
 - People who have had severe illness will need time to recuperate, especially those in strenuous manual occupations

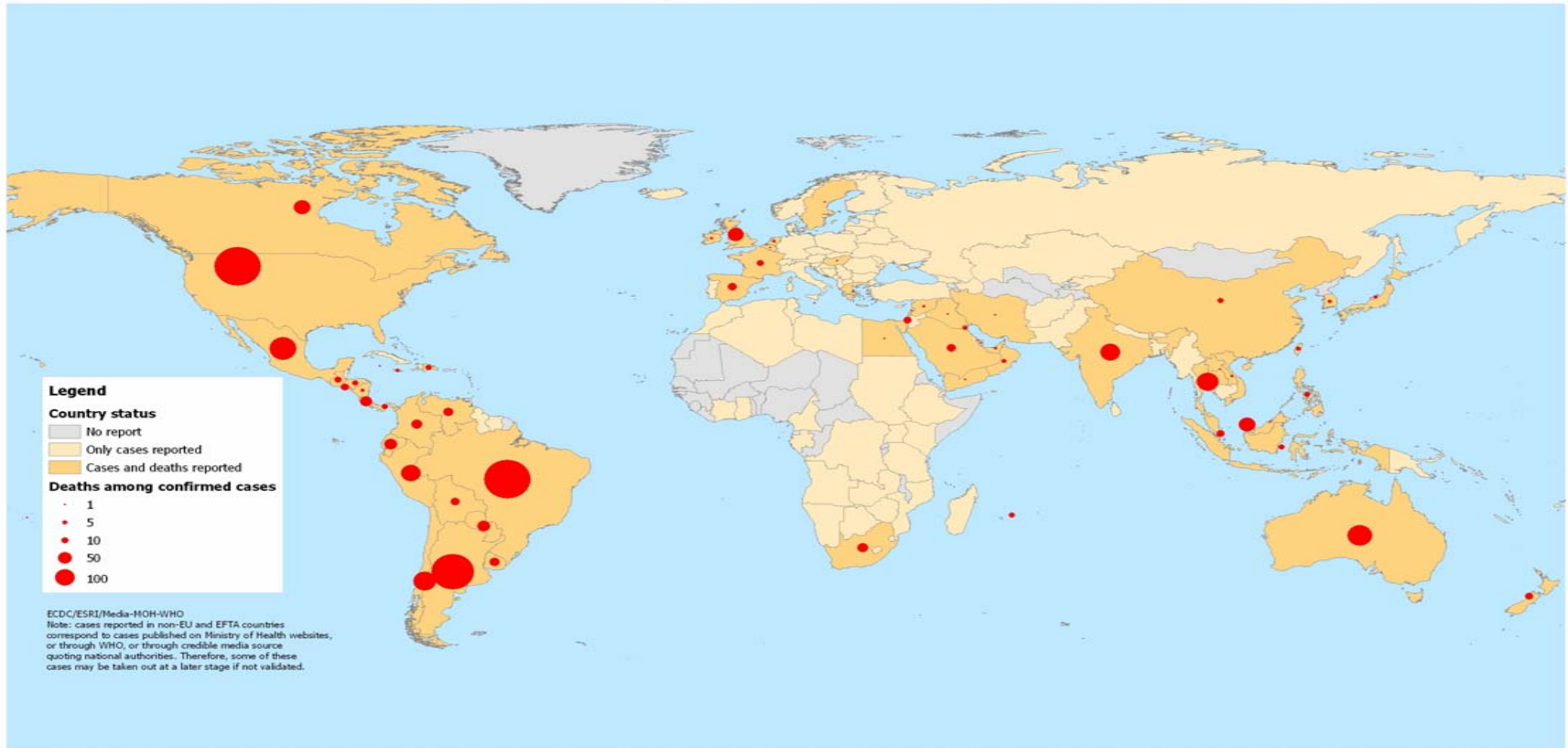


Prognosis



International Data

Reported cumulative number of confirmed fatal cases of influenza A(H1N1)v and country reporting status by country, as of 01 September 2009, 16:00 hours CEST



- International data are routinely collated & presented by WHO and ECDC
- Figures likely to be a considerable underestimate



Relaxation of Regulations

- **Business continuity** the first line of defence
- Would look to find **flexibility** within existing regulation rather than making legislative changes
- Pre-pandemic planning resulted in preparations of some draft amendments
- **Changes only brought in where strong evidence supports requirement**



Businesses should work with their Lead Government Department to provide this evidence if they feel a change is required



Sickness Certification

- Launched National Pandemic Flu Service, but need to consider protecting capacity of primary care if things get worse:
 - Under 1s, people with underlying conditions, pregnant women still need to contact GP
 - Also people who are still getting worse after 7 days (5 for children)
 - Care for people with complications
- Reduce spread of disease: enable people to stay at home if unwell



Sickness Certification – Contingency Planning

- Business Continuity has to be first line of defence
- Pre-pandemic planning included discussions with businesses about possible changes
- Planning presumption arising from discussions (based on H5N1) was that:
 - draft regulations amending the current 7 days of self-certification to 14 calendar days should be prepared for use in the event of a pandemic
 - regulations should be time limited to 6 months;
 - should apply to all illness not just flu



BANF Sickness Certification Workshop, 12 August 09

Feedback

- Employers would prefer **no change**
- **Business continuity** has to be first line of defence supported by a **co-ordinated communication** strategy now & to provide guidance prior to any change
- If changes are required:
 - Consider a voluntary “approved” **code of conduct** endorsed by Government and other relevant bodies
 - Legislative change extending self certification to **10 days** for a limited time and **flexibility** to be withdrawn as circumstances change
 - Extension applicable to **all** illnesses



Business Advisory Network for Flu (BANF)

- Ensures the delivery of advice & guidance needed by business groups & individual firms to allow them to undertake their own planning.
- Provides a conduit for two-way communication.
- Primarily an email facility, but does hold meetings when appropriate.
- Meetings held 30 June & 25 August. Next meeting 19 October.
- Specialist workshops if required, eg. sickness certification workshop on 12 August.
- banf@cabinet-office.x.gsi.gov.uk



Business Continuity – Sources of Advice

- Business Advisory Network for Flu
- Pandemic Influenza Checklist
- BCM Toolkit
- Frequently Asked Questions

- National Risk Register
- Community Risk Registers



www.businesslink.gov.uk/swineflu

www.cabinetoffice.gov.uk/reports/national_risk_register.aspx





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