

EMC HR Webinar - Covid-19 Update

WEDNESDAY 25TH MARCH 2020, 14:00 – 15:30

Presenters and Panellists

- ▶ Ann Crawford, Deputy Director, Health, Wellbeing and Workforce Development, PHE East Midlands
- ▶ Dr Meng Khaw, Centre Director, PHE, East Midlands
- ▶ Harry Honnor, Senior Adviser, Workforce and Negotiations, LGA
- ▶ Phil Bundy, Senior Adviser – Employment Law, LGA



Public Health
England

Protecting and improving the nation's health

HR Webinar - COVID-19 Update

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PHE East Midlands

Epidemiology

On 31 December 2019, the World Health Organization (WHO) was informed of a cluster of cases of pneumonia of unknown cause detected in Wuhan City, Hubei Province, China.

On 12 January 2020 it was announced that a novel coronavirus had been identified in samples obtained from cases, genetic sequencing suggests that this was the cause of the outbreak.

This virus is referred to as SARS-CoV-2, and the associated disease as COVID-19.

As of 18 March 2020 (9:00am), over 184,000 cases have been diagnosed in 164 countries and areas (including mainland China), with over 7,800 fatalities. Of these totals, over 100,000 cases and more than 4,200 deaths have been reported from countries outside mainland China. In the 15 days to 18 March, over 89,000 cases were reported.

The WHO Coronavirus dashboard has country by country information. WHO also publishes a daily international situation report.

The total number of confirmed cases in the UK is published by the Department of Health and Social Care, and is available in a visual dashboard. Link on next slide

<https://www.arcgis.com/apps/opdashboard/index.html#/f94c3c90da5b4e9f9a0b19484dd4bb14>

Virology

- Coronaviruses are a large family of viruses with some causing less-severe disease, such as the common cold, and others causing more severe disease such as Middle East respiratory syndrome (MERS) and Severe Acute Respiratory Syndrome (SARS) coronaviruses.
- WHO named the syndrome caused by this novel coronavirus COVID-19 (Coronavirus Disease 2019)
- Initial information shared by China and WHO indicates that SARS-CoV-2 is a beta-coronavirus that is genetically similar to SARS-like coronaviruses obtained from bats in Asia.

Transmission and Spread

- The source of the outbreak has yet to be determined. Preliminary investigations identified environmental samples positive for SARS-CoV-2 in Huanan Seafood Wholesale Market in Wuhan City.
- Information to date indicates human-to-human transmission is occurring. Hence, precautions to prevent human-to-human transmission are appropriate for both suspected and confirmed cases
- We do not know the routes of transmission of COVID-19; however, other coronaviruses are mainly transmitted by large respiratory droplets and direct or indirect contact with infected secretions

Clinical features

- Fever, cough or chest tightness, and dyspnoea (difficult or laboured breathing) are the main symptoms reported.
- While most patients have a mild illness, severe cases are also being reported, some of whom require intensive care.

Public Guidance

- Advice for the public is being updated regularly, the government have published the Coronavirus action plan, and PHE is addressing common questions through our blogs.
- A UK-wide public information campaign is taking place to advise the public on how to slow the spread of coronavirus and reduce the impact on NHS services. All COVID-19 campaign materials can be accessed through the Campaign Resource Centre.

Non-clinical settings guidance

Following the Prime Minister's announcement to increase social distancing measures across the country, PHE have published guidance for everyone on social distancing, and stay at home guidance for households with a possible case of coronavirus (COVID-19).

Guidance about coronavirus (COVID-19) for specific non clinical settings has been published and is updated / added to regularly

<https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance>

This includes guidance for educational settings, hostels, employers

Social Distancing

| Group/ Action | Wash hands more often | Household isolation for 14 days* | Self - isolation for 7 days** | Social mixing in the community*** | Having friends and family to the house | Use remote access to NHS and essential services**** | Vary daily commute and use less public transport | Home working |
|---|--|----------------------------------|-------------------------------|-----------------------------------|--|---|--|------------------|
| 0 – 69 | Yes | Yes | Yes | Advised against | Advised against | Advised | Advised | Advised |
| 70+ | Yes | Yes | Yes | Strongly advised against | Strongly advised against | Strongly advised | Strongly advised | Strongly advised |
| Any age Member of vulnerable group with an underlying health condition¹ | Yes | Yes | Yes | Strongly advised against | Strongly advised against | Strongly advised | Strongly advised | Strongly advised |
| Pregnant women | Yes | Yes | Yes | Strongly advised against | Strongly advised against | Strongly advised | Strongly advised | Strongly advised |
| Those with serious underlying health conditions | As above, but further bespoke guidance will be provided by the NHS next week | | | | | | | |

Self Isolation Flow Chart

Criteria and guidance applied as known on 17/03/2020:

Incubation period = 14 days

Patients to stay in self isolation 7 days from becoming ill=having symptoms = day 1

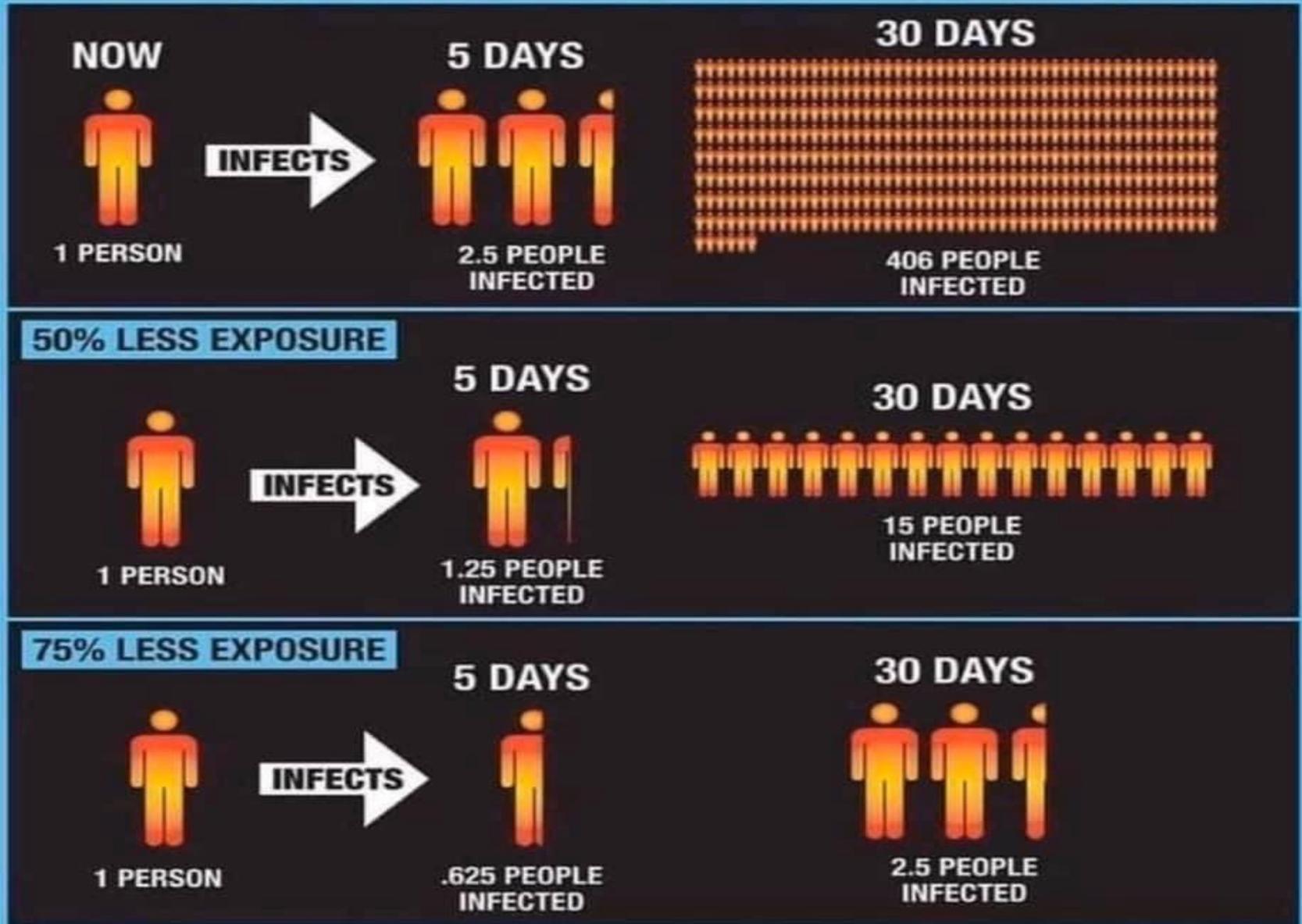
Household members to stay in self isolation for 14 days due to currently known incubation period from day 1

* Household members do not need to restart the clock if other members become symptomatic during the 14 days self-isolation

| | | Days | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | | |
|------------|---|---------|-----------------------------|---|---|---------------------------|---|---|---|---|---|----|----|----|----|----|---------------------------|----|----|----|----|----|--|--|--|
| | | Persons | | | | | | | | | | | | | | | | | | | | | | | |
| scenario 1 | A | X | +7 days from becoming ill | | | | | ✓ | | | | | | | | | | | | | | | | | |
| | B | | | | X | +7 days from becoming ill | | | | | ✓ | | | | | | | | | | | | | | |
| | C | | 14 days from A becoming ill | | | | | | | | | | | | | ✓ | | | | | | | | | |
| | D | | 14 days from A becoming ill | | | | | | | | | | | | | ✓ | | | | | | | | | |
| scenario 2 | A | X | +7 days from becoming ill | | | | | ✓ | | | | | | | | | | | | | | | | | |
| | B | | | | X | +7 days from becoming ill | | | | | ✓ | | | | | | | | | | | | | | |
| | C | | | | | | | | | | | | | | | X | +7 days from becoming ill | | | | | | | | |
| | D | | 14 days from A becoming ill | | | | | | | | | | | | | ✓ | | | | | | | | | |

Key: x =ill/having symptoms
✓ =allowed to go out again

THE POWER OF SOCIAL DISTANCING



Strengthened Stay at Home Guidance

You should only leave the house for one of four reasons:

- shopping for basic necessities, for example food and medicine, which must be as infrequent as possible.
- one form of exercise a day, for example a run, walk, or cycle - alone or with members of your household.
- any medical need, or to provide care or to help a vulnerable person.
- travelling to and from work, but only where this absolutely cannot be done from home.

These four reasons are exceptions - even when doing these activities, you should be minimising time spent outside of the home and ensuring you are 2 metres apart from anyone outside of your household.

<https://www.gov.uk/government/publications/full-guidance-on-staying-at-home-and-away-from-others>

About to launch a 'looking out for each other' campaign

Vulnerable Groups and Shielding

On Monday 16th March the UK government announced a package of measures, advising those who are or may be at increased risk of severe illness from COVID-19 to be particularly stringent in following social distancing measures. (The list is in the notes attached to this slide)

<https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people/guidance-on-social-distancing-for-everyone-in-the-uk-and-protecting-older-people-and-vulnerable-adults>

From the 23rd March letters will be sent to all patients who are considered to be at highest risk of severe illness that would require hospitalisation from coronavirus (COVID-19). The letter will ask them to stay at home at all times and avoid any face-to-face contact for at least twelve weeks. (The list is in the notes attached to this slide)

This builds on existing national guidance, including:

<https://www.england.nhs.uk/coronavirus/>

<https://www.nhs.uk/conditions/coronavirus-covid-19/>

<https://www.gov.uk/coronavirus>

Key workers and vulnerable Children

Schools advised to close as of 20th March 2020

Schools, and all childcare providers, are being asked to continue to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the Covid-19 response (key worker details in notes) and cannot be safely cared for at home.

Vulnerable children include children who are supported by social care, those with safeguarding and welfare needs, including child in need plans, on child protection plans, 'looked after' children, young carers, disabled children and those with education, health and care (EHC) plans²⁰

If workers think they fall within the critical categories above, they should confirm with their employer that their specific role is necessary for the continuation of this essential public service.

If school is closed, then advised to contact their local authority, who will seek to redirect them to a local school in their area that their child, or children, can attend.

Workers in Vulnerable Groups

NHS is defining two categories of risk and are allowing those in the lower risk group to work, just not in high viral load areas

Vulnerable groups and advice re isolation: 2 main groups

Very high risk e.g. cystic fibrosis, severe genetic disorders, transplant patients defined by disease or the medication they are taking. Self-isolation to protect them from the virus for months/duration of pandemic.

Broader group who are offered the flu jab each year: increased risk but not high risk. Recommending social distancing. Going to develop definitive guidance re this nationally. Indicated that the staff can still work just not in high viral load areas rather than send them home for weeks.

Health Inequalities

| | | | |
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| <p>Mental health</p> | <p>Risk to wellbeing if community groups and social prescribing activities cease.</p> <p>Also potential risk if people are isolating, especially if asymptomatic, or there is a significant change in the structure of their day due to home working, that they may be less likely to undertake activity which promotes their mental health</p> | <p>Some libraries already have and distribute wellbeing packs. Support library services to ensure their bibliotherapy books and information are available online.</p> <p>Promote physical activity to help structure the day and manage stress</p> | <p>https://www.mind.org.uk/information-support/coronavirus-and-your-wellbeing/</p> <p>Physical activity and your mental health (Mind): https://www.mind.org.uk/information-support/tips-for-everyday-living/physical-activity-and-your-mental-health/about-physical-activity/</p> <p>Home-based strength and cardio workouts for adults: https://www.nhs.uk/oneyou/for-your-body/move-more/home-workout-videos/</p> <p>NHS PA page: https://www.nhs.uk/live-well/exercise/</p> <p>One You PA page: https://www.nhs.uk/oneyou/for-your-body/move-more/</p> <p>Sport England: https://www.bhf.org.uk/information-support/heart-matters-magazine/activity/get-active-indoors</p> |
|-----------------------------|---|--|--|

Health Inequalities

| | | | |
|---------------------------------------|---|---|---|
| Homeless-access to health care | Homeless are at risk due to the difficulties around self isolating and may be affected by closure of homeless services due to an outbreak or lack of staff as support workers become ill. | Creation of homeless and COVID-19 task force Local authorities should look to use <u>section 189</u> of the housing act to prioritise accommodation for rough sleepers | https://www.gov.uk/government/publications/covid-19-guidance-on-services-for-people-experiencing-rough-sleeping https://www.gov.uk/government/publications/covid-19-guidance-on-services-for-people-experiencing-rough-sleeping/covid-19-guidance-for-hostel-or-day-centre-providers-of-services-for-people-experiencing-rough-sleeping https://www.homeless.org.uk/connect/blogs/2020/mar/05/covid-19-coronavirus-outbreak |
|---------------------------------------|---|---|---|

Every Mind matters is now tailored to support with some advice and tips on how to manage anxiety during social distancing and isolation.

Find guidance, advice and tips on how to maintain your mental wellbeing if you need to stay at home or are worried and anxious about the outbreak.

<https://www.nhs.uk/oneyou/every-mind-matters/coronavirus-covid-19-anxiety-tips/>

(screen shot of Every Mind Matters website)



Partners can signpost people to the website using the Every Mind Matters assets on the Campaign Resource Centre. E.g:

<https://campaignresources.phe.gov.uk/resources/campaigns/82-every-mind-matters/resources>

Questions

<https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance>

LGA Presenters and Covid-19 Workforce FAQ link

Harry Honnor, Senior Adviser, Workforce and
Negotiations, LGA

Phil Bundy, Senior Adviser, Employment Law, LGA

The LGA FAQ document

<https://www.local.gov.uk/covid-19-workforce-faqs>

Close

Further questions to
Lisa.Butterfill@Emcouncils.gov.uk or
Sam.Maher@emcouncils.gov.uk

We will also make a recording of the webinar available for use after today and will be in touch with ongoing support and information we can provide

Thank you for attending