

Pandemic Fatigue – Investing in your employees to build a culture of caring

Topics:

- Latest on COVID-19
- Strategies for supporting your team
- How to start a conversation





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Legal Disclosure:

The Coronavirus pandemic is an ongoing, continuously evolving situation.

Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

Northern Light Health does not know the particulars of your situation, so the information presented today is general in nature and is based upon Northern Light Health's own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance Northern Light Health presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.

Ask us questions – give us feedback – this hour is for you

- Please use the **Q and A** function to ask your questions at anytime.

Page 1 of 1

1. I am able to apply the tools and guidance provided today to support my workplace and/or employees.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
2. The information provided today was easy to understand and relevant.*
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
3. How likely are you to recommend the Business to Business Zoom Conference series to a fellow colleague and / or Maine employer?*
- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely
4. How likely are you to attend one of our Business to Business Zoom Conferences in the future?*
- Very Likely
- Likely
- Neutral
- Unlikely
- Very Unlikely
5. What topic(s) would you like us to focus on in the future?

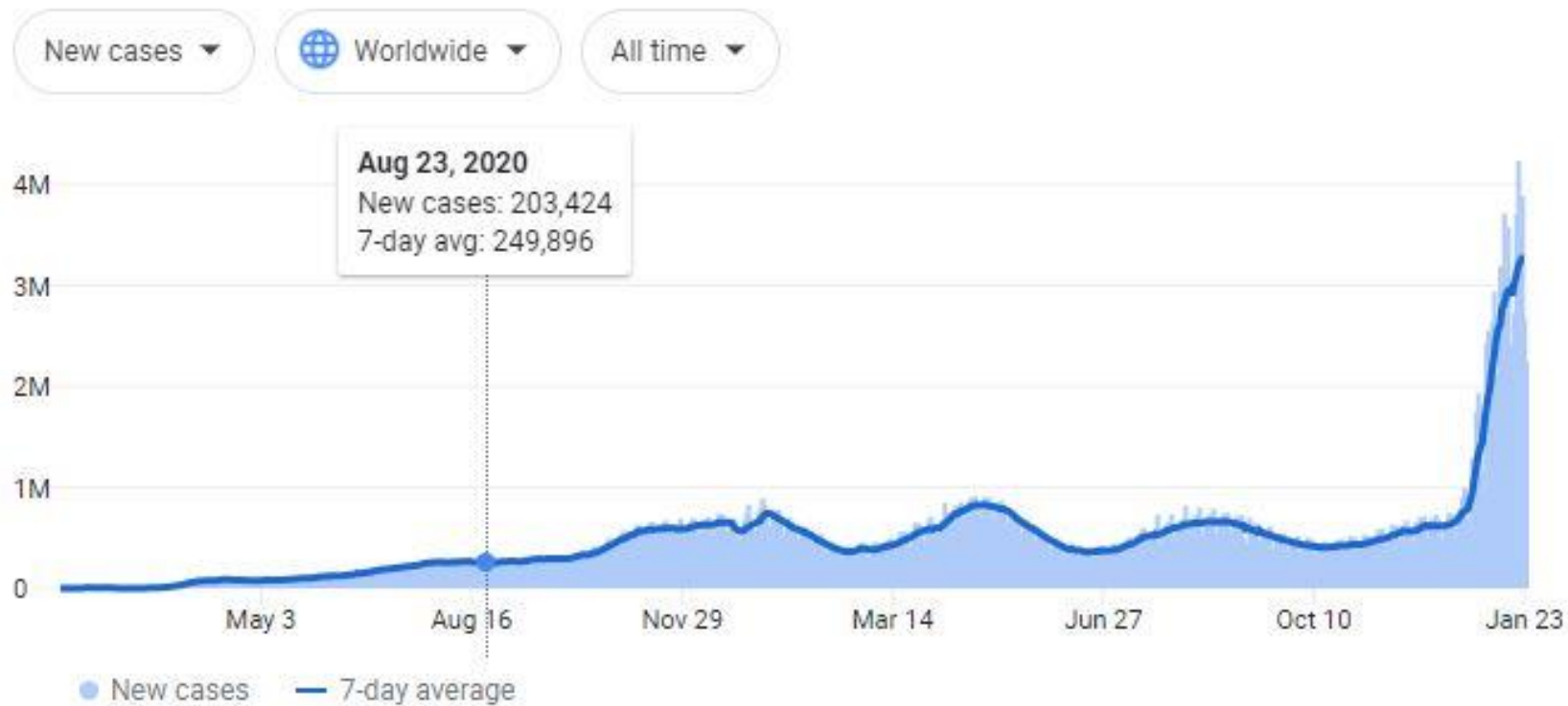
Done

Latest on COVID-19

COVID-19 Global View

↗ New cases and deaths

From [Our World in Data](#) · Last updated: 9 hours ago



COVID across Northern Light Health

COVID-19 Vaccinations Prevent Hospitalization



116 HOSPITALIZED

56 VACCINATED 60 UNVACCINATED



UNDER 60

OVER 60

18 IN ICU

7 VACCINATED 11 UNVACCINATED



UNDER 60

OVER 60

8 ON VENTILATORS

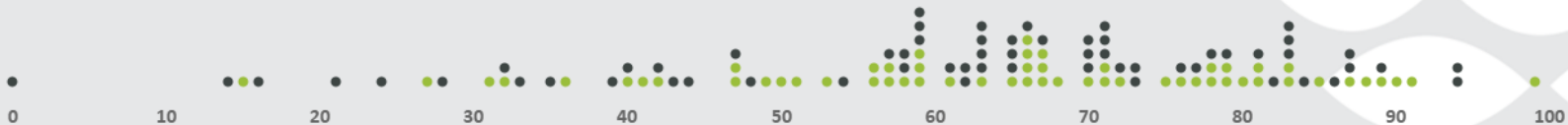
2 VACCINATED 6 UNVACCINATED



UNDER 60

OVER 60

63 is the average age for currently hospitalized patients, but younger vaccinated and unvaccinated individuals are being treated as well.

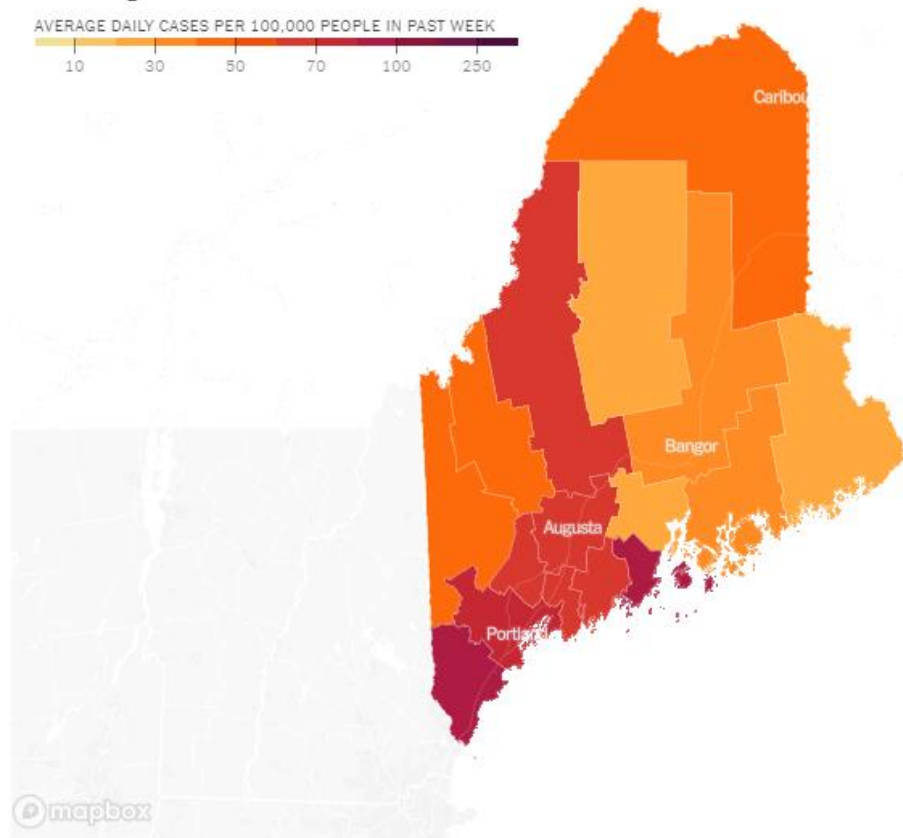


COVID hospitalizations January 26, 2022 | Vaccinated patients have received at least one dose of a COVID-19 vaccine, but may not be considered fully-vaccinated per CDC guidelines.

COVID across Maine

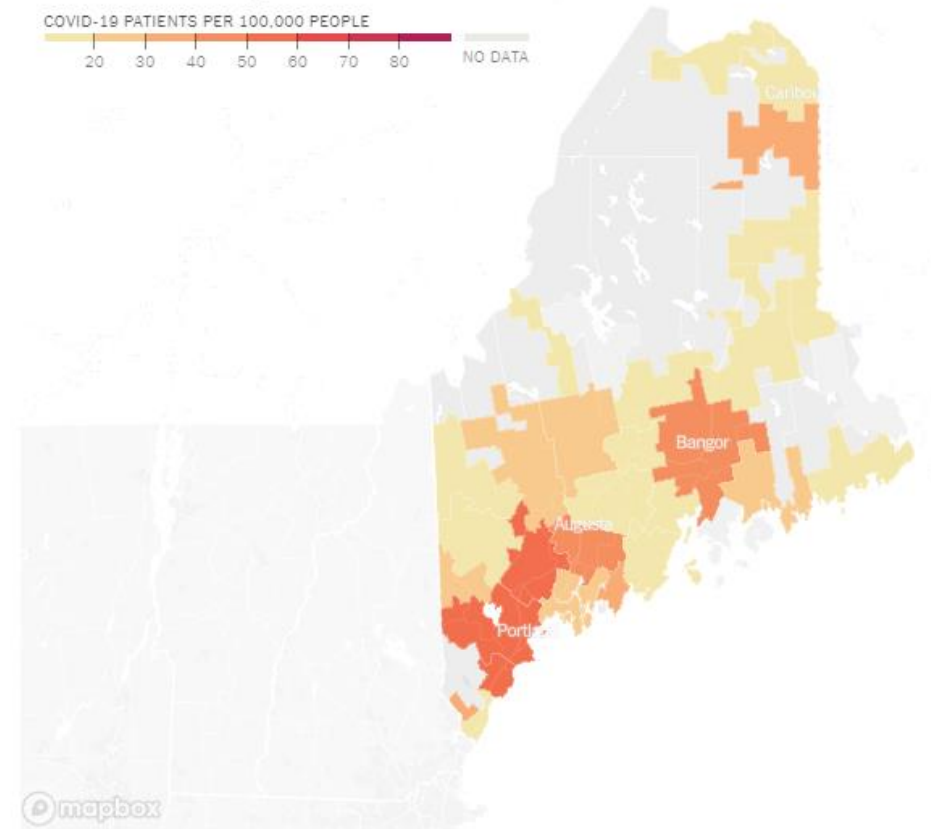
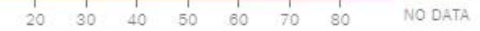
Hot spots

AVERAGE DAILY CASES PER 100,000 PEOPLE IN PAST WEEK



Current hospitalizations

COVID-19 PATIENTS PER 100,000 PEOPLE

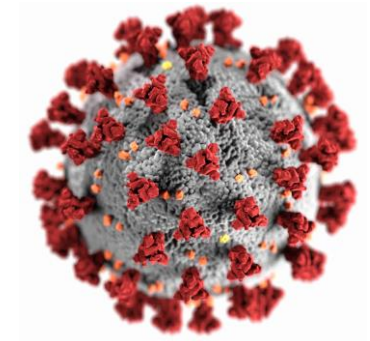
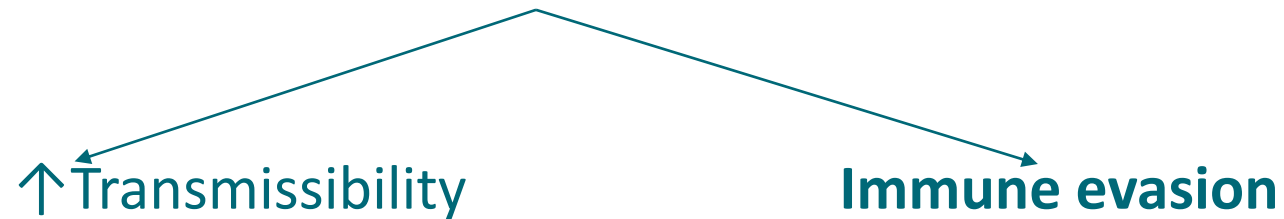


COVID-19 – Boosters, vaccines, and Omicron

Omicron : Why?

- When viruses replicate, they mutate;
 - those with selective advantage will spread
- Omicron :

> 50 mutations; > 30 on the spike protein



Omicron: transmissibility

- Doubling time 2-3 days
- More efficient viral entry into cells

- R_0^* Omicron > Delta
- Household transmission risk 3X higher



*** R_0 : average # of cases of an infectious disease arising from transmission from a single infected person; indicates how contagious a disease is**

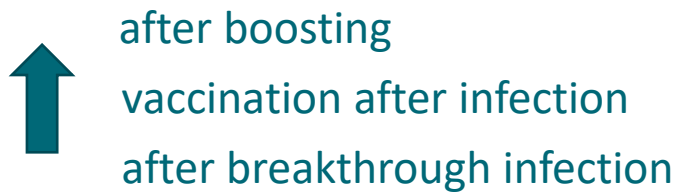
Omicron: immune evasion

Antibodies that protect against **infection** work less well against omicron

- Natural infection
- Monoclonals antibodies
- Vaccines

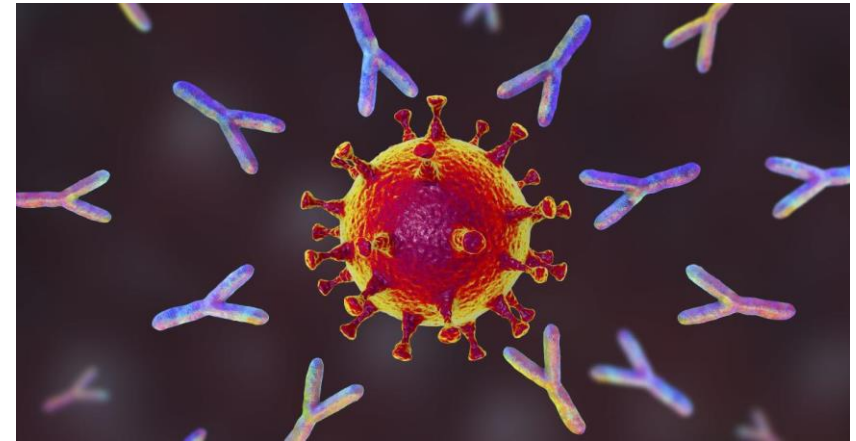
LAB studies

Antibodies : levels and effectiveness drop significantly over time



-Duration ??

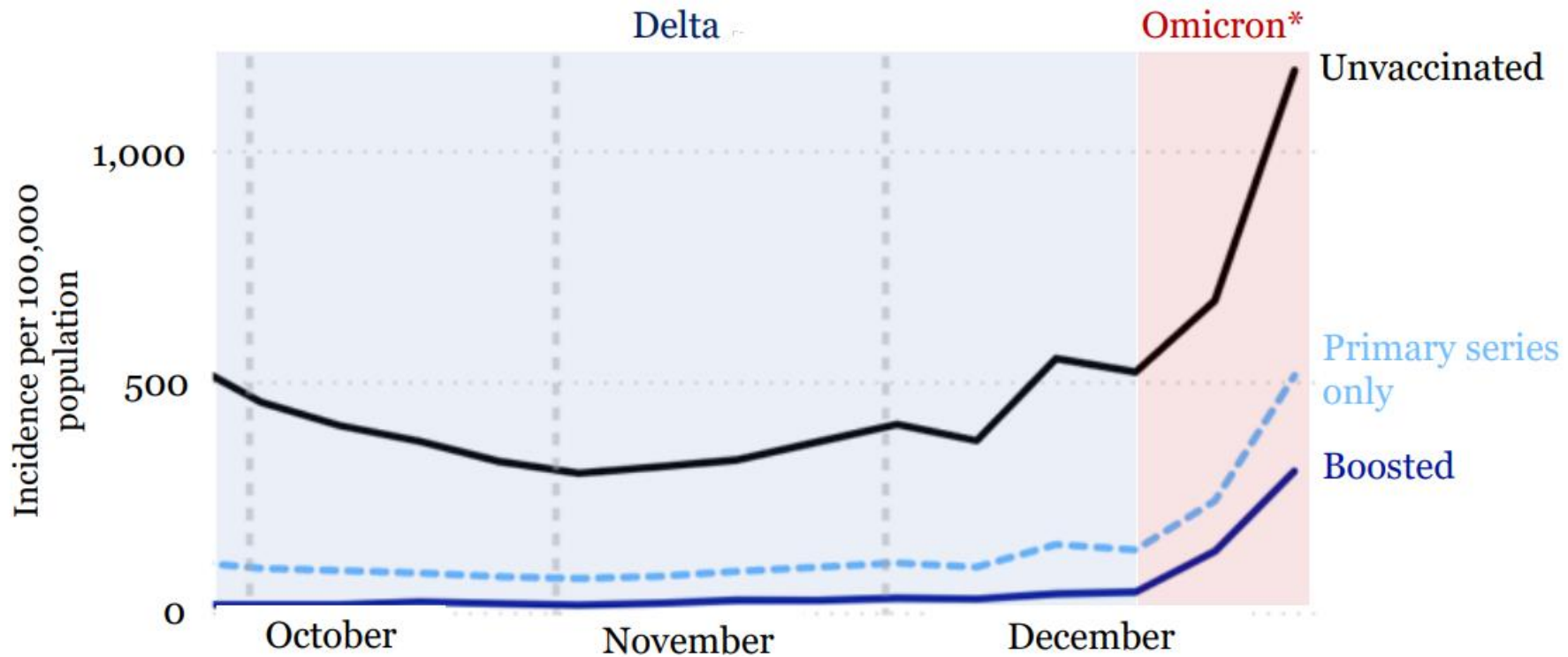
T cells : provide protection from severe disease, hospitalization, death
: still recognize >80% targets on Omicron



Omicron: immune evasion real world

Booster Effectiveness on COVID-19 Cases

Rates of COVID-19 Cases by Vaccination Status and Booster Doses



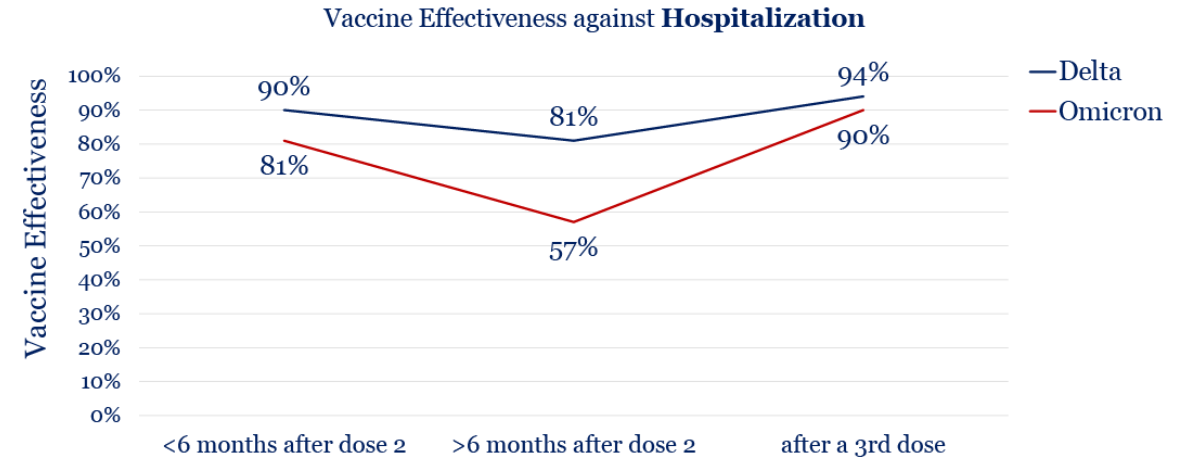
*On December 1, 2021, the first case of COVID-19 attributed to the Omicron variant was reported in the United States.

Omicron: immune evasion real world

Booster Effectiveness on severe COVID-19

- Two dose vaccine efficacy (VE) wanes over time against Delta and Omicron
- **Booster VE severe disease:**

Vaccine effectiveness of 2 vs 3 doses of mRNA vaccines for Delta and Omicron



Source MMWR: <http://dx.doi.org/10.15585/mmwr.mm7104e3>.

Omicron: severity



- ? more damage upper airway and less lung infectivity
- Protective immunity in the population
 - from prior infections & from vaccines
- Lower hospitalization rates, shorter stays & lower death rates *
- Omicron may cause less severe disease than Delta
 - ❖ **but it is NOT a mild disease**
 - ❖ UNVACCINATED
 - ❖ ELDERLY/IMMUNOCOMPROMISED
 - ❖ UNDERLYING CONDITIONS
 - ❖ Proportion of severe cases may be less but given the rates of infection the absolute numbers of severe cases are overwhelming
- Long term effects

Omicron: what we can do

- High quality masks
- Physical distancing
- Ventilation / air filtration
- Hand hygiene
- Stay home when sick
- **Vaccines *****
- **Boosters**
 - Better protection
 - Increased protection from severe disease/ death
 - Disruption transmission



COVID-19 Roundtable Discussion.



Jim Jarvis, MD, FAAFP,
Senior Physician Executive
Incident Command,
Northern Light Health,
Director, Clinical Education,
Northern Light EMMC



Rebekah Gass, MD,
Physician Lead, Infectious
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Pandemic fatigue – strategies to support your team

Open Up the Conversation

How to start

- Be available
- Cultivate a feedback culture, promoting psychological safety
- Acknowledge emotions
- Rebuild trust
 - Take responsibility
 - Be transparent
 - Offer repairs

The benefits of talking it out

- Workers trust colleagues who acknowledge negative emotions
- Ignoring emotions lessens trust



Source: “Emotional acknowledgment: How verbalizing others’ emotions fosters interpersonal trust.” Organizational Behavior and Human Decision Processes. [Volume 164](#), May 2021, Pages 116-135

How to start a conversation...



Yemaya St. Clair, LCPC
EAP Counselor, Northern
Light Work Force



Becky DeKeuster, Senior
Manager, CDC COVID-19
Contact Tracing Program



Contact **Work Force EAP** at 1-800-769-9819 to inquire about services available for your employees



Contact **Healthy Life Resources** at 207.973.6446 or AcadiaHLR@northernlight.org
A comprehensive, coordinated, and actionable set of supports for employers to promote a strong functional workforce.



Contact **Beacon Health Wellness** at 207.973.8273 to learn about programs to support your employees' journey to wellness.



Northern Light Acadia Substance Use treatment
207.973.6100



Maine Crisis Line 1.888.568.1112 provides confidential 24/7 support and information

Now's your time to ask questions. Please use the Q and A option.



Ed Gilkey, MD, MS, MBA, CPE, Senior Physician Executive, Northern Light Beacon Health



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Easy access to schedule your vaccine, booster, or Flu shot

[COVID-19 \(Coronavirus\) Portal - Public Vaccination \(northernlighthealth.org\)](https://www.northernlighthealth.org/COVID-19)

 Northern Light Health.

Public Vaccination

COVID-19 Vaccination and Booster Eligibility Updates

Booster dose appointments for Pfizer, Moderna, and Johnson & Johnson COVID-19 vaccines are now available for people 18 and over who meet criteria.

People 5 years or older are currently eligible to schedule a COVID-19 vaccination.

Important:

- Community members under age 18 who would like to be vaccinated, must have a parent or guardian complete and initial the online scheduling form on their behalf.
- In addition to scheduling a vaccine using the online process, patients under 18 are required to bring a completed consent to treat forms signed by their parent or guardian to their appointment.
- Patients under the age of 16 must be accompanied by a parent or guardian to their vaccination.
- If you have any questions please call: **207-204-8551***

**Long distance or carrier fees may apply.*

Scheduling your vaccination:

- If you cannot find an appointment that works for you at a Northern Light Health location, please visit the [state COVID-19 vaccination sites list](#).
- Please print your appointment confirmation and bring it with you. Vaccination candidates will receive an email confirming their vaccination location

Tools you can use:

<https://northernlighthealth.org/Resources/Safe-Return-to-Business>

Be sure to register for Thursday, February 10

Frontline employees share their experiences – Lessons that promote team strength, resiliency, and compassion

Topics:

- Latest on COVID-19
- Roundtable discussion
- Plenty of time to ask your questions



Northern Light Health.

One-hour Zoom Conferences
Moderated forum with Q and A
presented by Northern Light Health

zoom Business to Business Conference Series

GOOD HEALTH IS GOOD BUSINESS

Frontline employees share their experiences

Lessons that promote team strength, resiliency, and compassion

Thursday, February 10 at 11 am
The Zoom meeting ID will be sent to you upon registering



Topics will include:

- Latest on COVID-19
- Roundtable discussion
- Plenty of time to ask your questions

Learn how to support your employees and your customers to operate a safe and healthy business.

Our Panelists:

Jim Jarvis, MD, FAAFP Senior Physician Executive Incident Command, Northern Light Health Director, Clinical Education Northern Light Eastern Maine Medical Center	Chris Laird, RN AVP Patient Care Service Northern Light Eastern Maine Medical Center	Darren Lord Convenience Store Operations Manager RH Foster
Jake Knight Branch Manager, Brewer Bangor Savings Bank	Moderated by Ed Gilkey, MD, MS, MBA, CPE Senior Physician Executive Northern Light Beacon Health	

**PLEASE REGISTER
BY CLICKING HERE
BEFORE JOINING THE MEETING**

Attendees are asked to join the conference by Zoom and listen to audio using your computer only. Please do not dial in while also connected via your computer. The dial-in number is for those not joining by computer. This will help accommodate a larger number of participants. **See you Thursday!**
Please contact Lanie Abbott for more information lwabbott@northernlight.org

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