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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Rebekah Gass, MD, Physician Lead, Infectious Disease Care Co-Director Antimicrobial Stewardship Program, Northern Light EMMC

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

Becky DeKeuster, Senior Manager, CDC COVID-19 Contact Tracing Program
The Coronavirus pandemic is an ongoing, continuously evolving situation.

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

• Please use the **Q and A** function to ask your questions at anytime.
Latest on COVID-19
COVID-19 Global View

New cases and deaths
From Our World in Data - Last updated: 9 hours ago

Aug 23, 2020
New cases: 203,424
7-day avg: 249,896

Good Health Is Good Business
COVID-19 Vaccinations Prevent Hospitalization

116 HOSPITALIZED
56 VACCINATED 60 UNVACCINATED

18 IN ICU
7 VACCINATED 11 UNVACCINATED

8 ON VENTILATORS
2 VACCINATED 6 UNVACCINATED

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

↑ Transmissibility
Immune evasion
Omicron: transmissibility

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

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

*R0 : 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 after boosting vaccination after infection after breakthrough infection

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

Good Health Is Good Business
1.27.22
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.

PowerPoint Presentation (whitehouse.gov), 1.21.22
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](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,
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Director, Clinical Education,
Northern Light EMMC

Rebekah Gass, MD,
Physician Lead, Infectious
Disease Care Co-Director
Antimicrobial Stewardship
Program, Northern Light
EMMC
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

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

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

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

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Good Health Is Good Business
Easy access to schedule your vaccine, booster, or Flu shot

COVID-19 (Coronavirus) Portal - Public Vaccination (northernlighthealth.org)

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 be required to bring a completed consent to treat form 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*

*S Long distance or courier 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

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• Roundtable discussion
• Plenty of time to ask your questions
Legal Disclosure:

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