Without a strategy...
Having a battle plan... Alleviates panic
A Battle plan requires

• Sufficient Ammunition = Immediate testing capability
• Sufficient Armor = PPE
• Well-rehearsed Skills = Stellar Infection Control
• Incident Command Structure = Organized and Coordinated Activities
• A dedicated team = you must support their morale
Training

• All staff should get COVID and PPE training
• UH Manoa School of Nursing- Online COVID modules
• PPE Buddy System/ Checklist/ Audits
  • to protect each other
• Find Nursing Assistants at local CNA schools
  • Certified Nursing Assistant waivers
Cross-training

• Medical records → call lights, water, get personal items
• Therapy Staff → assist with personal care, nursing assistant functions
• Administrators, DON, Managers → many are also nurses and can help with assessment and med passes
• Nurse → feeding assistance
• Nurse Assistants → Activities and Behavior management
• Social Services → Activities and Behavior management
More Efficient Med Pass

- Optimize Medication Management
  - Meds to stop, reduce, change (vitamins, supplements, frequency, use long-acting)
  - How meds are given (change crushed meds to liquid or transdermal, insulin to oral)
  - How meds are monitored - less aggressive control $\rightarrow$ less monitoring
  - When given (consolidated dosing, std $\rightarrow$ prn)
  - Review specific meds for COVID symptom management (nebs $\rightarrow$ get MDI with spacers)
COVID unit- dedicated staff

- Coverage by Three 12 hour shifts on → Three 12 hour shifts off
- Primary nursing
- Have an extra CNA for 2-person assist
- Walkie talkies to call outside unit for assistance
- Paid premium per hour
Review Staff COVID return to work strategies

- Staff at “High-risk” of exposure must quarantine x 14 days.
- Staff at “Low-risk” of exposure without symptoms may keep working with PPE, checking symptoms every 12h
- **TEST-BASED STRATEGY**
  - Clinical recovery (Fever and respiratory), and 2 Negative test (≥24 hours apart within 24
- **SYMPTOMS-BASED STRATEGY**
  - If COVID+ with SYMPTOMS: quarantine x14 days and at least 3 days after recovery from symptoms.
  - If COVID+ staff with NO symptoms: Stay home x 14 days.
No Staffing Surprises:

- Know which staff are working at more than one facility or job
  - May lose staff if there is a case at the other facility
  - Cross-contamination

- Consider contracting with one Agency
  - Lower potential for cross-contamination
  - Easier to keep track of COVID-19 training for agency staff in your facility
Morale

Communicate, Communicate, Communicate

"HEROES WORK HERE" BANNERS

CATCH ME DOING IT RIGHT! Programs
Know when to ask for help...

- Where will you transfer patients when you no longer have enough staff?
- Are there Alternate care sites to care of sick patients or COVID-19 quarantine patients?
- State Gov’t Agencies, FEMA, National Guard may be able to provide manpower to assist in certain tasks (swabbing, moving, etc.)
Ready for the battle!