

Pandemic Emergency Management – Challenge & Tested Solution

Challenge identified:

Managing existing staff/resources

Solution:

Redeploying existing staff and management

Steps to Implement:

1. Review all position and determine which positions can be redeployed
2. Review personnel in positions to be redeployed
3. Determine their strengths and redeploy them accordingly

Examples

- Admin position turned into PPE logistics positions
- All day program staff redeployed to Inclusive Living positions
- Immunocompromised staff in Inclusive Living redeployed to lower risk areas.
- Manager of Community Participation pivoted to IPAC lead
- Use early learning staff redeployed to on-site Covid Testing initiative

Results

1. How effective was this?
 - Very
2. Was this efficient? Was it quick to implement?
 - Yes, once identified it was quick to implement
3. Would you recommend this to other agencies?
 - Yes

Additional Considerations:

- Have a contingency plan that includes a mobilization section
 - i.e. redeployment of staff: anyone who is a resolved Covid case will be redeployed to Outbreak site

Lessons learned:

- Ensure staff are engaged and part of the solution. Keep them up to date with mobilization plans and crisis redeployment initiatives
- Ensure clear line of reporting identified

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