

Supporting Colleagues in their Recovery from COVID-19

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Canterbury District Health Board

Canterbury
District Health Board
Te Poari Hauora o Waitaha

Background

- CDHB is biggest employer in South Island
 - over 11,000 staff
- Overseas experience suggested that staff would mainly acquire COVID outside of work and at equivalent rates to the rest of the community
- 5-10% of staff could be affected by COVID at any one time point
- Overseas experience demonstrate delayed recovery from COVID – up to 50% of individuals in some studies. However;
 - We have fully vaccinated workforce
 - Omicron is dominant viral strain
- We set about developing a programme to support staff back to work.
 - Principle that early recognition and intervention is likely to offer best prospect of timely recovery

Return to Work Team

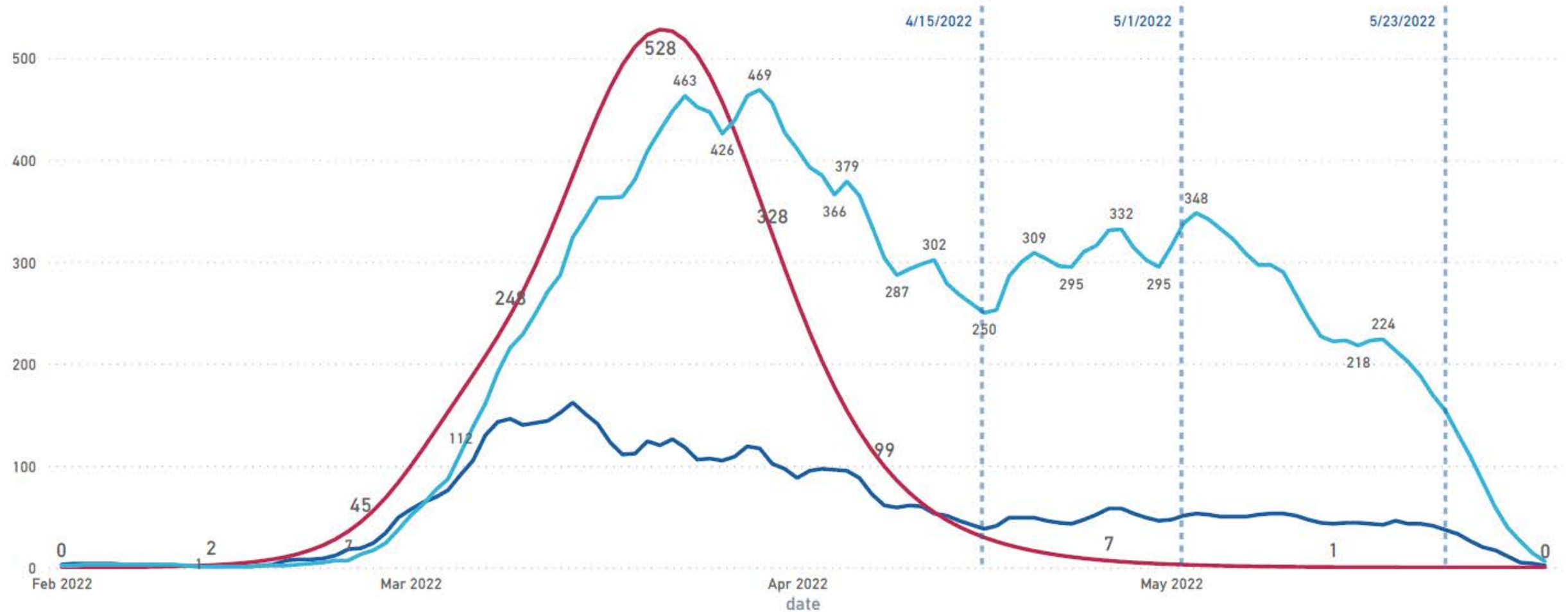
RTW is a non-clinical support team who focus on providing support and guidance to staff during their COVID-19 recovery.

We are here to help staff get back to work when they feel well enough to do so.

Staff Absence Actuals VS Modelling for Canterbury DHB as at 23/05/2022

Staff Absence Projections VS Actuals

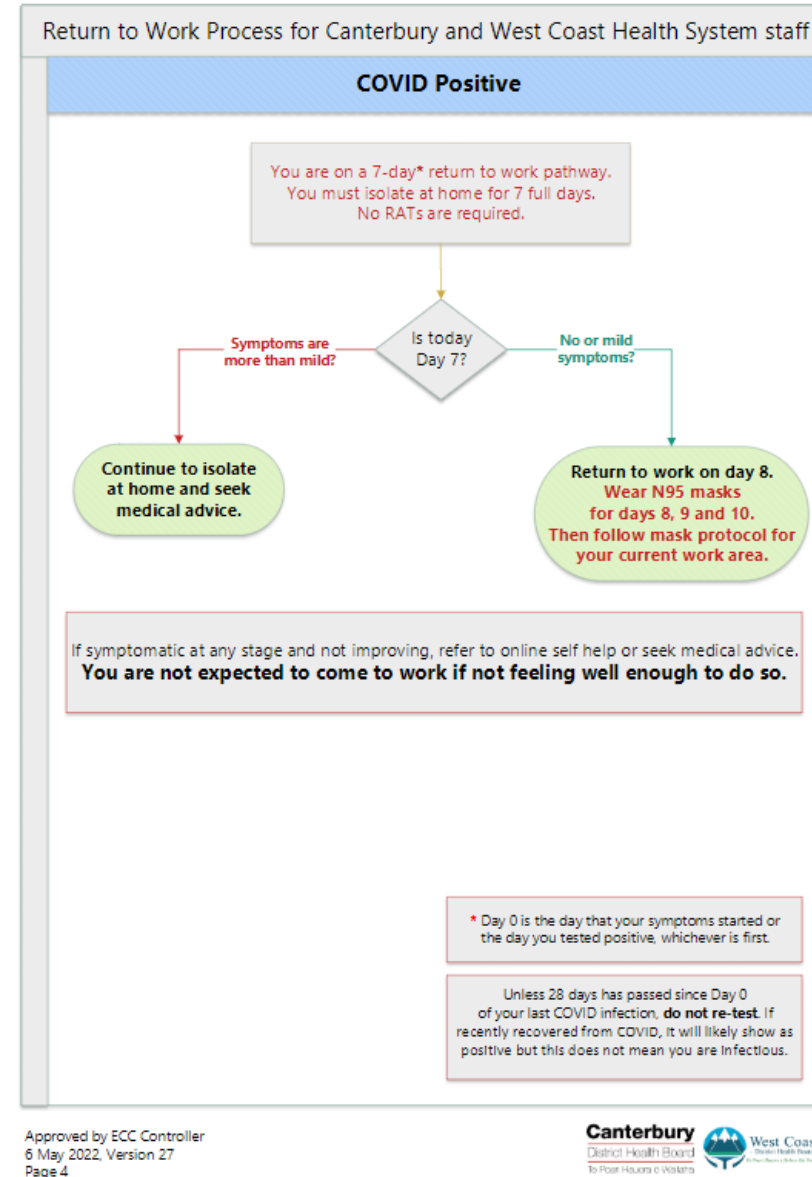
● Household contact ● Model - 7 days isolation ● Isolating due to Covid positive



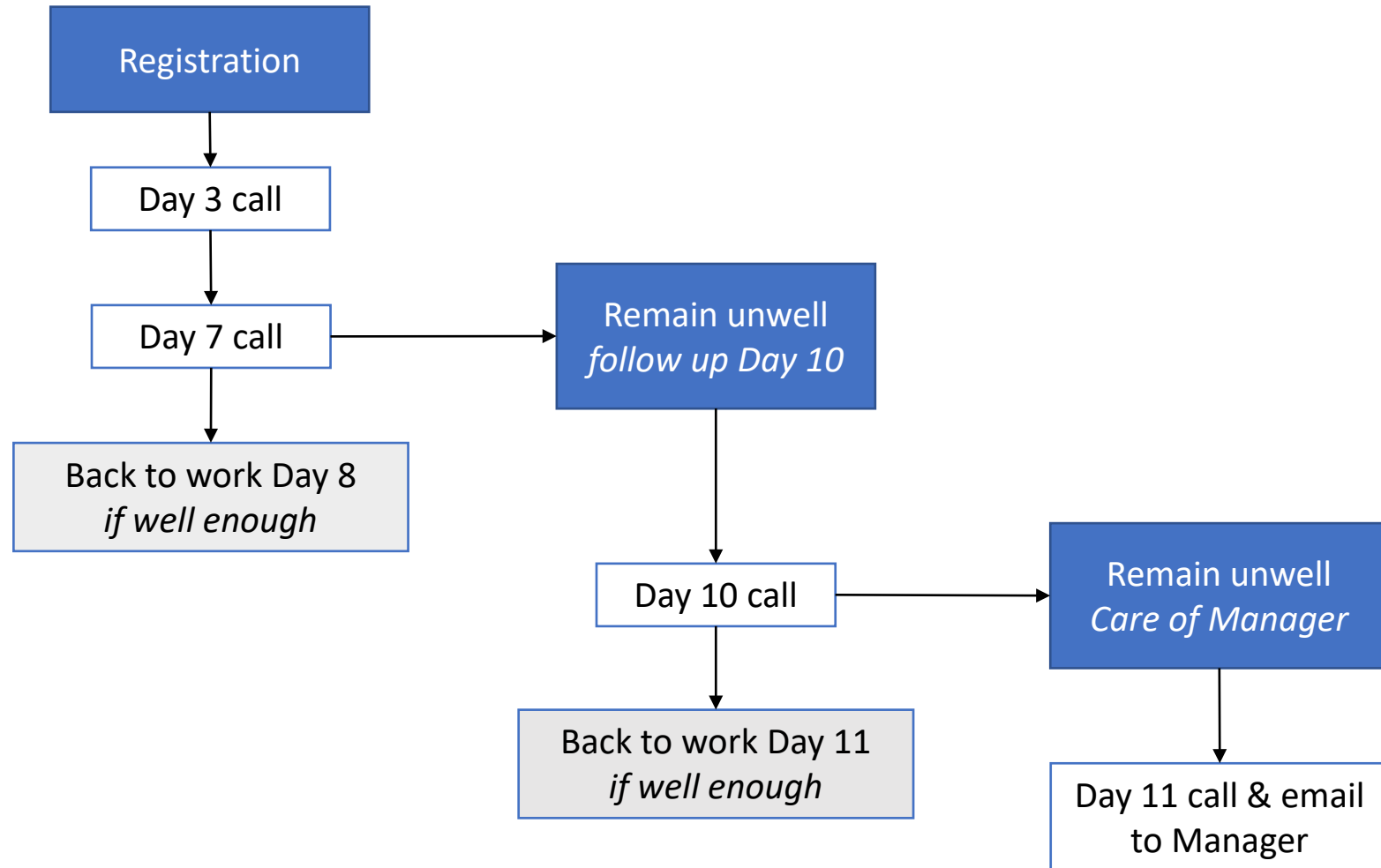
This chart is an indicative number of people absent overtime, rather than a number of positive/household contacts currently on Return to Work Register. For current active cases please contact Return to Work Team.

Return to Work

- Established late February 2022
- Modelled off a COVID-19 staff support programme in Australia
- Staff register via Microsoft Teams Form
 - Opt-in process
 - Guided by the RTW flowcharts
- Four Categories for staff registration
 - Tested positive for COVID-19
 - Household contact
 - Exposure at work
 - Mildly symptomatic but testing negative



Return to Work – Current Process



Return to Work – by the numbers

Total RTW registration

3,541

Total staff who have been placed
in 'Care of Manager' on day 10

103

Total COVID positive
registrations

2,508

(22.8% of all staff)

Percent of staff well enough to
return to work at Day 8

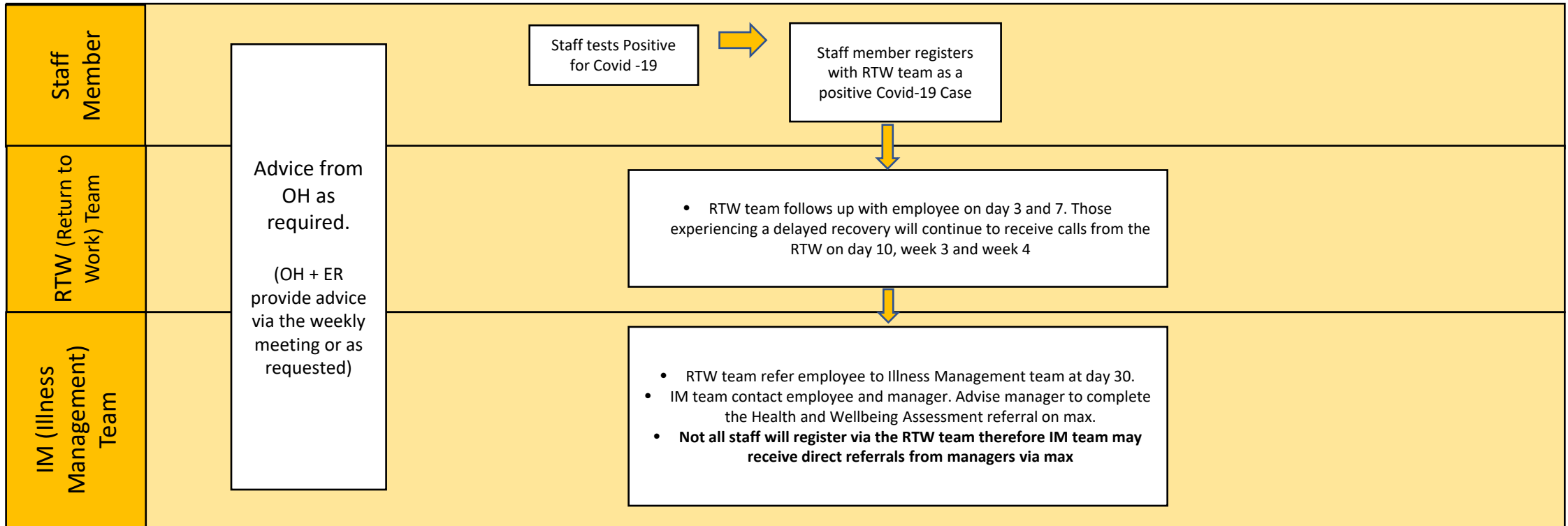
61%

Since Feb 2022

CDHB/WCDHB COVID-19 Delayed Recovery Process for Employees

An expansion of the RTW Programme

CDHB/WCDHB Covid-19 Delayed Recovery Process for Employees – *Awaiting Approval*



Weekly meeting between RTW Nurse Coordinator, IM team and Occupational Health to discuss *employees experiencing delayed recovery from Covid-19
 Any clinical information from week 3 stored on MedTech database.
 *(note employee will remain anonymous during meeting)