



Bobbie Stone International, LLC

BSI Recruiting News & Views

OCTOBER 2009

FROM THE DESK OF BOBBIE STONE...

To Our Friends and Colleagues,

Welcome to Volume 2 of *BSI RECRUITING NEWS & VIEWS*. This edition is devoted to a topic of timely interest: "the HR Department's and Occupational Health's collaborative efforts in prevention" regarding the H1N1 (swine flu) concerns that are affecting people within our hospitals and the country during this Fall season.

We hope that you will find this information helpful and if so, we would ask that you share it with other HR Team members in your Organization.

Please feel free to Join Our Mailing List and / or contact me via e-mail : bstone@optonline.net as we welcome comments and suggestions for Articles of Interest.

Best wishes for a Healthy Season,

Bobbie Stone

Bobbie Stone
President

Human Resources and Occupational Health/ Partners in Prevention

Charlotte Carneiro RN, MS, COHN-S, CIC

Human Resource Directors (HR) and their staff are invaluable to the Occupational Health Nurse (OHN) in guiding policy and interpreting corporate culture. This collaboration is strikingly important as threats to the business continuity of the workplace become more apparent since 9/11/2001. Unfortunately, the OHN is often left out of the discussion and yet in the moment of crisis will be tapped to respond.

Unless invited to the table in the planning phases, the OHN will be poorly equipped to respond. Medical directors often invited to be the lead planners miss the opportunity to have nurses assist with the planning. This results in the loss of their contribution toward the logistics of supply acquisition, triaging and dispensing of treatment and vaccines.

One specific area of HR collaboration in emergency preparedness with the OHN is in the area of pandemic flu planning. While, the epidemiologists worldwide have been working on this since at

least 2005, the biggest push has been in the last 12 months. Regardless of the corporate culture's belief regarding the extent of the threat of a pandemic, scientifically, emerging pathogens are a threat to society and the workplace. Any disease that removes a person from his or her work for one to two weeks threatens the workplace.



Given this assumption, HR and OHNs can review pandemic flu checklists guides. One developed by the US Department of Health and Human Services Centers for Disease Control to review steps necessary in planning for business continuity is critically important. Businesses need to plan for the absence of a potential one third of their work force. Not all persons will be ill, but may need to stay home to care for someone who is ill. Likewise families, schools and communities of faith should have their plans in place as we face the seasonal flu and potential surge of a novel virus such as the H1N1 from Spring

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2009. Savvy businesses have Business Continuity Managers to ease these tasks.

On August 19, 2009 CDC released new guidance worthy of consideration for non-health care employers to decrease the spread of seasonal flu and 2009 H1N1 flu in the workplace.

This guidance takes into consideration the epidemiology learned from the spring, that not all persons will have a fever with influenza and that it is unreasonable for employers to require doctor's notes for return to work.

Federal guidance for planning now is critical but as the waves

of disease occur, we are directed to listen to local community public health risk communication and guidance. It will be the most accurate and pertinent to our local situation. Assisting employees in this practice will aid in clear adherence to the most appropriate epidemiologic and timely interventions.

What if your company does not have a health unit staffed with an OHN? The American Association for Occupational Health Nurses has information to assist with making the case for health services using an assessment tool for your company.

Emergency planning for various threats in the popular and professional press is the responsibility of all citizens. HR and OHN are well suited as partners in this process.

Reference: <http://www.cdc.gov/H1N1/business/guidance>
<http://AAOHN.org/Bizhealthcheck/assessment.cfm>

Charlotte Carneiro RN, MS, COHN-S, CIC is a consultant in infectious disease epidemiology and occupational health, certified in infection control and occupational health nursing.. She welcomes comments/questions at Charlotte925@comcast.net.



Bobbie Stone International, LLC

66 Witherspoon Street #314
Princeton, New Jersey 08542

Phone: 866-750-1500

Fax: 866-760-1500

E-mail: bstone@optonline.net



Have You Ever Wondered....

Can You Afford the "Wrong Hire"?

In today's economic climate everyone is looking for ways to save money. Did you know that the "wrong hire" can cost 2—3.5 times their annual salary plus benefits?

Finding and retaining key personnel is critical to the success of your Organization. Bobbie Stone International, LLC can help you uncover dramatic savings by working in a consultative approach with you and potential candidates. We serve as an extension to your HR Department.



Our firm is confident in our expertise to help you maximize your ROI by presenting the "right" candidates.

To learn more about avoiding the "wrong hire", contact Bobbie Stone of Bobbie Stone International, LLC.

Contacting us is easy.

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866-750-1500,

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www.bobbystoneexecutivesearch.com
or e-mail us directly at
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to find out how executive search can be tailored to meet your specific needs.