



## Supporting and Protecting Health Workers

### CHECKLIST

Ensuring a capable workforce is key to preventing new infections, minimizing death and disability, and addressing other health concerns during an outbreak. Central workforce ethics concerns include appropriate risk levels to undertake, fair compensation, and rights of healthcare workers (HCWs). The ethical tension is heightened where resources are severely limited and health systems lack basic protective equipment. This checklist offers considerations related to infection prevention and control practices that include sufficient personal protective equipment (PPE) and logistics help.

**Directions:** Review this checklist when developing workforce policy before sending responders to the field.

#### Setting Workforce Policy

- Identify existing policies at the local or national level that describe the **expectations of responders** during an outbreak.
- Identify **professional and ethics guidance documents** that describe the expectations of responders during an outbreak.
- Create **workforce policies** if none exist.
- Identify or propose policies describing **outbreak responder compensation** and what they can do if they do not receive timely payment.
- Identify or create policies that describe the **material and psychosocial support** for outbreak responders and their family in the event of disability or death.

#### Sending Responders to the Field

- Weigh the individual risk** that outbreak responders will undertake against the likelihood that their proposed activities will contribute to outbreak containment.



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- Provide outbreak responders with adequate **personal protective equipment (PPE) and training**.
  - If PPE is unavailable, consider how to **minimize risks** through the use of alternative materials, time of exposure, environmental design or other strategies.
- Inform outbreak response workers of which **tasks and risks** they are expected to take on, which are allowed but not required, and which are not allowed.
- Make **working conditions as safe** as possible and prioritize resources to improve working conditions as they become available.
- Set **hazard pay** at a level commensurate with risk and offer to all cadres who encounter higher than usual risk.
- Provide **psychosocial support** for all outbreak responders.
- Provide **transitional support** for temporary outbreak responders, including community level education to minimize stigma, material support to minimize consequences of unemployment, and continued access to psychosocial support.