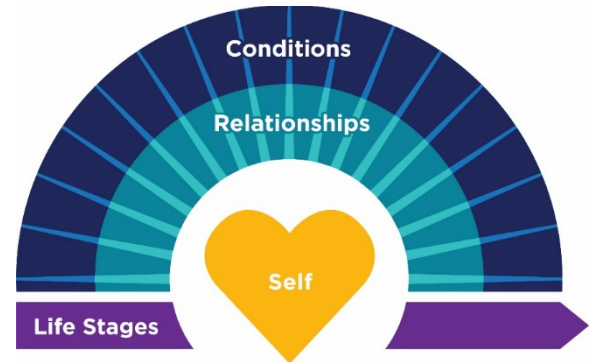


Meeting Needs

In response to the COVID-19 pandemic, there is much we can do as an organization to support our workforce and, in turn, our patients and communities. What does our workforce need at a time like this and what can we do to meet those needs?

As outlined in the table below, Incident Command Centers are focused on issues related to safety and security, which help meet **basic physical and financial needs** of our workforce during the crisis itself. Tactics are based on addressing various aspects of our working **conditions**.

We also need to address the **psychological needs** of our workforce as this crisis builds, reaches its peak, and during a period of recovery. The Healthy Work & Wellness Steering Committee will lead this effort to buffer our workforce from the psychological impact of the COVID-19 pandemic. Tactics are based on **relationships** (i.e. supporting our need for connection) and **self** (i.e. supporting our need for self-care, self-esteem and self-actualization).



Healthy Work & Wellness Framework

	Conditions	Relationships	Self
Objective	Meet basic physical & financial needs.	Prevent psychological deterioration by addressing social, emotional & spiritual needs.	Provide ready access to materials to meet personal and emotional needs and enhance resilience.
Tactics	Safety <ul style="list-style-type: none"> Staffing Resources & Supplies Screening Clinical Guidance Education Security <ul style="list-style-type: none"> HR Benefits, Policies & Procedures Communication 	Support <ul style="list-style-type: none"> Spiritual Operational Communication & Leader Support Behavioral Health 	Skills <ul style="list-style-type: none"> Education Resources
Governance	Incident Command Centers	Healthy Work & Wellness Steering Committee	
Status & Approach	In progress; continue to improve and refine	Project Infrastructure	