INTRODUCTION

Pandemic flu is a flu epidemic globally manifested when a new type of influenza virus spreads in the human population causing serious illness and spreads easily from person to person worldwide. History teaches us that the impact of a pandemic can be long term. 1918 Spanish flu killed 50 million people almost double that killed World War. More than this pandemic has led to a vast social destruction and economic losses. Economists, epidemiologists, and other specialists who predict the effects of a pandemic today saw each industry or sector at local, regional or international. Experts have predicted that an influenza pandemic will come in "waves" each lasting 6-8 weeks interval between waves several months. Atlanta CDC estimates that may be affected between 15 % and 35 % of the population and the economic impact could be between $ 71.30 and $ 166.5 billion USD for the USA. The impact on employment can be particularly high. Implementation plan of the National Strategy for Pandemic Influenza United States recommends that organizations and institutions to consider absenteeism 40 % of staff for a period of two weeks on top of the epidemic wave, with lower levels in non peak periods this wave.

RESPONSIBILITIES

Local authorities are entities leading health pandemic planning at the community level and business continuity planning is critical to reduce personal losses both in the public health institutions and the viability of the essential functions of the administrative authorities and the provision of services to the population. Although a pandemic will not directly affect the facilities, power transmission lines or computer networks, it will ultimately endanger all critical infrastructure by affecting essential personnel for weeks or even months. This makes a pandemic a unique situation that requires a strategy that emerges from the pattern of public health and medical considerations including support critical infrastructure , private sector activities, the movement of goods and services across the country and even the world as well as economic and security considerations.

Potential health risks associated with socio-economic and pandemic influenza are significant and require efforts to ensure continuity od operations (COOP) and Continuity of Government (COG) to run at all levels of state authority. Traditional business continuity planning focuses on the destruction of property and equipment limited by personal loss . However if it is caused by a pandemic influenza virus strain very aggressive lead to a significant reduction in personnel and loss as well as a considerable reduction in the performance of the suppliers for long periods of time. This presentation aims to: 1 ) provide guidance to health authorities at all levels to incorporate consideration of an influenza pandemic plans COOP/COG; 2 ) to assist institutions in identifying special considerations to protect the health and safety of employees and maintaining essential functions and services that are needed during an influenza pandemic; and 3 ) explore the consequences of prolonged losses and/or substantial staff in the operations of an institution.

Keywords: Continuity of leadership, continuity of bussines, flu pandemic

Besides traditional business continuity planning

Unlike any other catastrophic event a pandemic is not hampered in its progression by geography or barriers to them and will significantly affect planning, and planning institutions will be based on drawing up plans COOP/ COG, but will be extended appropriate to treat the extraordinary nature of this threat.

A pandemic has some unique features compared to any other "typical disaster".

For example:

• Overall impact: The impact of a pandemic will be spread throughout the world and not localized to specific areas. Therefore it is likely that international assistance is limited .

Many plans for the continuation of prezumeează that parts of some institutions will remain unaffected and can provide the necessary capacity to continue activities . This, however, is not likely to happen during a pandemic.
• There is an incident of damage to physical infrastructure: A pandemic is a physical disaster such as earthquakes or floods. It has a number of unique features that require implementation of measures to limit social contact such as traffic restrictions, quarantine and canceling public gatherings.
• Duration: A pandemic is an event that results net short and fast recovery phase. Experts predict that an influenza pandemic may extend over a period of 18 months to several years with peaks of activity. Many insurance plans business continuity (COOP) prezumează that a pandemic will be a short event that recovery can start immediately.
• Note: The first human cases caused by a new influenza virus may occur in other countries are likely to be detected by a global network of surveillance (GOARN). Experts fear the virus will spread throughout the world in 30-60 days.
• The main effect is on staffing levels: Unlike natural disasters, where any disruption process is likely to be related to the condition of facilities or functions, disruption of governmental activities is likely to be anticipated in a pandemic to be linked the impairment of human resources.

As described above, an institution must consider the plans they draw up a absenteeism of 40% for a period of approx., Two weeks during the peak pandemic activity and lower levels of staff absenteeism during outside peak pandemic wave. Overall a pandemic wave may last about 8 weeks.

In order to solve the problems posed by the extraordinary nature of an influenza pandemic, local government authorities and industry that will have to strengthen business continuity insurance plans (COOP). Elements of COOP planning/COG are applicable to the entire health system and administrative as in the private sector and can be used for setting specific resource planning for pandemic flu.

To reduce the impact of pandemic threat of an institution, part of the COOP plan objectives should be to reduce the impact on the health, social and economic product.
• Plans must be able to support the continuation of activities until normal operations can be restored which can span more than 30 days.

Institutions and authorities will continue activities for a sufficient period until the situation returns to normal.
• Review and update plans for providing essential services should provide solutions to the situation where employee absenteeism reaches 40%.
• The different stages of activation will be based on pandemic alert levels, near epidemic wave of institution and recurrence aspects epidemic.
• Appointment of senior officials and identify key participants to join the Management Team Pandemic Influenza, which will solve the problems of planning of combat and mitigate the effects of the pandemic.
• Objective to the health care system will require reducing the effects of the pandemic on staff and activities.

**ESSENTIAL FUNCTIONS**

During a flu pandemic, or any emergency, these functions should continue to be exercised to facilitate emergency management and overall national recovery. Particular attention should be given to Mission essential functions of an institution.
• We need to enforce the essential functions for a period of more than 30 days, which is a normal requirement COOP plan.
• Will be considered and additional critical functions and services activities that lead to the performance of the tasks of an institution.
• You will need to review the effect of the pandemic on contracted services as well as the support and the institution's activities and to prepare mitigation strategies.

**Delegation of authority**

Because absenteeism can reach a maximum of 40 % at the time of maximum activity pandemic wave, delegation of authority becomes particularly important.
• Plan the delegation of authority will provide three successors for a particular function and will take into account the percentage of absenteeism presumed.
• Plan for geographical dispersion of authority will take into consideration the regional pandemic events.

**Lines of succession**

• ensuring the succession plan will ensure the nomination of three possible successors for each function that needs to be replaced and will take into account the expected proportion of absenteeism.

**Succession**

Flu pandemic will affect different regions of the world in somewhat different in terms of expression over time in severity and duration, and institutions with branches spread will have to take into account the dispersion lines of succession.
• Plan geographical dispersal of the line of succession will take into consideration the regional and the possibility of different lines of succession according to the spread of the pandemic.

**Alternative facilities**

Because pandemic influenza risk in all directions simultaneously, the use of alternative facilities will be considered in a completely untraditional. COOP planning in a pandemic will involve alternatives to staff relocation such as "social distancing" at work using telecommunications or other means.
• Establish essential functions or services which may be provided in remote locations (such as at home) and those that need to be performed at certain facilities of the institution.

Consider the need for a serious logistical support, services and infrastructure at the facilities that remain open to alternative facilities include: -- prioritizing accessible facilities/buildings (as alternative sites for relocation of facilities removed) -- Staffing support --Social distancing policies for the operation of facilities and employee safety -- Sanitation
Policy adequacy of official duties;
- Coordinate changes in human capital policies and plans on labor relations.
- Review the terms and conditions of employment contracts to ensure contractor's responsibility to ensure that essential functions (where relevant) and to withhold essential jobs.
- In accordance with existing guidelines, it will assess the need for hygiene materials, medicines and other medical needs that promote the health and wellbeing of staff.
- Develop and/or modify system availability of employees.
- Promotion of guidelines drawn up by public health authorities and safety, including: -- Strategies to reduce occupational risks -- Infection Control -- Personal hygiene -- Social distancing techniques -- Travel restrictions.
- Ensuring the employees and their families to relevant information about the pandemic, by all possible means: -- Internet -- Voice alerting systems.

Consider the need for training to ensure that staff is available to execute essential functions and services.

**Tests, Training and Exercises**

COOP plans for pandemic influenza must be tested, prepared and practiced in a sustainable and social distancing techniques that will reduce person-to-person interactions in the workplace.

**Delegation of authority planning control and targeting**

Because local outbreaks will occur at different times and have different durations and different severities plans dispersion functions will need to consider rotating operations between the various regional institutions or campaign as pandemic waves moving on within a country.

- Consider how the institution will carry out its essential functions and services as if evolution makes pandemic management personnel to be unable to perform specific functions. Redistribution or delegate key functions or services may be needed to ensure business continuity.
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**CONCLUSIONS**

It is impossible to predict the exact evolution and impact of an influenza pandemic. Planning and preparation for a catastrophic event is not defined geographically or in time calls for a dynamic and creative approach to ensure business continuity and leadership.

The most commonly used abbreviations: COOP - Continuity Plan operations (activities); COG - Plan to ensure continuity of government (management).