

## Intervention/Support for Staff Re-entering Face-to-Face Work

Easily Consumable	Overall Systematic Change
<ol style="list-style-type: none"> <li>1. Adapt CDC guidelines.</li> <li>2. Screening/assessment given to all staff.</li> <li>3. Leadership/HR meet to determine level of intervention and support for each person.                             <ul style="list-style-type: none"> <li><span style="color: #003366;">✦</span> <b>Universal:</b> Staff who checked “not concerned for over 59%—return with usual level of support</li> <li><span style="color: #003366;">✦</span> <b>Group:</b> Support groups created for staff with over 50% moderate or significant concerns if possible, outside of work time, but not necessarily.</li> <li><span style="color: #003366;">✦</span> <b>Individual</b> Plans created for staff with over 75% moderate or significant concerns. Individual connector assigned to each of these individuals.</li> </ul> </li> <li>4. Screenings redone periodically. Staff are asked to report additional concerns as they arise.</li> </ol>	<ol style="list-style-type: none"> <li>1. Team developed to create health safety guidelines based on CDC directions.</li> <li>2. Screening/assessment given to all staff.</li> <li>3. Guidelines team along with leadership/HR meet to determine additional precautions and supports based on the input from the screening/assessment to decrease overall concerns for those with moderate to significant concerns. Written input accepted from those participants. “What will make you feel safe?”</li> <li>4. Leadership/HR meet to determine level of intervention and support for each person.                             <ul style="list-style-type: none"> <li><span style="color: #003366;">✦</span> <b>Universal:</b> Staff who checked “not concerned for over 59%—return with usual level of support</li> <li><span style="color: #003366;">✦</span> <b>Group:</b> Support groups created for staff with over 50% moderate or significant concerns.</li> <li><span style="color: #003366;">✦</span> <b>Individual:</b> Plans created for staff with over 75% moderate or significant concerns. Individual connector assigned to each of these individuals.</li> </ul> </li> <li>5. Screenings redone periodically. Staff are asked to report additional concerns as they arise.</li> </ol>

