

Unique health challenges from a corporate perspective- The Covid-19 experience

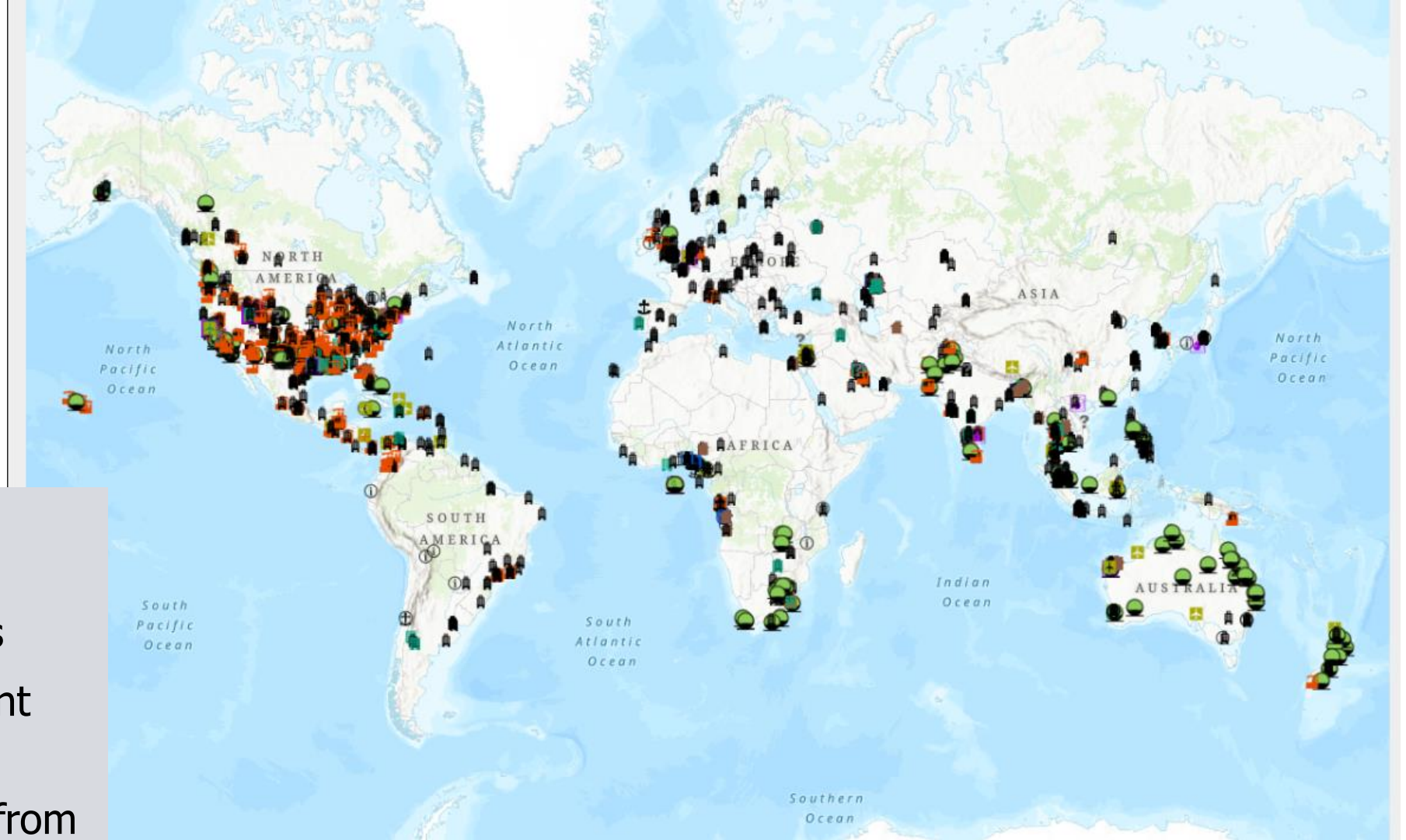
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human energy

unique health challenges during the pandemic



- Global operations
- Diverse settings – varying challenges
- Access to treatment and vaccines
- Varying guidance from governments

following the science

while simultaneously navigating the pandemic

Key challenge

The complexity of identifying protocols and developing guidance while waiting for the published literature

examples of protocols and guidance:

1

Vaccination

2

Testing

3

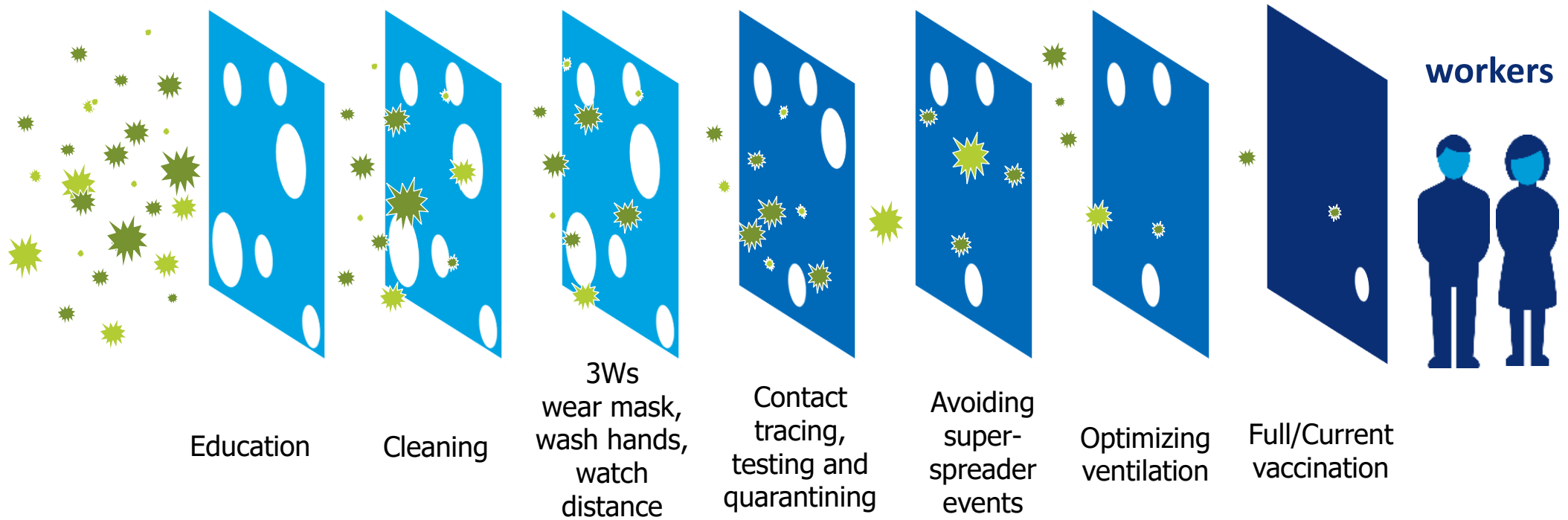
Quarantine &
Isolation

4

Case
Management



implementing safeguards



Key challenge

How safeguards were applied varied by country and jurisdiction, complicating a consistent response

diagram based on James T. Reason's Swiss Cheese Model©
which shows successive layers of defenses, safeguards, and barriers

the experience from the ground

- Generally low risk workforce
- Healthy worker phenomenon
- Massive resources required to quarantine/isolate asymptomatic people
- Pandemic readiness
- Providing timely, accurate information
 - Debunking misinformation



transitioning from pandemic to endemic

Comparing endemic diseases

Endemic diseases are **constantly present** in a population in a particular region, making its spread more predictable

Yearly deaths	Disease	Yearly cases
290,000-650,000	Influenza	1,000,000,000
270,000	Malaria	240,000,000
680,000	HIV	37,700,000
140,000	Measles	10,000,000
1,500,000	Tuberculosis	10,000,000
21,000-143,000	Cholera	1.3-4,000,000

Source - World Health Organization

Yearly COVID-19 numbers worldwide

Number of cases and deaths (as of August 16, 2022) continue to change and are not constant every year.

Yearly deaths	Year	Yearly cases
1,900,000	2020	84,000,000
3,500,000	2021	204,000,000
1,000,000	2022	301,000,000

The transition to endemic COVID-19 depends on how the disease evolves, the burden of the disease on communities, and the type of immunity people acquire through infection and vaccinations to fight future variants.

Source - Our World in Data

workforce challenges

complex case and disability management



Global workforce
with different
protocols

Vaccinations,
isolation, quarantine,
country entry



High risk
travelers

Age, Diabetes,
BMI, immune
issues



Vaccines

Varied availability
in home countries



Medical cases

Management of
pediatrics and
obstetrical related
issues

the future

supporting healthy workforces, healthy communities and healthy businesses



Disease
surveillance
Detection,
identification,
monitoring
and management



Pandemic
readiness
Early intervention
and
preparedness



Culture of Health
Strategies, Policies,
Workforce and
Community
Programs



Organizational
Supports
Leadership and
stakeholder
engagement

business impact of workforce wellbeing

a changing landscape

what the experts say*

- wellbeing and mental health support has become a business imperative
- employers benefit from supporting mental health at work
- campaigns and tools not enough – employers must connect what they say to what they actually do.

the Chevron story



managing stress & work-life balance are areas employees are struggling with



business units are targeting emotional health and workforce wellbeing



monitoring of employee engagement data is ongoing



work priority, work pace, staffing and an inability to disconnect are specific areas of concern

*Harvard Business Review: it's a New Era for mental health at work (October 2021)

*Deloitte 2020 Global Human Capital Trends Report

*SIOF Work trends 2022 & Forbes Workplace Trends 2022

leadership messaging

care for yourself

care for your fellow leaders

wellbeing, mental health and resilience challenges exist at all levels – leaders are not immune.

To support your team, start with yourself. But don't go it alone – check on and support your peers.

- Prioritize time out of every day for a break.
- Make exercise a part of daily routine.
- Take time off to disconnect, *really* disconnect.
- Don't pretend everything is OK if it is not.
- Build awareness of your stressors and reactions.



Put your oxygen mask on first before helping those around you.

leaders supporting the workforce

how you make it happen



pay attention to how your actions, words and moods impact others, and make adjustments



check in on your team to ask if they are ok – *really* ok, and listen.



share your personal struggles and experiences with work-life effectiveness



work with your team to find solutions when they are seeking help



establish health and wellbeing as a standing agenda topic for LT and team meetings



amplify messages about wellbeing to help normalize conversations

Q&A

