



EBOLA STAFF PACKAGE

Occupational incentives for care of health care workers directly attending to Ebola suspected and confirmed cases

1. Information

Every team member shall be appropriately briefed about the disease and risks related to the duty.

2. Capacity building

Every team member shall be trained on the use of infection prevention and control measures including the use of personal protective equipment. Team members must attain a prescribed level of competency before being permitted to care for suspect and confirmed cases.

Where a health care worker is willing to work as part of the Ebola response team but has failed to attain the expected level of proficiency they shall be provided with further professional training until the desired level of proficiency is attained.

3. Remuneration and benefits

Health care workers attending to Ebola cases shall be paid a hazard allowance due to the extraordinary risk associated with the care of Ebola patients. The hazard allowance pay will come into effect from the day an Ebola case is confirmed at the hospital, and shall be calculated as per hours worked.

Each health care worker shall be provided with a life insurance policy to cover for any illness, disability or death arising from the provision of health care for a period of up to 1 year after the end of the Ebola outbreak.

4. Physical and psychosocial well-being of the health care worker

Health care workers shall be provided with adequate rest between shifts.

Free psychosocial counselling shall be available during the course of the epidemic and for a further period of one year after the end of the epidemic to the health care worker and their immediate families.

Before commencing duty, blood samples shall be taken from the health care worker to determine blood group and thereafter kept in safe custody should the need for grouping and cross match arise.

Health care workers who choose to reside within the hospital premises for the duration of the epidemic shall be provided with a clean comfortable room, linen and daily meals.

Health care workers attending to the epidemic shall be provided first priority for any investigational treatment in the case of illness or vaccination to prevent illness should the drugs become available or be offered to citizens of Kenya.

5. Scope of work

For the duration of their assignment to the Ebola unit/response team, health care workers shall be exempt from their regular clinical duties at the hospital.



6. Opt out

Health care workers shall be allowed to opt out of the Ebola response team without prejudice of repercussion. At the time of leaving the Ebola response team, hazard pay will be terminated and the life and health insurance policies shall be continued to a period of 1 year after the date of resignation from the Ebola response team. Psychological counselling will be provided for up to a year from the date of leaving the Ebola response team.

7. Promotions

All health workers who successfully complete the assignment shall, within three months of the end of the epidemic, be automatically promoted to the next job group.

Provided that where a promotion to the next job group cannot be effected, the salaries of the health workers affected shall be increased by 20%.

Authorized by:

Chief Executive Officer

Issued by:

**Chairperson Ebola Disaster Operations
Committee**

Signature.....

Signature.....

Date.....

Date.....