
  
**Session 2 – Lesson Three**  

---

**Workforce Readiness  
and Disaster Deployment**  


---

---

---

---

---

---

---

---

**Learning Objectives**

- Discuss pre-deployment considerations for participation in disaster response, including team activation and motivation, risk awareness and mitigation, education, training, and personal fitness for duty
- Describe workforce protection measures in disaster, including purpose and types of personal protective equipment and decontamination

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.  
**BDLS® v.3.2**

---

---

---

---

---


---

---

---

**Background**

- Potential risks and disruptions must be recognized
- Disaster operations physically and emotionally difficult
- Coping strategies needed

  
Marvin Nauman/FEMA

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.  
**BDLS® v.3.2**

---

---

---

---

---

---

---

---

### Pre-deployment Preparation and Planning



- Responders must be healthy enough to perform duties and be self sufficient
- All aspects of well being not just medical

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---

---

---

---

### Maintaining Deployment Status

- At-home personal matters need to be addressed while deployed
- Financial/emotional support for responder's family arranged
- Arrangements for absence from work
- Legal affairs in order



© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---

---

---

---

### Personal Health and Wellness

- Obtain physical exam prior to deployment
  - Identify and address acute and chronic health problems before deployment
- Ensure immunizations are current
- Acquire supply of personal medications
- Expect long work shifts with decreased opportunities to sleep



© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---

---

---

---

### Personal Equipment and Packing

- Keep personal identification available at all times
- Wear clothing appropriate for weather
- Maintain a “go-kit”



© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---


---

---

---

---

### Pre-deployment Education and Training



- Complete training requirements prior to deployment
- “Just-in-time” training may occur during deployment
- Knowledge of NIMS, personal protective equipment, decontamination, scene security, and triage principles

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---

---

---

---

### Personal Risk Awareness and Mitigation

Mitigate Risk of Injury	
<b>Hygiene</b>	Clean hands frequently
<b>Shelters</b>	Ensure situational awareness
<b>Insects</b>	Use repellent, wear appropriate clothing, use bed nets
<b>Injuries</b>	Consider hazards (power lines, unstable structures)

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---

---

---

---

### Workplace Activation and Mobilization

- Notification of disaster via pre-established methods
- Mobilization time frame after activation varies by role
- Responders accountable for compliance with pre-deployment policies and check-in

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

### Workforce Protection

Protecting self first priority in order to save lives in safe manner

If rescuers are in immediate endangered -- casualty triage, treatment, and evacuation become secondary

Evacuation of rescuers may become necessary

Safety and security dynamic

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

### Disaster Scene Operational Control Zones

<b>Hot</b> (EXCLUSION Zone)	• Site of release, most contaminated, needs HAZMAT
<b>Warm</b> (Contamination Reduction Zone)	• Location where workers enter and leave, decontamination occurs here
<b>Cold</b> (Support Zone)	• Area contamination-free: casualty collection, triage, treatment, transport

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

### Selection and Use of Personal Protective Equipment (PPE)

- Safety officer determines level of PPE needed
- PPE must be used properly during all phases
- Two components of PPE:
  - Respiratory protection – purifiers, supplied air devices (SCBA), or air-line respirator
  - Protective garments – vapor-tight suits, partially resistant suit, or hooded coverall

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---

---

---

---

### Selection and Use of Personal Protective Equipment (PPE)

<b>Level A</b>	<ul style="list-style-type: none"> <li>• Highest level</li> <li>• SCBA with vapor-tight suit</li> </ul>
<b>Level B</b>	<ul style="list-style-type: none"> <li>• High level respiratory</li> <li>• Less eye or skin protection needed</li> </ul>
<b>Level C</b>	<ul style="list-style-type: none"> <li>• Skin/eye exposure possible</li> <li>• Chemical resistant clothing with full or half mask</li> </ul>
<b>Level D</b>	<ul style="list-style-type: none"> <li>• Universal precautions</li> <li>• Typical work uniform</li> </ul>

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---


---

---

---

---

### PPE – Level A

<ul style="list-style-type: none"> <li>• Highest level</li> <li>• SCBA with vapor-tight suit</li> </ul>	<div style="display: flex; align-items: center;">  <div style="border: 1px solid black; padding: 5px; width: 100%;"> <p><b>Pros</b> Highest level of protection</p> <p><b>Cons</b> Expensive Requires extensive training Certification required Limited air supply Fatigue/heat exhaustion Dexterity Communication</p> </div> </div>
---	--

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---


---

---

---

### PPE – Level B

- High-level respiratory
- Less eye or skin protection needed



**Pros**  
High level of respiratory protection

**Cons**  
Less protection from liquid or vapor  
Expensive  
Requires extensive training and fit testing  
Certification required  
Limited air supply (SCBA)  
Can use supplied air (limited range)  
Fatigue/heat exhaustion  
Dexterity limited  
Communication issues

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---


---

---

---

### PPE – Level C

- Skin/eye exposure possible
- Chemical resistant clothing with APR mask or hood



**Pros**  
Comparatively inexpensive  
Good respiratory protection

**Cons**  
Less protection from liquid or vapor  
Still requires training  
Required fit-testing program  
Certification required  
Will not work in oxygen-deficient environments  
Protection against chemicals limited  
Fatigue/heat exhaustion  
Dexterity limited  
Communication issues

Usually adequate for hospital DECON operations

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---


---

---

---

### PPE - Level D

- Universal Precautions
- Typical work uniform



**Pros**  
Inexpensive

**Cons**  
Provides no, or limited, protection against liquids, particulates, or vapors  
May require fitting and fit testing (N-95, etc)  
Varies widely by job description

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---

---

---

---

### PPE Challenges

- Clinical procedures and casualty assessment challenges
- Senses are impeded
  - Decreased touch
  - Hearing and sight limited
  - Smell intentionally reduced
- Performing lifesaving interventions remains high priority



Shannon Arledge/CDP

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---

---

---

---

### Casualty Decontamination

- Trained and appropriately equipped personnel should perform decontamination
- Remove or deactivate contaminants to prevent secondary contamination
- Consider decontamination in all explosive, hazardous material, or radiation exposure events
- No potentially contaminated patients to or in health care facilities without decontamination

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

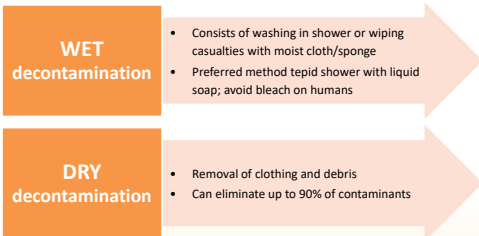
---

---

---

---

### Casualty Decontamination



© 2015 National Disaster Life Support Foundation, Inc. All rights reserved.

BDLS® v.3.2

---

---

---

---

---

---

---

---

### Mass Decontamination Considerations

- Only lifesaving interventions performed before decontamination
- Each agency should have protocol for what can be done prior to decontamination
- After decontamination, move for further medical and mental health evaluation

**WET → STRIP → FLUSH → COVER**

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

### Special Decontamination Considerations

- **Nonambulatory:** require special procedures and additional personnel to move
- **Children:** increased risk of hypothermia, fear, and psychological trauma
- **Cognitively or physically impaired (e.g., deaf, dementia):** will need additional resources
- **Assistive devices (e.g., walkers or prosthetics):** need to be removed and decontaminated

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

### Workforce Demobilization

Demobilization planned process:

- Not emergency evacuation
- Organized transition
- Operations shift from response to recovery
- May participate in debriefing – “hot wash”

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---



**Workforce Deployment-Related Stress**

- Disaster response can be stressful but rewarding
- Emotional stressors include:
  - Loss of life/serious injuries
  - Emotional distress of victims
  - Sleep deprivation/lacking basic comforts
  - Separation from family
- Symptoms of stress are normal and generally temporary
- Seek professional help if persists

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---


---

---

---

---

**Workforce Demobilization and Deployment-Related Stress**



- Everyone experiencing disaster affected by situation
- Healthy to reach out for help and accept when needed
- Everyone has different methods of coping

Elissa Jun/FEMA  
© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

**Question 1**

**What is the highest level of PPE?**

- a. Level A
- b. Level B
- c. Level C
- d. Level D

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. **BDLS® v.3.2**

---

---

---

---

---

---

---

---

**Question 2**  
**What should be performed prior to decontamination?**

- a. Routine medical treatments
- b. Lifesaving interventions
- c. Triage category assignment
- d. All of the above

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---

---

---

---

**Question 3**  
**Which of the following statements is true about demobilization stress?**

- a. Responders should not experience stress
- b. Symptoms of stress are never normal
- c. All responders should seek mental health treatment
- d. Everyone copes with stress differently

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---

---

---

---

**Lesson Summary**

- Responders must possess knowledge, demonstrate skills, maintain fitness, and be able and prepared to perform duties
- Risks, disruptions, and hazards part of every disaster response operation
- Responder must be aware of and use personal protective equipment to protect self
- Perform lifesaving interventions when necessary prior to decontamination

© 2015 National Disaster Life Support Foundation, Inc. All rights reserved. BDLS® v.3.2

---

---

---

---

---

---

---

---