

Employee support

Most employees depend on their workplace for their livelihood. After a disaster their source of income is threatened and may have been lost. To avoid this, employers should be adequately insured. Even if businesses are not able to provide their regular services, employees are essential to help return a practice to normal as quickly as possible. For example, after a fire the staff can help in moving equipment, cleaning damaged clothing and linens, talking to clients, and scheduling appointments in the weeks to come when the business will be functional again.

Considerable thought should therefore be given to protecting the continued employment of staff in the event of a disaster. Special provisions such as the following can help employees:

- Cash advances
- Salary continuation
- Flexible work hours
- Reduced work hours
- Crisis counseling
- Care packages
- Day care

Business continuity can also be ensured by making prior arrangements with a neighboring practice. For example, if there is a good understanding among practices, a disaster struck veterinarian may be given time and space in a neighboring practice to see regular clients. Practices and other businesses also can work together to share inventory in the event of one business being struck by a disaster. These arrangements can be undersigned by insurance companies. Examples of neighborly cooperation happened in some veterinary practices affected by Hurricane Andrew. Functional practices provided time, space, and resources for their colleagues to continue to operate. Clearly this is beneficial to the entire community.