Workforce Planning: Developing and Maintaining for National Health Security
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**Objective**
- Support activation of a medical surge
- Support jurisdictional medical surge operations
- Support demobilization of medical surge operations
- Support workforce planning/projections

**Background**
- Medical surges overwhelm day to day staffing needs
- Disasters create a secondary surge
- AHSMSM provides a tool for obtaining a rapid competent skilled workforce

**Target Population**
- Clinical
- Academic
- Administrative Policy Planners

**Problem/PICOT Question**
For the patient population and mass influx of disaster related patients, does an All Hazards Scalable Medical Surge Model tool compared to day to day practice provide the appropriate and timely clinical level of care; reducing the risk of morbidity and mortality in response to a catastrophic incident?

**Methodology/Search for Evidence**
- Literature review of databases: Medline, CINAHL, and PubMed
- Key words: disasters, preparedness, response, medical surge
- Review of real world examples, after action reports, exercises
- Examination of the All Hazards Scalable Medical Surge Model

**Implementation Process**
- Evaluation of use and effectiveness by an expert consensus panel

**Innovation Results**
- AHSMSM allows planners to consider medical resources for any given time
- Assures that the injured and ill are cared for in a timely manner
- Assist in a scalable approach to meet surge capacity of external surge units
- Assist in demobilization of medical surge operations

**Implications**
- AHSMSM supports Emergency Support Function (ESF) #8
- Fosters surge capacity and capability for all hazards and conditions
- Provides a rapid response time to eliminate morbidity and mortality rates

**Future Studies**
- Additional research to reinforce the use of the AHSMSM in various settings is needed to validate the effectiveness of the model and its contribution to a community’s resilience.

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**Evidence-Based Innovation**
All Hazards Scalable Medical Surge Model (AHSMSM-Awesome)