THE UNIVERSITY
OF THE
WEST INDIES

Human Resources for Health:
The role The UWI

Kim Quimby
Senior Lecturer in Immunology
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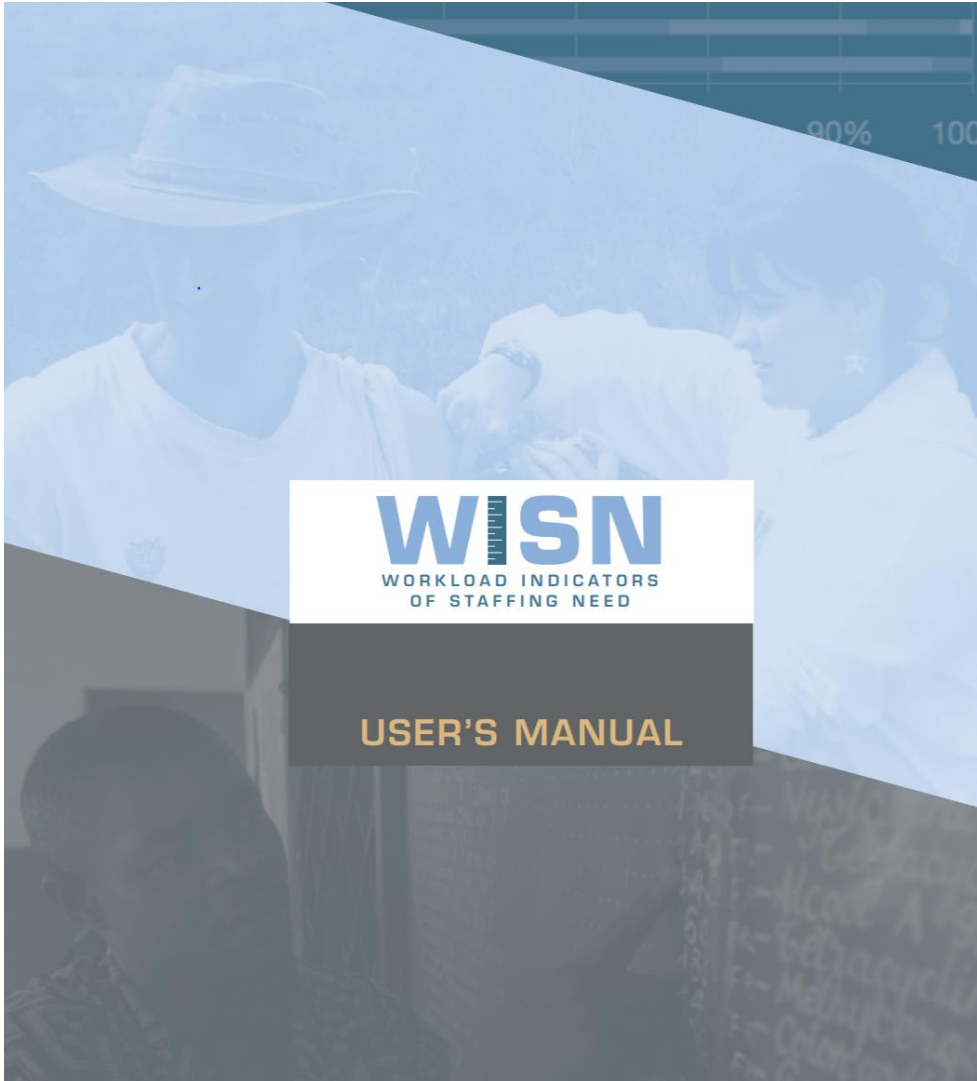
WHO 2010

- The goal of HRM is to have:
- the right number of people
- with the right skills
- in the right place
- at the right time
- with the right attitude
- doing the right work
- at the right cost
- with the right work output

What does COVID demand that we have?
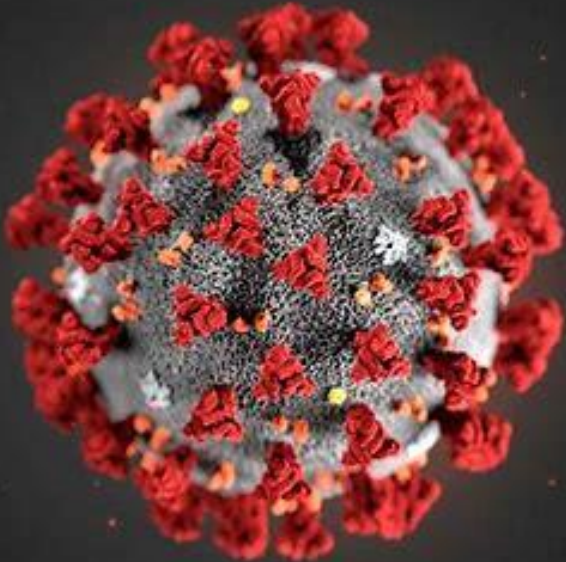
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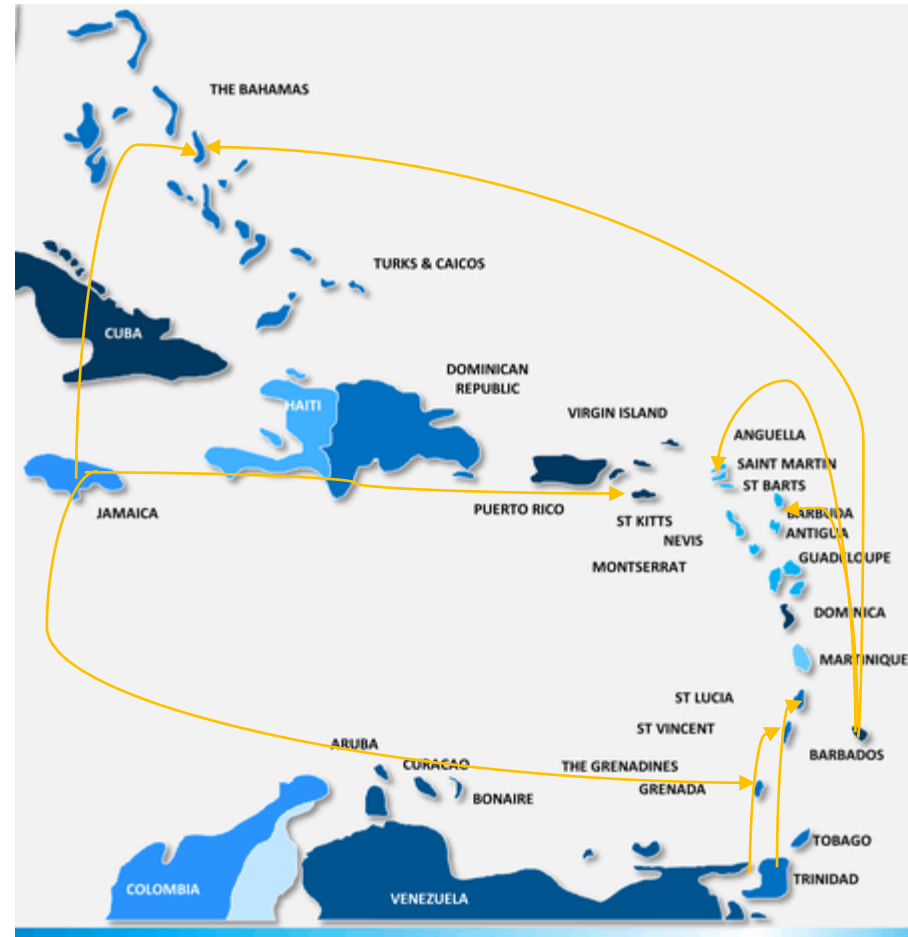- with the right work output

Who are the 'right' people

- Healthcare workers in the broadest sense

- Doctors, nurses, nursing aides, orderlies, physiotherapist

- Public health specialists, research, laboratorians

Clinical programme

- MBBS: campuses; approx. 600 grads /yr

- >50 postgrad health-related programs

- DM

- **A&E Medicine**

- **Anaesthetics and Intensive care**

- **Family Medicine**

- General Surgery

- **Internal Medicine**

- OBGYN

- Ophthalmology

- Paediatrics

- **Psychiatry**

- Haematology

- **Pathology**

- Urology

- Orthropaedics

- Pulmonologists

- Infectious Disease specialist

Clinical programme

- Msc / Dr Public Health

- BSc / MSc Nursing

- BSc / MSc in Physical Therapy

BNA: We're still short of nurses

CME Series 2020

https://www.cavehill.uwi.edu/fms/cme.aspx

Special considerations during COVID-19
COVID complications and ICU management
Rx of acute Asthma without nebulisation
Office safety
CPR
Psychosocial effects on physicians and patients during COVID

COVID-19 TASK FORCE
Informing the Caribbean's Response

MEMBERS

Prof Wendel Abel — Mental Health/Public Health
Dr Joshua Anzinger — Virology
Dr Carl Bruce — Neurosurgery
Ms Janet Caroo — Broadcast & Public Outreach
Prof Christine Carrington — Molecular Genetics and Virology
Mr Caleb Gardiner — Youth Advocacy
Dr Gabrielle Hosein — Gender

Dr Katija Khan — Clinical Psychology
Prof. Clive Landis — Chairman Cardiovascular Research
Dr Don Marshall — International Relations & Economics
Prof Donna-Maria Maynard — Clinical Counselling & Psychology
Michelle McLeod — Hotel and Tourism Management
Prof Julie Meeks — Health Research
Mrs Ceceile Minott — Counselling, Child Development, Social Development

Dr Rhonda Jaipaul-O'Garro — Marketing & Communications
Prof Christopher Oura — Veterinary Virology
Dr Anna Kasafi Perkins — Ethics,Research Ethics, Theological Ethics,Quality Assurance, Popular Culture,Gender/Sexuality
Prof Terence Seemungal — Pulmonology
Dr Maurice Smith — University Registrar (ex officio Task Force member)
Dr Veronica Simon — Continuing Education & Public Outreach
Dr Harold J. K. Watson — Emergency Paediatric Medicine

The UWI COVID-19 Task Force aims to leverage the University's knowledge and experts to assist the Caribbean in its readiness and response to the virus outbreak, mindful that the region's best defense is a coordinated and collaborative approach

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UWI task force

Jan 30th 2020 –WHO declared COVID-19 a Public Health Emergency of International Concern

Feb 28th 2020 – the UWI COVID-19 Task Force was established

1st March – 1st case of COVID-19 in the Caribbean (DR)

11th March 2020 – WHO declared COVID-19 a pandemic

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Leadership

Town hall meetings

Webinars

Video-informationals

Online Counselling

Wellness programme

Monthly presentation

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Modelling

The George Alleyne
Chronic Disease Research Centre

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Table 1. Numbers of people requiring acute care or critical care *over the full epidemic duration* given four levels of transmission reduction

Transmission reduction	No. of people needing acute care	No. of people needing critical care	Peak demand for acute care	Peak demand for critical care
Very High (up to 95%)	327 to 513	86 to 142	102 to 135	40 to 57
High (up to 85%)	1039 to 1596	310 to 482	312 to 411	133 to 177
Moderate (up to 75%)	1753 to 2686	535 to 821	522 to 688	227 to 300
Moderate (up to 65%)	2468 to 3778	756 to 1167	734 to 964	318 to 422

Peak demand for acute care or critical care. The graphs below show the possible numbers of people infected with COVID-19 who require either acute or critical care *on each day* of the outbreak. The grey horizontal lines show the available beds. In Barbados, only the most effective transmission reduction reduces the peak acute and critical care demand to levels manageable given the current health system bed capacity. See Table 1 (columns 4 and 5) above for estimated numbers of people requiring acute and critical care at peak demand. Our companion policy response briefing discusses options for reducing transmission and for developing surveillance to monitor healthcare demand.
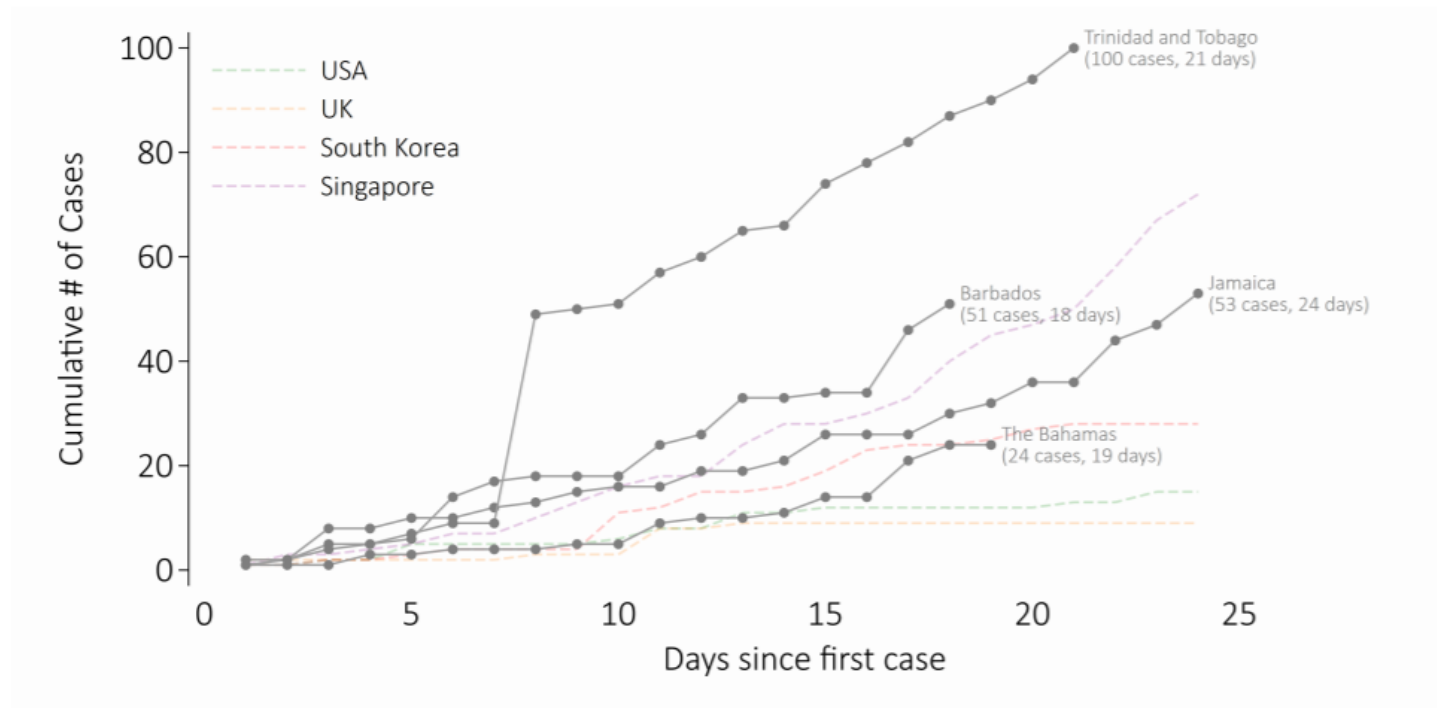
Figure 1. Estimates of Daily Acute Care and Critical Care Demand at different levels of transmission (Tx) reduction
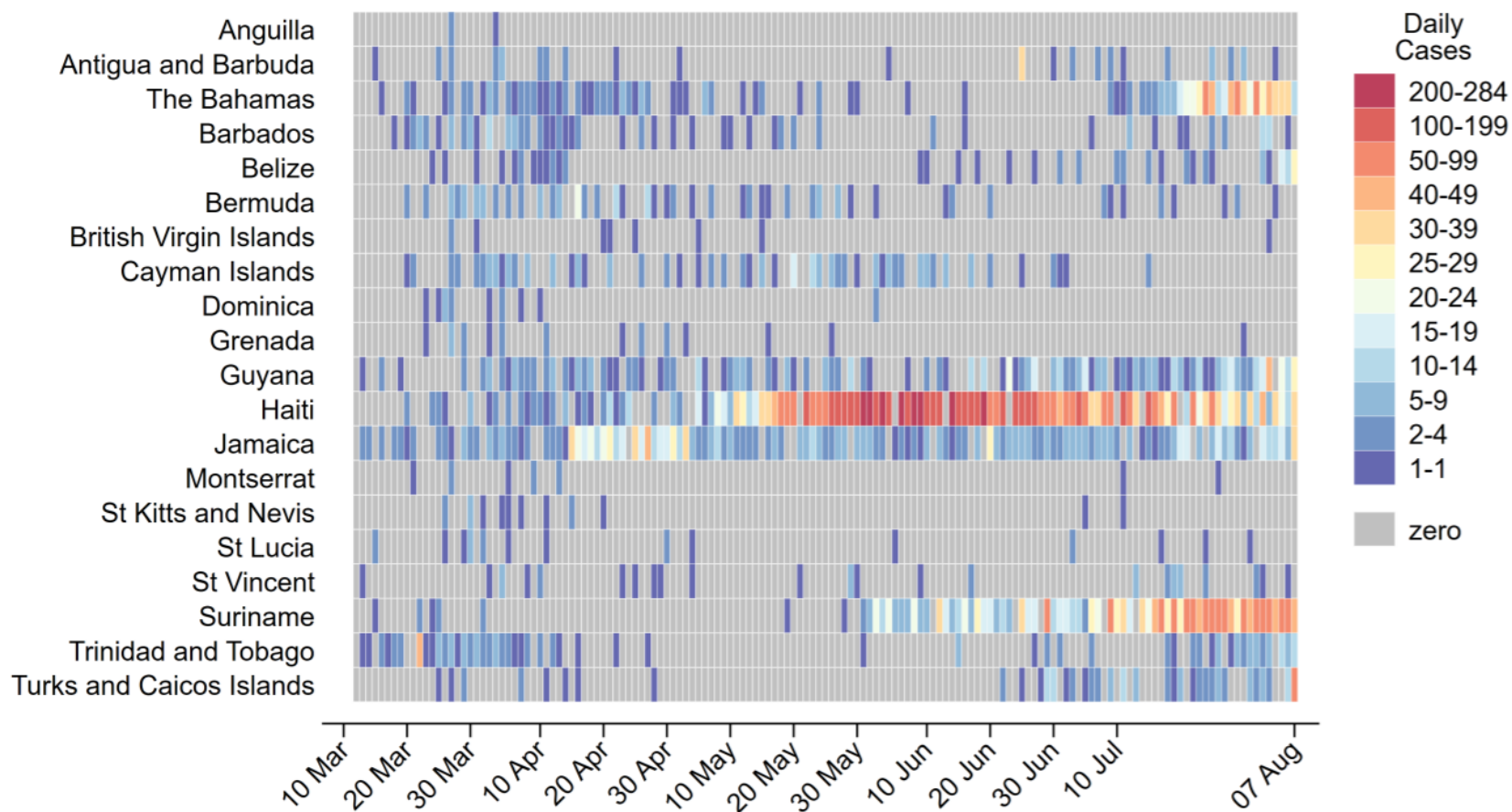

(A) Acute Care Demand

(B) Critical Care Demand

Surveillance

- https://moodle.caribdata.org/lms/course/view.php?id=24
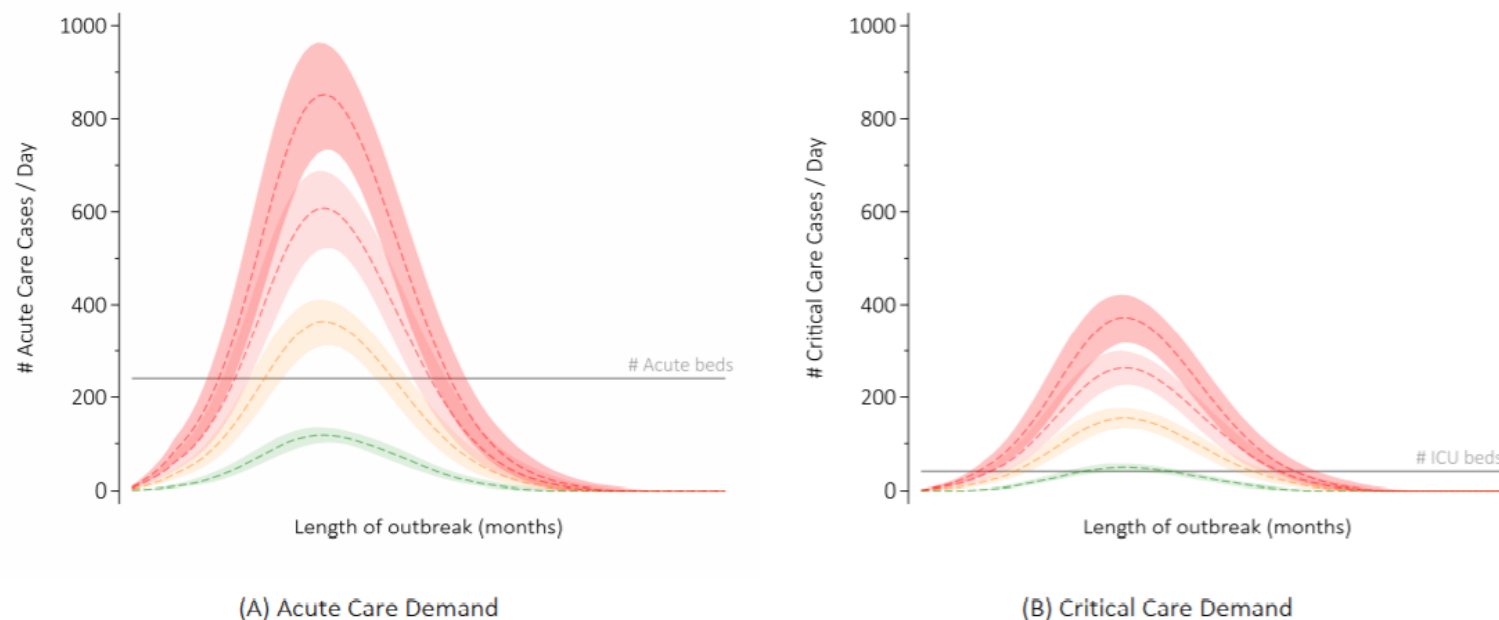
Graph 1. Cumulative cases in 4 CARICOM countries as of 4 Apr 2020
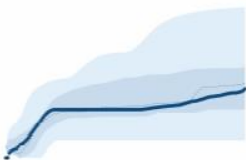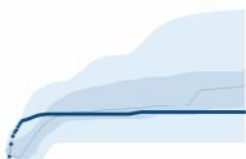
Daily cases by 7 Aug 2020

Confirmed Events	Total	New (1 day)	New (1 week)	Date of 1st confirmed	Days since 1st confirmed
Cases	12624	192	1240	12 March	148
Deaths	268	2	17	13 March	147

The Table below summarises the progression of the COVID-19 outbreak as of 7 Aug 2020. The first THREE colums IN BLUE summarise the number of cases. The next THREE columns IN RED summarise the number of deaths. The final column IN BLUE describes the growth rate of the outbreak in each country. The dark line represents the rate in the country. The shaded region represents the range of rates in the remaining countries and territories (see note 3).

| Country	Total cases	Cases in past week	Days since 1st case	Total deaths	Deaths in past week	Days since 1st death	CARICOM growth rates among cases
Antigua	92	1	145	3	0	119	
Bahamas	761	253	144	14	0	127	
Barbados	133	23	142	7	0	123	
Belize	114	66	136	2	0	123	
Dominica	18	0	137	0	0	0	

Support

- Presentations at Barbados Association of Medical Practitioners

- Ethics

- MOH: Contact tracing

- Council for Human and Social Development (COHSOD)

- Caribbean Disaster Emergency Management Agency (CDEMA)

ETHICS AMIDST
COVID-19:
A Brief Ethics Handbook
for Caribbean Policymakers
and Leaders
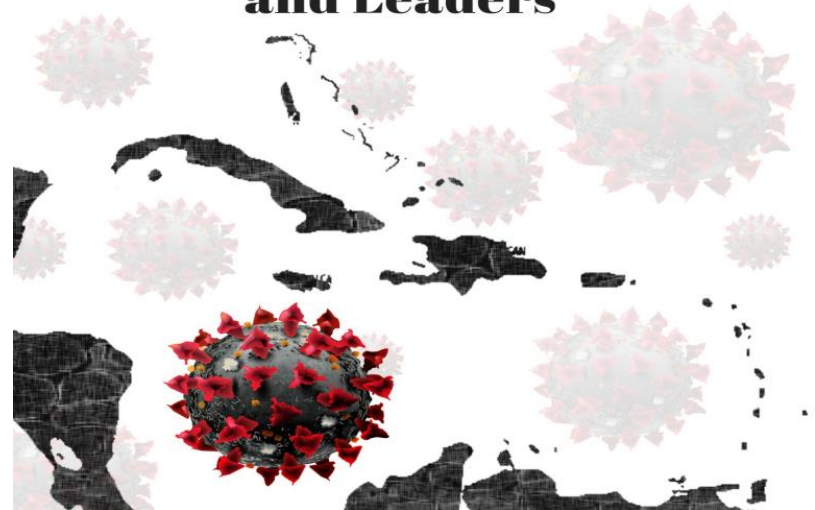
Challenges ⟷ Opportunities

- Safety of students ⟷ • Redesign education delivery

- Safety of staff ⟷ • Redesign workflow

- Anxiety ⟷ • Leadership on healthcare

Multiple clinical roles • Team work / morale

Family role • Individual skills / cross training

Burnout