Human Resources for Health: The role The UWI

HRH and the COVID-19 response in the Caribbean: Challenges and opportunities
PAHO webinar
11th August 2020

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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

WHO 2010
What does COVID demand that we have?

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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
- Orthopædics
- Pulmonologists
- Infectious Disease specialist
Clinical programme

- Msc / Dr Public Health
- BSc / MSc Nursing
- BSc / MSc in Physical Therapy

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
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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.
UWI task force

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

Feb 28\textsuperscript{th} 2020 – the UWI COVID-19 Task Force was established

1\textsuperscript{st} March – 1\textsuperscript{st} case of COVID-19 in the Caribbean (DR)

11\textsuperscript{th} March 2020 – WHO declared COVID-19 a pandemic

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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

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

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

### Summary of 14 CARICOM countries

<table>
<thead>
<tr>
<th>Confirmed Events</th>
<th>Total</th>
<th>New (1 day)</th>
<th>New (1 week)</th>
<th>Date of 1st confirmed</th>
<th>Days since 1st confirmed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases</td>
<td>12624</td>
<td>192</td>
<td>1240</td>
<td>12 March</td>
<td>148</td>
</tr>
<tr>
<td>Deaths</td>
<td>268</td>
<td>2</td>
<td>17</td>
<td>13 March</td>
<td>147</td>
</tr>
</tbody>
</table>

The Table below summarises the progression of the COVID-19 outbreak as of 7 Aug 2020. The first THREE columns **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).

<table>
<thead>
<tr>
<th>Country</th>
<th>Total cases</th>
<th>Cases in past week</th>
<th>Days since 1st case</th>
<th>Total deaths</th>
<th>Deaths in past week</th>
<th>Days since 1st death</th>
<th>CARICOM growth rates among cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigua</td>
<td>92</td>
<td>1</td>
<td>145</td>
<td>3</td>
<td>0</td>
<td>119</td>
<td></td>
</tr>
<tr>
<td>Bahamas</td>
<td>761</td>
<td>253</td>
<td>144</td>
<td>14</td>
<td>0</td>
<td>127</td>
<td></td>
</tr>
<tr>
<td>Barbados</td>
<td>133</td>
<td>23</td>
<td>142</td>
<td>7</td>
<td>0</td>
<td>123</td>
<td></td>
</tr>
<tr>
<td>Belize</td>
<td>114</td>
<td>66</td>
<td>136</td>
<td>2</td>
<td>0</td>
<td>123</td>
<td></td>
</tr>
<tr>
<td>Dominica</td>
<td>18</td>
<td>0</td>
<td>137</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>
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)
Challenges

- Safety of students
- Safety of staff
- Anxiety
- Multiple clinical roles
- Family role
- Burnout

Opportunities

- Redesign education delivery
- Redesign workflow
- Leadership on healthcare
- Team work / morale
- Individual skills / cross training