Health workforce in the COVID-19 response

Dr. Shoshy Goldberg
Director of Nursing division
National Head Nurse
Israel
Current Morbidity in Israel to Date

COVID Positive: 20,547
Ventilated: 140
Deceased: 305

Health care workers positive for Covid-19 and in Quarantine

- March: 154 (HCW in quarantine), 3340 (Covid19 positive HCW)
- April: 885 (HCW in quarantine), 1594 (Covid19 positive HCW)
- May: 115 (HCW in quarantine), 258 (Covid19 positive HCW)
- June: 77 (HCW in quarantine), 447 (Covid19 positive HCW)
COVID-19 Ministry Of Health Strategy

**Prevention**
- National nursing license exam postponed
- Limiting congregation of >10 people

**Containment**
- 7,035 backup personnel on standby
- Masks compulsory
- Initiation of quarantine period

**Curbing**
- Purim

**General Population**

**2nd Wave**
Preventing arrival of Covid-19 into Israel

23.01 – 24.02

**Media communication and education**
- Masks.
- Hand Hygiene.
- Social distancing.

**Resources-Financial and manpower**
- Opening the first Covid19 department.
- Mobilize emergency tents.
- Acquiring PPE, ventilators and reagent swabs.
- Emergency community volunteers.

**Legislation and Regulations**
- Defining Covid19 as an epidemic, closing all maritime and air travel for tourists travelling to/from China.

**Professional guidelines**
- Establishing protective and diagnostic measures of a suspected Covid Positive patient; Publishing quarantine guidelines
Containment - Flattening the Curve

- **8.3 - Air travel closure**
- **Cessation of Elective Procedures, Guidelines for management of COVID19 patients**
- **Limiting congregation of more than 10 people**
- **12.3 - School closure**
- **25.2 - First patient in Israel**
- **Establishing first COVID19 ward**

**COVID19 Workforce Department**

- **8.3 - Air travel closure**
- **12.3 - School closure**
- **25.2 - First patient in Israel**
- **Establishing first COVID19 ward**

Bar chart showing number of patients with different types of exposure and quarantine decree.
National headquarter cooperating with COVID-19

- Daily report of healthcare worker infection rates
- Identification of lacking workforce
- Identification of qualified workforce reserves
- Workforce recruitment and allocation
- Training manpower
- Professional competence
- Volunteer recruitment
- Workforce support centers, recognition and appreciation gestures
Needs and challenges of Workforce department

• As for the COVID-19 outbreak there was no national data system that included all health sectors' personnel.

• A solution was required to fit the new unpredictable situation and the work objectives.

• A fast and reliable infrastructure of data process needed to be established that could present accurate data related to more than 100 medical organizations.

• Identification of shortage of personnel and gaps in professional competency levels and workforce cohorts.

• Recruitment of thousands of qualified staff to meet the needs of a potential crisis situation
Daily report of healthcare worker infection rates

- Establishing an online system for staff reporting.
- 100 daily reports from health organization representatives about staff infection\quarantine status to maintain continued care.
Daily report of quarantined personnel according to work institutes

- Reports about quarantined /absence of key personnel in the organizations whose absence may impact on the organization’s function.
Daily report on Personnel Infection status

- Reports by Department Heads on absent personnel, points of exposure to Covid at the Healthcare Institute per se and in relation to national statistics in order to establish organizational information and insights.

<table>
<thead>
<tr>
<th>Overall COVID Pos HCW</th>
<th>Overall HCW Recovered</th>
</tr>
</thead>
<tbody>
<tr>
<td>905</td>
<td>621</td>
</tr>
</tbody>
</table>

**HCW in quarantine by sector**

- Overall COVID Pos HCW:
  - 133
  - 44
  - 42
  - 15
  - 1
  - 1
  - 9

- Exposure to patients:
  - 251
  - 222
  - 213
  - 207
  - 171
  - 143
  - 103
  - 86
  - 92

**HCW in quarantine**

- Overall COVID Pos HCW: 905
- Overall HCW Recovered: 621
- 407 20.6%
- 407 20.6%
- 135 15.6%
- 37 4.0%
- 138 15.2%
Workforce Recruitment and Allocation

- Scenario for 5000 ventilated patients and 10,000 very sick patients.
- 26,784 personnel identified as backup.
- 850 temporary license for Nursing graduates.
- Legal directive placing medical staff in allocated posts

Diagram:
- Untrained workforce
- Personnel Teams from General Wards
- ICU HCW and Anesthetists
## Workforce Recruitment and Allocation

<table>
<thead>
<tr>
<th>Implemented</th>
<th>Assigned</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,124</td>
<td>5,587</td>
<td>Hospitals</td>
</tr>
<tr>
<td>98</td>
<td>490</td>
<td>+++</td>
</tr>
<tr>
<td>19</td>
<td>271</td>
<td>Geriatric hospitals and Old Aged Homes</td>
</tr>
<tr>
<td>92</td>
<td>513</td>
<td>Community Health Care Centers</td>
</tr>
<tr>
<td>0</td>
<td>156</td>
<td>Special</td>
</tr>
<tr>
<td>3,333</td>
<td>7,017</td>
<td>Overall</td>
</tr>
<tr>
<td>117</td>
<td>761</td>
<td>Allocation to Geriatrics vs the Rest</td>
</tr>
</tbody>
</table>
Update Knowledge, Skills and Qualification

Extending Authority
- Extending authority of nurses, phlebotomists and paramedics.

On-site Skills
- Training personnel in the workplace and real-time information sharing as scenarios evolve.

Formal Training
- “Approach to the acutely and chronically ventilated patient”
- Training personnel about the safe environment.
Maintain the wellbeing and mental health of health workers

- Telephone support: HCW hotline with social worker and psychologists 5 days a week.
- Proactive communication with HCW- response to HCW challenges relating to work and family obligations, anxiety and fear from contracting Covid19, economic difficulties
- Establishing School and daycare systems for children of essential personnel
- Organization and allocation of 3000 food parcels and distributing to psychiatric patients in the community.
Establishing a net of communication with staff confirmed with COVID-19 sickness

- About 1000 personnel diagnosed with COVID-19.

- The headquarters’ team monitored the information regarding the sick staff members. About 350 phone calls were made to some of the sick staff members.

- The calls raised problems such as:
  - need for an emergency dental care,
  - need for gynecological follow up,
  - need for grocery supplies,
  - care of family members,
  - support of social welfare due to admission of both parents,
  - support for family members due to the death of one of the family members from COVID-19.

- The headquarters referred and enabled a connection with the relevant solution intervention organization.
Curbing infection and continued monitoring of a second wave

<table>
<thead>
<tr>
<th>New patients in the last day</th>
<th>Doubling rate (days)</th>
<th>Daily growth rates (%)</th>
<th>Critical patients</th>
</tr>
</thead>
<tbody>
<tr>
<td>176</td>
<td>8</td>
<td>9</td>
<td>28</td>
</tr>
</tbody>
</table>
Nurses
Make It Happen

“I am your nurse”