

Advisory for Human Resource Management of COVID-19

India reported its 1st case of COVID-19 on 30th January, 2020. It was a travel related case from Wuhan, China. Since then (as on 29th March, 2020), 979 confirmed cases and 25 deaths have been reported from 27 States/UTs. Although there is no evidence to widespread community transmission, 20 existing and 22 potential hotspots have been identified. The containment measures to break the cycle of transmission and clinical management of those affected would require large human resource (HR).

Scope of Document

This document provides guidance to the state on the human resource that can be mobilized for COVID-19 management along with possible role assignments and their training requirements.

A. Human Resource

1. The major areas where enhanced deployment of HR is required:
 - i. Surveillance
 - a. Surveillance activities at grass root level.
 - b. Supervisory management of containment operations at grass root level.
 - c. Laboratory testing
 - d. Collection, collation and dissemination of data.
 - e. Risk Communication
 - ii. Clinical management
 - a. Clinical management of Suspect/confirmed cases in isolation wards.
 - b. Critical care management SARI cases in ICUs.
 - c. Patient transportation and referral
 - d. Cleaning, disinfection and waste management.
 - iii. Management of quarantine, isolation facilities, logistics and supply chain management
 - iv. Psycho Social Care:
2. The HR pooled from various sources will be assigned roles to perform in the above mentioned areas.

B. Capacity building

- i. Such identified HR needs to be trained online using online training programs developed by Ministry of Health and Family Welfare (MoHFW).
- ii. These trainings will be designed to suit requirement of each and every section of healthcare worker involved in the containment operations.
- iii. These trainings for different target groups shall cover:
 - a. Field surveillance, contact tracing, data management and reporting
 - b. Sampling, packaging and shipment of specimen
 - c. Hospital infection prevention and control including use of appropriate PPEs and biomedical waste management

- d. Clinical case management including ventilator management, critical care management
 - e. Training of managers on managing quarantine and isolation facilities
 - f. Community based training in Psycho –social care.
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- iv. Each State will identify and designate a Nodal officer for Training who will coordinate all training activities in the State.
 - v. MoHFW will conduct trainings of Master trainers of organizations from where field staff is being deployed. Responsibility of further dissemination will be that of concerned institution.
 - vi. The concerned organization will create a database of trained person who will disseminate and convey the information to all the districts through MoHFW.
 - vii. For COVID-19 management, the district administration will pool-in the requisite human resources.
 - viii. Such pooled human resources would stay in the containment zone till the containment operations are over
 - ix. Isolation areas: in addition to training all hospital staff, dentists and AYUSH practitioners available should also be trained.
 - x. Retired doctors and other healthcare professionals should be identified to work in non-covid areas in hospitals in case of emergencies

C. Suggested numbers of HR

- i. For surveillance activities: Covid Warriors @ 1 per 250 population may be identified and trained.
- ii. Quarantine facilities: these are meant to house asymptomatic cases. The number identified and trained should be equal to the number of Covid Warriors.
- iii. Ventilator use: at least two times the number of ICU beds earmarked for covid-19 patients should be imparted one day training.

Annexure: Training Resources

TRAINING RESOURCES FOR COVID 19 MANAGEMENT

S.No	Roles	Category of Health-care professionals.	TRAINING RESOURCE
1	Field Surveillance (younger persons to be deployed)	ANM, ASHA, ANM trainees	<p>1. COVID-19 FACILITATOR GUIDE https://www.mohfw.gov.in/pdf/FacilitatorGuideCOVID19_27%20March.pdf</p> <p>2. TRAINING OF ANM, ASHA, AWW powerpoint presentation:. https://www.mohfw.gov.in/pdf/2COVID19PPT_25MarchPPTWithAnimation.pdf</p> <p>3. A digital pocket book for frontline workers https://www.mohfw.gov.in/pdf/3Pocketbook5_Covid19_27March.pdf</p> <p>4. COVID-19: Standard Operating Procedure (SOP) for transporting a suspect/confirmed case of COVID-19 https://www.mohfw.gov.in/pdf/StandardOperatingProcedureSOPfortransportingasuspectorconfirmedcaseofCOVID19.pdf</p> <p>5. Protocol for Home Quarantine_- https://www.mohfw.gov.in/pdf/Guidelinesforhomequarantine.pdf.</p>
		Anganwadi workers	
		Ayush students	
		NCC cadets	
		NSS volunteers	
		NYKS volunteers	
		IRCS volunteers	
		CPSE workers	
		Ambulance drivers	
		Gram panchayats / urban Local Bodies employees/ Rozgar sewaks	
		RWA	
All officers generally deployed as micro observers during general elections, including teachers			
2	Field Supervision (comparatively older persons may be deployed)	PHC doctors	<p>1. COVID-19 FACILITATOR GUIDE https://www.mohfw.gov.in/pdf/FacilitatorGuideCOVID19_27%20March.pdf</p>
		Ayush doctors	
		Dental doctors	
		Physiotherapists	
		Ex- Servicemen	
		Veterinary doctors	
		All officers generally deployed as micro	

		observers during general elections, including teachers	
3	Laboratory-Sample collection, packaging and transportation	Lab Technicians B Sc/M Sc Microbiology students	<p>1. Notification of ICMR guidelines for COVID-19 testing in private laboratories in India https://www.mohfw.gov.in/pdf/NotificationofICMguidelinesforCOVID19testinginprivatelaboratoriesindia.pdf</p> <p>2. Webinar schedule of COVID-19 of AIIMS New Delhi (webinar 1) https://www.mohfw.gov.in/pdf/AIIMSCoVIDWebinarScheduleRevised.pdf</p> <p>DIRECT LINK: https://www.youtube.com/watch?v=BTLGGV3XnI</p> <p>3. Latest Testing Guidelines of Indian Council of Medical Research (ICMR) https://www.mohfw.gov.in/pdf/LabTestingAdvisory.https://www.mohfw.gov.in/pdf/5COVIDFLWTrainingPlan27March.pdf</p> <p>4..Specimen Collection, Packaging and Transport Guidelines for 2019 novel Coronavirus (2019-nCoV) https://www.mohfw.gov.in/pdf/5Sample%20collection%20packaging%202019-nCoV.pdf</p> <p>5. Revised Strategy of COVID19 testing in India (Version 3, dated 20/03/2020 https://icmr.nic.in/sites/default/files/upload_documents/2020-03-20_covid19_test_v3.pdf</p> <p>6.Guidance on Rapid antibody kits for COVID-19 https://icmr.nic.in/sites/default/files/upload_documents/Guidance_on_RapidKits_COVID19_28032020_V1.pdf</p> <p>7. Video on Donning and doffing of PPE-</p>

4	Clinical Management in COVID treatment facilities		Guidelines on Clinical Management of COVID – 19 https://www.mohfw.gov.in/pdf/GuidelinesonClinicalManagementofCOVID1912020.pdf
4.1	At isolation facility	Allopathic doctors	Webinars on SARS CoV-2/COVID-19 AIIMS, New Delhi https://www.mohfw.gov.in/pdf/AIIMSCOVIDWebinarScheduleRevised.pdf DIRECT LINK: https://www.youtube.com/channel/UChIpgB1ENbKtsWsVvkOP_vg
Doctors drawn from Army, Paramilitary and Railways		Webinars on SARS CoV-2/COVID-19 AIIMS, New Delhi https://www.mohfw.gov.in/pdf/AIIMSCOVIDWebinarScheduleRevised.pdf DIRECT LINK: https://www.youtube.com/channel/UChIpgB1ENbKtsWsVvkOP_vg	
Ayush doctors		Guidelines on Clinical Management of COVID – 19 https://www.mohfw.gov.in/pdf/GuidelinesonClinicalManagementofCOVID1912020.pdf	
Medical interns		1.Guidelines on Clinical Management of COVID – 19 https://www.mohfw.gov.in/pdf/GuidelinesonClinicalManagementofCOVID1912020.pdf 2.Webinars on SARS CoV-2/COVID-19 AIIMS, New Delhi https://www.mohfw.gov.in/pdf/AIIMSCOVIDWebinarScheduleRevised.pdf DIRECT LINK: https://www.youtube.com/channel/UChIpgB1ENbKtsWsVvkOP_vg	
Nursing students (M SC/ B Sc final year)		WEBINARS FOR NURSING OFFICERS FOR TRAINING IN CARE OF PATIENTS SUSPECTED Of/ OR HAVING COVID-19 INFECTION https://www.mohfw.gov.in/pdf/COV	

			IDWEbinar.pdf Direct link: https://www.mohfw.gov.in/pdf/COVIDWEBinar .
4.2	Intensive care	Anaesthetist/ Respiratory Physician/ Medical Specialist 2/3 yr PG students (MD/ DNB/Diploma)in above mentioned subjects	1. Webinar-II on SARS CoV-2/COVID-19 AIIMS, New Delhi https://www.mohfw.gov.in/pdf/AIIMSCOVIDWebinarScheduleRevised.pdf DIRECT LINK: https://www.youtube.com/channel/UClhIpgB1ENbKtsWsVvK0P_vg DIRECT LINK FOR WEBINAR-3: UPCOMING 2. Guidelines on Clinical management of severe acute respiratory illness (SARI) in suspect/confirmed novel coronavirus (nCoV) cases https://ncdc.gov.in/WriteReadData/l892s/96997299691580715786.pdf
		GNM nursing officers Nursing faculty M Sc and BSC final year nursing students	1. WEBINARS FOR NURSES FOR TRAINING IN CARE OF COVID-19 PATIENTS https://www.mohfw.gov.in/pdf/COVIDWEBinar.pdf DIRECTLINK: https://www.youtube.com/watch?v=-LiueyrHEIY 2. Guidelines on Clinical management of severe acute respiratory illness (SARI) in suspect/confirmed novel coronavirus (nCoV) cases https://ncdc.gov.in/WriteReadData/l892s/96997299691580715786.pdf

4.3	Infection prevention and Control	All above listed doctors and nurses	1.NATIONAL GUIDELINES FOR INFECTION PREVENTION AND CONTROL IN HEALTHCARE FACILITIES https://www.mohfw.gov.in/pdf//National%20Guidelines%20for%20IPC%20in%20HCF%20-%20final%281%29.pdf 2.Guidelines for Setting up Isolation Facility/Ward https://ncdc.gov.in/WriteReadData/l892s/42417646181584529159.pdf 3.Webinar on SARS CoV-2/COVID-19 (webinar
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			<p>1) https://www.mohfw.gov.in/pdf/AllMSCOVIDWebinarScheduleRevised.pdf</p> <p>DIRECT LINK: https://www.youtube.com/watch?v=BTLGGV3_Xnl</p>
5	Medical care/ nursing care in non-Covid areas.	<p>All doctors/ nurses in service and above 60 or with co-morbidities</p> <p>All retired personnel volunteering to work</p>	<p>1. Guidelines on disinfection of common public places including offices https://www.mohfw.gov.in/pdf/Guidelinesondisinfectionofcommonpublicplacesincludingoffices.pdf</p>
6.	Psycho –Social Care	<p>Psycho- Social Teams of psychiatrists / psychologists and Psycho-social workers</p> <p>Community volunteers.</p>	<p>Minding our minds - https://www.mohfw.gov.in/pdf/MindingourmindsduringCoronaeditedat.pdf</p>
7.	Management		
	ICS	<p>Serving / Retired armed forces officers</p> <p>Serving or retired CPSE Officers</p> <p>NDMA/SDMA/ NDRF officers</p>	<p>Training module of ICS available:</p> <p>1. Training module for Incident response system :basic and intermediate https://nidm.gov.in/PDF/modules/irs-1.pdf</p>
	Quarantine facility management	<p>NGO-Consultancy Groups</p> <p>All officers generally deployed as micro observers during general elections, including teachers</p>	<p>Quarantine facility checklist available:</p> <p>1. Guidelines for Quarantine facilities COVID- 19 https://ncdc.gov.in/WriteReadData/l892s/90542653311584546120.pdf</p>