

## TRIP REPORT

Russell Morgan, Executive Director, NCIH  
Julia Bauder, NCIH/CARICOM Health Manpower Specialist

San Juan, Puerto Rico

September 11 - 12, 1981

On September 11th, Dr. Russell Morgan and Julia Bauder traveled to San Juan, Puerto Rico. The purpose of the trip was to meet with Mark Laskin, USAID - Barbados, and Dr. Philip Boyd, CARICOM Health Section, to discuss the redesign of the NCIH/CARICOM Health Manpower Planning Project.

The meeting began with a review by Mr. Laskin of the development of the Project and its activities during the past four months. He indicated that the USAID Mission in Barbados was very concerned about the seemingly long period of time taken to initiate the Project and the accomplishment of Project goals to date. He expressed concern that the Project had been unproductive politically from the point of view of USAID. As a result, it was felt that without some immediately visible impact on the short-term manpower needs of the region, the Project should be terminated.

It was recommended by Mr. Laskin that the Project staff discontinue health manpower planning activities and the identification of US-based resources available for linkage with Caribbean LDCs. Instead, he requested that Project staff concentrate on filling the personnel needs of the Ministries of Health. A review of the list of requests received from the Ministries was made and priorities assigned to them. Those receiving the highest priority were:

<u>Personnel Type</u>	<u>Countries</u>
1. Psychiatrist	Post shared by Windward Islands
2. Pathologist	Post shared by Windward Islands
3. Radiologist	Post shared by Windward Islands
4. Nurse/Midwife	Montserrat
5. Hospital Maintenance Specialist	Post shared by Windward Islands
6. Internist	Post shared by Windward Islands
7. Orthopedic Surgeon	Post shared by Windward Islands
8. Medical Specialist	Belize

Except for Request #4, all posts would be for at least 1 year and personnel would be sought who would be willing to accept the current salary offered by the country (without augmentation by the Project). Project funds would be expended on transportation expenses of the new employee and their family, moving expenses, housing allowance, intra-island travel costs (such as the purchase of an auto), and travel and per diem costs generated by inter-island travel. It was suggested that no more than \$25,000 US be spent per placement. A ceiling of \$7,000 US was set for housing allowance, \$5,000 US for intra-island travel and transport, and \$5,000 US for inter-island travel and per diem. Mr. Laskin indicated that approximately \$200,000 US

should be spent on the support of these posts. An additional \$40,000 could be spent on the support of volunteers in short-term placements.

Ms. Bauder raised the issue about what activities should be conducted by the staff of the Project in light of the redirection of Project emphasis to the recruitment of personnel for long-term Ministry posts. Mr. Laskin suggested that the staff could review the requests with Ministry staff to determine the feasibility of sub-specialist medical practice in some of the LDCs. Also, staff should be utilized to recruit personnel in the U.S. The representatives of NCIH were concerned about the need to have two full-time professional level employees in the Project and the possibility of overlap and duplication of activities. These posts were reviewed and it was suggested that the staffing of the Project be reviewed during a November evaluation session. It would be determined at that time if the current staffing of the Project should be changed.

There was a discussion about the possibility of Project staff doing some short-term types of manpower planning and coordination and the carrying-out of training. Mr. Laskin indicated that some activities of this nature might be acceptable but that an evaluation of the success of the Project in meeting the long-term personnel needs should be done in November before these activities would be authorized.

Dr. Boyd indicated that he was very concerned about the discontinuance of health manpower planning activities and felt that this was a necessary component of the Project and very needed in the LDCs. Dr. Morgan also voiced concern about the appropriateness of the involvement of NCIH in a project which was primarily to function as an employment agency for the Caribbean LDCs. He indicated that the NCIH Project Grant Review Committee had very strong feelings regarding the inappropriateness of the involvement of NCIH in this type of activity.

Dr. Morgan spoke about the process that would take place regarding the review of the proposed Project redesign within NCIH. He said that the Grant Review Committee would be meeting during the week of September 21st with representatives of the LDCs, USAID, and CARICOM. They would then meet as a Committee and decide what recommendations should be made to the NCIH Governing Board. At that time the Board would determine whether the Council should maintain its involvement in the Project. Dr. Morgan invited both Mr. Laskin and Dr. Boyd to meet with the Grant Review Committee during the meeting held the week of September 21st.

## AGENDA

### NCIH/CARICOM Health Manpower Project Grant Review Committee Luncheon and Meeting

September 23, 1981

Dr. Jasperdean Kobes, NCIH Executive Committee, Hostess

- 12:30 pm - 1:45 pm      Luncheon with representatives from the lesser-developed countries of the Caribbean
- Introduction of participants
  - Review of current status of Project
  - Discussion of health manpower needs of Caribbean LDCs
- 1:45 pm - 2:00 pm      Break
- 2:00 pm - 3:30 pm      Discussion of redesign of Project
- Review of recommended redesign of Project
  - Discussion of role of NCIH in redesigned Project
  - Discussion of role of CARICOM in redesigned Project
  - Review of process to be undertaken to initiate formal redesign of Project

## PARTICIPANTS

Mr. Charles Maynard, Minister of Education and Health, Dominica  
Mr. Frederick Symes, Permanent Secretary for Health, Dominica  
Dr. Bernard Gittens, Ministry of Health and Housing, Grenada  
Mr. Fitz Louisy, Permanent Secretary for Health, Saint Lucia  
Mr. Peter Ballantyne, Minister of Health, St. Vincent and the Grenadines  
Mr. Owen Cuffy, Permanent Secretary for Health, St. Vincent and the Grenadines  
Dr. Thomas J. Bacon, UNC-Chapel Hill, NCIH Grant Review Committee  
Dr. Betty Lockett, PAHO, NCIH Grant Review Committee  
Mr. Matthew Perry, Project HOPE, NCIH Grant Review Committee  
Mr. Mark Laskin, USAID-Barbados  
Mr. Paul McGuire, USAID-Washington, D.C.  
Ms. Linda Morse, USAID-Washington, D.C.  
Dr. Philip Boyd, CARICOM  
Dr. Russell Morgan, Executive Director, NCIH  
Ms. Eileen McGinn, Associate Director, NCIH  
Ms. Julia Bauder, Health Manpower Specialist, NCIH  
Ms. Noreen King, Project Assistant, NCIH

Priority Health Manpower Requests and  
Current Volunteers on File with  
NCIH/CARICOM Health Manpower Project  
September 21, 1981

Priority Health Manpower Requests

<u>Type of Personnel</u>	<u>Countries</u>
Psychiatrist	Post shared by Windward Islands
Pathologist	Post shared by Windward Islands
Radiologist	Post shared by Windward Islands
Nurse-Midwife	Montserrat
Hospital Maintenance Specialist	Post shared by Windward Islands
Internist	Post shared by Windward Islands
Orthopedic Surgeon	Post shared by Windward Islands
Medical Specialist	Belize

Current Volunteers

<u>Type of Personnel</u>	<u>Length of Availability</u>	<u>Type of Availability</u>
Nurse-Midwife	3 - 6 months	Volunteer
Internist	3 months	Volunteer
	7 months	Volunteer
	3 months	Volunteer
	3 months	Volunteer
	Unspecified	Consultancy
	1 - 3 months	Volunteer
	1 year	Consultancy
	1 - 2 years	Volunteer or Permanent Employment
	6 months	Volunteer
	3 months	Volunteer
	1 - 2 years	Consultancy
	1 year	Consultancy
	3 - 4 months	Volunteer
	3 months	Volunteer
1 - 3 months	Volunteer	
Pathologist	2 years	Permanent Employment
Psychiatrist	Unspecified	Consultancy
	3 - 6 months	Volunteer
Orthopedic Surgeon	1 - 2 years	Permanent Employment
	1 month	Volunteer
Radiologist	no volunteers on file	
<b>Hospital Maintenance Specialist</b>	no volunteers on file	
Medical Specialist	no volunteers on file	

NOTE: The list of volunteers above does not reflect current availability, desire to work in a Caribbean LDC, appropriateness for existing Ministry of Health vacancies, or suitability for employment.

Comparative Analysis of Current  
NCIH/CARICOM Health Manpower Project  
and USAID Recommended Redesign Proposal

September 23, 1981

Current Project Design	Recommended Project Redesign
<ol style="list-style-type: none"> <li>① - Develop capacity of CARICOM to assist LDCs in health manpower planning through establishment of Health Manpower Unit.</li> <li>2 - Assess health manpower needs of LDCs.</li> <li>3 - Develop regional health manpower plan.</li> <li>4 - Assist countries in meeting specific health manpower needs.</li> <li>5 - Identify PVOs, universities, and other U.S. sector groups and individuals whose resources may be mobilized to assist in meeting health manpower needs of the region.</li> <li>6 - Fund provision of short-term volunteer health manpower support in the delivery of primary health care for emergency situations.</li> </ol>	<ul style="list-style-type: none"> <li>- <del>Identify and recruit health personnel available to meet priority health services delivery needs. These needs include medical subspecialists (i.e. orthopedic surgeons, ophthalmologists, etc.) available for long-term employment at prevailing Ministry of Health salary scales.</del></li> <li>- <del>Fund recruitment process, moving expenses, inter and intra island travel, and other related expenses.</del></li> </ul>

B U D G E TCARIBBEAN HEALTH MANPOWER PLANNING PROGRAM/DPG

	<u>Year 1</u>	<u>+ Year 2</u>	<u>= Total</u>	
<b>A. <u>Direct Support to CARICOM</u></b>				
To Establish A Health Manpower Planning Unit:				
1.0 Staff Salaries				
1.1 Health Manpower Coord.	35 000	40 000	75 000	
1.2 Secretary	4 000	4 200	8 200	
2.0 Staff Travel and Per Diem	7 000	8 500	15 500	
3.0 Direct Office Costs	7 800	8 000	15 800	
Sub-Total	<u>53 800</u>	<u>60 700</u>	<u>114 500</u>	<u>114 500</u>
%			(23%)	
<b>B. <u>Program Support Services Provided</u></b>				
<b><u>By NCIH to CARICOM and CARIBBEAN</u></b>				
<b><u>PARTICIPATING COUNTRIES</u></b>				
1.0 NCIH Health Manpower Specialist (60%)	18 000	19 080	37 080	
Fringe Benefits	4 320	4 579	8 899	
2.0 NCIH Staff Travel and Per Diem	12 300	11 100	23 400	
3.0 Project Consultants Support				
3.1 Consultant Fees	10 500	10 500	21 000	
3.2 Consultant Travel	12 224	9 016	21 240	
4.0 Evaluation Year	10 000	15 000	25 000	
5.0 Volunteer Health Manpower Assignment (Matching Travel and Per Diem Costs)	40 000	60 000	100 000	
Sub-Total	<u>107 344</u>	<u>129 275</u>	<u>236 619</u>	<u>236 619</u>
%			(46%)	
<b>C. <u>Direct Support to NCIH to Provide</u></b>				
<b><u>Management Support of Project</u></b>				
1.0 Staff Salary				
1.1 Health Manpower Specialist (40%)	12 000	12 720	24 720	
1.2 Secretary	13 500	14 300	27 800	
2.0 Fringe Benefits (24% salaries)	6 120	6 485	12 605	
3.0 Other Direct Costs	14 100	15 523	29 623	
4.0 Indirect Costs (Overhead)	30 568	35 703	66 271	
Sub-Total	<u>76 208</u>	<u>84 731</u>	<u>161 019</u>	<u>161 019</u>
%			(31%)	
TOTAL	237 432	274 706	512 138	<u>512 138</u>