

PD - APT - 1000 45707 - 1

HEALTH MANPOWER PLANNING PROJECT

USAID Grant #538-0054

Quarterly Report

April 1, 1982 - June 30, 1982

The National Council for International Health (NCIH) submits this Quarterly Project Status Report on activities related to the Health Manpower Planning Project, USAID Grant #538-0054, during the period April 1, 1982 - June 30, 1982. The report is divided into four sections in accordance with standard USAID format: (a) major activities undertaken during past quarter, (b) comments on implementation, (c) problems and delays in implementation, and (d) major activities for the following quarter. A financial report for the Project will follow in early August.

A. Major activities undertaken during the past quarter

1. Volunteer placements

The first two volunteers, Dr. Janice Stevens and Dr. Charles Livingston, returned from Saint Lucia/St. Vincent and St. Kitts respectively. Each submitted an evaluation report of their assignment. NCIH has not yet received host-country evaluations of these two volunteers' work.

The Project referred James Durkin, an anesthesiologist from California, to Project HOPE to fill an immediate need in Antigua. Dr. Durkin served with Project HOPE in Antigua from mid-May to the end-of-June.

As of June 30, five volunteers are serving in the Caribbean. Carlene Nelson, a nurse-midwife from Georgetown University, is working in Montserrat until mid-August; John Isgreen, a radiologist in private practice in Colorado, is working in St. Vincent and Saint Lucia until late-August; and Steve and Sandra Laney, a family practitioner and nutritionist respectively from Washington State, are working in Belize until mid-September.

The Project secured two demonstration models (a fetal doll and a female pelvis) for use by Carlene Nelson in Montserrat. The models are being used in midwifery classes for the nursing students, and will remain in Montserrat after Ms. Nelson completes her assignment.

Harry Zutz, an anesthesiologist from New Jersey, served in Belize for two weeks in early June (he paid his own transportation). He was followed immediately by Lloyd Allen, an anesthesiologist from Missouri, who volunteered to work in Belize until mid-August.

Project volunteers completed individual pre-departure orientation sessions in Washington, DC, meeting with health personnel (PAHO, AID and Peace Corps staff) knowledgeable about their country-of-assignment and NCIH staff.

As mentioned previously (Quarterly Report, December 16, 1981 - March 31, 1982), NCIH staff were successful in recruiting Edward McCrum, an internist, to serve in Dominica for three months. Unfortunately, during a routine check-up, a medical problem was detected and Dr. McCrum reluctantly had to withdraw. The staff then recruited Dr. John Garrett who agreed to serve in Dominica for three months beginning in July. During the latter part of June, the Permanent Secretary of Health from Dominica cabled NCIH indicating they had hired an internist and they no longer required a volunteer for this position.

In late June, the Project received an urgent request from CARICOM indicating that Grenada needed a general surgeon. Within 48-hours, the Project had secured the services of a general surgeon located in Maryland. He was willing to begin service in Grenada on July 1. Because the assignment was for just one month, the Secretary for Health, Dr. B. Gittens, decided he wanted a West Indian to fill this position (in mid-July, CARICOM succeeded in recruiting a surgeon from Barbados).

2. Institutional linkages

In its last meeting (March 30, 1982), the Grant Review Committee agreed that NCIH should explore the interest of U.S. medical institutions and private voluntary organizations in joining in a cooperative effort in the Caribbean. The hope was expressed that support for critical health manpower needs would extend well beyond the one-time USAID grant.

NCIH contacted the University of the West Indies, Barbados to determine interest in utilizing U.S. medical professors in the School of Medicine, thus allowing UWI professors to periodically travel to the islands. Dr. E.R. Walrond, Professor of Surgery/UWI, responded with interest to the proposal, and further discussions took place in July with Heads of Department in the various interested specialties at UWI, Dr. Walrond and CARICOM staff.

NCIH staff members contacted Project HOPE, Direct Relief Foundation, AMDOC/OPTION and Project Concern to relay information regarding NCIH's involvement in the region and our interest in maintaining communication with other groups working in the Caribbean.

The need for hospital maintenance engineers in the Caribbean has been relayed to NCIH. Mr. Terence Goldson, CARICOM Project Coordinator, is pursuing the idea of utilizing a volunteer in the Leeward Islands to service inoperative hospital equipment. Discussions took place with the National Institutes of Health regarding the Biomedical Engineering Technician Programme they

and Project HOPE sponsor in the region. Dr. Murray Eden and Mr. Howard Metz visited NCIH on May 28. They reviewed their project in the Caribbean and learned of CARICOM's interest in a maintenance engineer. They stated that the proposed volunteer would not duplicate their efforts and encouraged NCIH to try and recruit such a person.

3. Project evaluation

On April 27, NCIH Project staff members met with Mark Laskin, USAID/Barbados to review the current status of the Project. The need for an evaluation of the Project sometime during the summer was discussed, and possible evaluators reviewed. It was decided that the evaluation should begin during the Ministers of Health Conference in Barbados in July. After reviewing candidates, NCIH and USAID agreed on Leonard Rosenfeld, M.D., MPH, as the evaluator of the Project. Dr. Rosenfeld has a strong background in health manpower planning both overseas and in the United States, and is currently a Professor of Health Administration at the School of Public Health, University of North Carolina. Dr. Rosenfeld began the evaluation in Bridgetown, Barbados conferring with the Permanent Secretaries of Health at the Project Advisory Committee meeting on July 9. He also reviewed the Project with USAID and CARICOM staff. A trip was made to St. Vincent and Saint Lucia to meet Ministry of Health staff members and the medical volunteers. Dr. Curtiss Swezy, NCIH Program Manager, was invited to attend the Project Advisory Committee meeting and accompanied Dr. Rosenfeld to Barbados.

B. Comments on implementation

The Project has continued to move forward. Interest in the Project has been stimulated both in potential volunteers as well as other organizations working in the region and a spirit of cooperation has developed.

C. Problems and delays in implementation

Potential volunteers consistently request specific information regarding the available health manpower positions. Project staff are often unable to provide much information due to the lack of specific details from the Ministries of Health. The use of Volunteer Request Forms, completed in full, would aid the placement process.

D. Major activities for the following quarter

1. Recruitment

Recruitment of health volunteers will continue. Some outstanding requests include: anesthesiologist - Saint Lucia; ENT specialist - Dominica; psychiatrist - Belize and Saint Lucia; and radiologist - Belize.

2. Placements

Placements of volunteers in the field will continue, including a pre-departure orientation in Washington, DC with NCIH staff and others involved in international health, particularly for the Caribbean region.

Mr. Goldson will pursue the idea of utilizing a hospital maintenance engineer in the Leeward Islands to service inoperative hospital equipment. A viable candidate is willing to volunteer for three months if his services are needed.

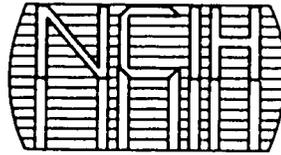
Contacts have been made with several internists, nurse-midwives and radiologists who have expressed an interest in volunteering later in the year. Mr. Goldson will review the qualifications of these potential volunteers with the appropriate Permanent Secretaries.

3. Institutional linkages

The possible use of U.S. medical professors in the Department of Pediatrics, University of the West Indies, Barbados will be further discussed by Department staff, Dr. Walrond and CARICOM staff.

4. Project evaluation

As the end of Year 2 of the Project approaches, NCIH is requesting that AID extend the Project without additional funding. Dr. Rosenfeld will complete his evaluation of the Project and submit his written report/recommendations by August 16, 1982.



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TRIP REPORT

Traveler: F. Curtiss Swezy, Dr.PH.
NCIH Program Manager

Itinerary: Washington, DC - Barbados - Washington, DC

Date: July 6-15, 1982

Purpose:

- (a) To orient Project Evaluator, Dr. Leonard Rosenfeld, and introduce him to key participants in CARICOM/NCIH Health Manpower Project,
- (b) To participate in semi-annual Project review with host country and CARICOM staff, and
- (c) To assist in design of future program directions.

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INTRODUCTION

The writer, in the company of Dr. Leonard Rosenfeld, traveled to Bridgetown, Barbados on July 6, 1982. From July 7-9, the annual meeting of Ministers of Health in the CARICOM region was held in Barbados thus affording an opportunity to meet with most of the principals involved in the CARICOM/NCIH Health Manpower Project. A series of meetings was held with USAID/RDO management and health staff. An outline was developed for the evaluation report. Discussions were held with Vice Dean E. Walrond of the University of the West Indies, Barbados Branch and Dr. Kenneth Standard, UWI, Jamaica. A series of discussions with CARICOM staff reviewed progress-to-date, management procedures and the content of the evaluation. As a division of labor, it was decided that Mr. Darwin Clarke of the USAID/RDO staff will review the history and past accomplishments of the Project. Dr. Rosenfeld will concentrate his efforts on assessing how the CARICOM/NCIH Project fits into program development in the Caribbean and future directions the Project should take.

USAID/RDO

The writer introduced Dr. Rosenfeld to the Mission Director and public health staff. A new Deputy Director, Ted Morse, had just arrived at the post. The Mission Director, William Wheeler, indicated that he wanted an assessment of the Project's progress. He wanted to make available Mr. Darwin Clarke, the Mission Evaluation Officer, to assist with the evaluation. Mr. Wheeler requested a verbal report on the evaluation on July 20. Dr. Rosenfeld agreed to this, but reserved the prerogative to "fine tune" his recommendations in his final written report to be submitted in early August.

Mark Laskin, RDO Regional Public Health Advisor, provided Dr. Rosenfeld with extensive files on the Project. In addition, he held several meetings with Dr. Rosenfeld and Mr. Clarke giving background information and his assessment of future possibilities for the Project. Mr. Laskin and the writer conferred on procedures for implementing the Project.

UNIVERSITY OF THE WEST INDIES MEDICAL SCHOOL

Discussions were held with Dr. E. Walrond, Vice Dean, Cave Hill Campus, and Dr. Kenneth Standard, Mona Campus, UWI Medical School. Both expressed interest in continuing to support health care in the less developed countries (LDCs) of the English-speaking Caribbean. They see this goal being accomplished through appropriate training of medical and paramedical staff, continuing education for established health professionals as well as backstopping service delivery through such mechanisms as short-term service by UWI faculty in the LDCs. Dean Walrond himself had just accepted an invitation to serve in Grenada for one month, in his capacity as a surgeon.

Dr. Standard noted that the three medical campuses of UWI have traditionally supported the health delivery systems of the English-

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speaking Caribbean, including the LDCs. From the perspective of the Mona Campus (Jamaica), some faculty positions have recently been lost due to financial pressures. Therefore, until additional resources can be found the assistance that can be offered the LDCs from Jamaica is severely restricted.

CARICOM/NCIH PROJECT ADVISORY COMMITTEE

A meeting was held on July 9, 1982 with the Permanent Secretaries of Health of the LDCs who meet periodically as an Advisory Committee for the Health Manpower Project. Mr. Terence Goldson, Project Coordinator, chaired the meeting.

A statement of expenditures was distributed and reviewed. Mr. Goldson gave a breakdown, by percentage, for each category of expenditure. The placement of initial volunteers was acknowledged and it was noted that since January at least one U.S. volunteer had been nominated for each of the eight LDCs (for various reasons Grenada and Dominica did not accept volunteers nominated). Dr. Swezy reiterated the importance of completing and forwarding Volunteer Request Forms to facilitate recruiting. Mr. Cornelius Lubin, Permanent Secretary of Health in Saint Lucia, noted that the volunteers had been most helpful. But, he urged CARICOM and NCIH to also pursue regional health manpower planning. In general discussion, it was agreed that an inventory of existing medical equipment in the eight participating countries would be most helpful.

Some of the Permanent Secretaries noted that there have been problems with host countries providing volunteers with food, as had been agreed upon at the meeting in November, 1981. They acknowledged that housing can be provided to volunteers including, when requested, for accompanying spouses. But, they suggested Project funds be used for food. Mr. Mark Laskin recommended volunteers be paid \$15 per day for food from Project funds. This suggestion was accepted by the Advisory Committee.

EVALUATION

Dr. Leonard Rosenfeld, Professor of Health Administration, University of North Carolina and Mr. Darwin Clarke will evaluate the CARICOM/NCIH Health Manpower Project. Mr. Clarke will concentrate largely on progress-to-date and compliance of the Project with signed agreements. Dr. Rosenfeld will focus his attention on how the existing Project meets the needs in the Caribbean and relates to and reinforces other health manpower activities in the region. His final report will make recommendations on future directions for the Project.

KEY OFFICIALS CONTACTED

Caribbean Ministries of Health

The Honorable L.B. Brathwaite, Minister/Barbados
 Allison Daniel, Permanent Secretary/Barbados
 The Honorable J. Usher, Deputy Minister/Belize
 D.A. Gibsen, Permanent Secretary/Belize
 The Honorable C.A. Maynard, Minister/Dominica
 F.O. Symes, Permanent Secretary/Dominica
 The Honorable C. DeRiggs, Minister/Grenada
 Dr. B. Gittens, Secretary for Health/Grenada
 G.M. Cassell, Permanent Secretary/Montserrat
 O. Hector, Permanent Secretary/St. Kitts-Nevis
 C. Lubin, Permanent Secretary/Saint Lucia
 Dr. A. D'Souza, Director of Health Services/Saint Lucia
 Dr. H. Jesudason, Senior Medical Officer/St. Vincent
 J. McBride, Health Services Advisor/St. Vincent
 Ms. A. Ebanks, Assistant Secretary/Cayman Islands
 J. Newby, Health Services Administrator/Cayman Islands

CARICOM

Dr. K. King, Secretary-General
 Dr. P. Boyd, Chief/Health Section
 T. Goldson, Project Coordinator
 Ms. M. Price, Project Manager

PAHO

Dr. H. Acuna, Director
 Dr. G. Alleyne, Regional Advisor
 Dr. H. Drayton, Health Manpower Advisor

University of the West Indies

Sir Kenneth Standard, School of Medicine/Mona Campus
 Dr. E. Walrond, School of Medicine/Cave Hill Campus

USAID/RDO, Barbados

W. Wheeler, Director
 T. Morse, Deputy Director
 B. Jensen, Acting Program Officer
 D. Clarke, Assistant Program Officer
 M. Laskin, Public Health Advisor
 A. Randlov, Public Health Advisor