

Innovational Values and Best Practices Committee
Best Practice - 2019-2020

1. Title of the Practice

COVID-19 Pandemic- Faculty Dual Role from 16th July 2020

2. Objectives of the Practice

The main objective of dual role is to create a work force in the hospital towards care of patients attending fever clinic. The focus is to rise up to the need of quality workforce as frontline to screen people attending the clinic.

The posting of staff is exclusively in the COVID-19 screening clinic from the month of July 2020. The need was mainly because of the staff shortage during the pandemic, the faculty accepted to render service towards the clinic.

3. The Context

The need of faculty role in fever clinic was channelized and staff was oriented towards their role during the postings. The main challenges faced were resilience from some of the staff and difficulties in attending to the work place due to various difficulties in transport and travel.

Based on the challenges following steps were implemented

- Faculty are at liberal to chose the shift duties and dates themselves for the postings
- Exchange of duties was flexible if faced any problems
- Exempting the staff with health problems from the duty considering the risk of being affected

4. The Practice

The uniqueness of the role taken up by the faculty is in par with excellence as the staff accepted to be a part of the hospital team in providing manpower when required. Also the staff led the nursing students by example.

The constraints of individual differences and fears towards the postings were difficult to handle but one to one counseling and boosting each other's confidence did help in fulfilling the task.

5. Evidence of Success

This initiation by the management helped in the smooth functioning of the hospital. The primary aim was to provide quality care to all attending the hospital during the time of crisis. The efforts put by the faculty were appreciated by the authorities.

6. Problems Encountered and Resources Required

There were no problems encountered due to this initiative.

The resources needed during the posting were personal protective equipments with adequate supplies which were supplied by the hospital administrators.
