

COVID-19 VACCINATION IN MANITOBA

TECHNICAL BRIEFING

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KEY PRINCIPLES

Guiding direction for all
vaccination operations

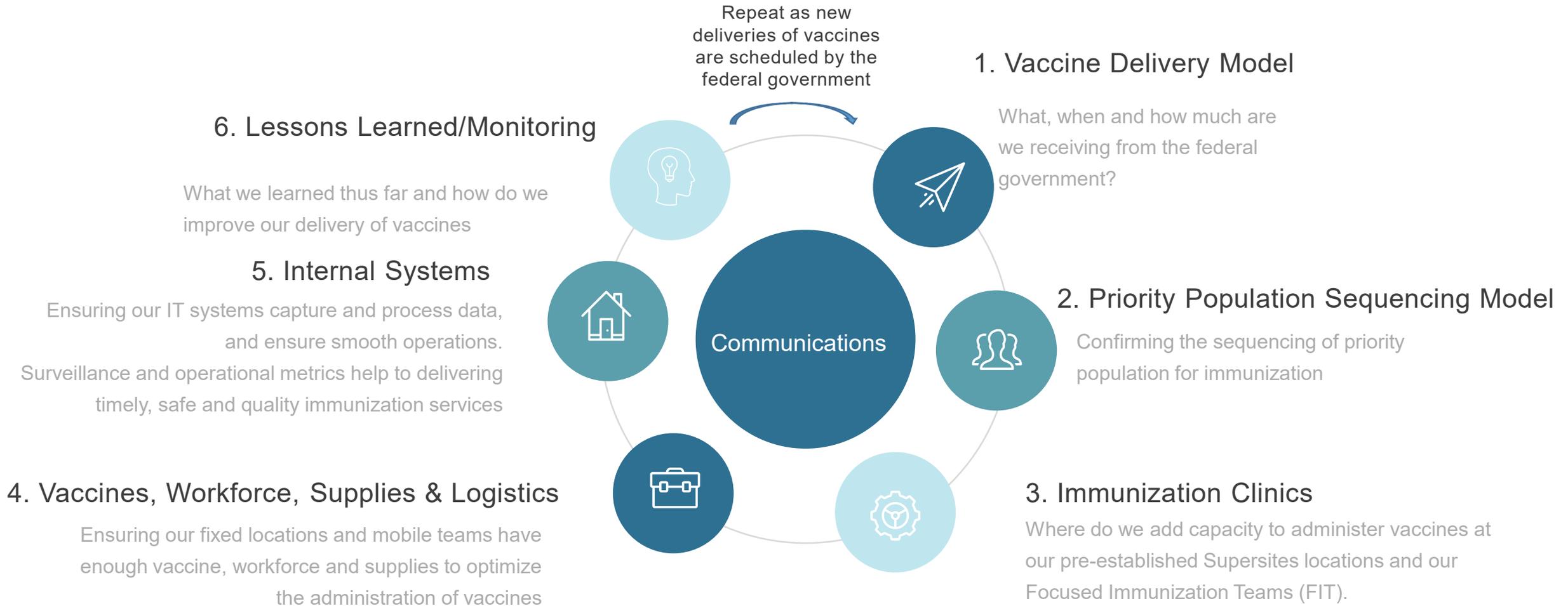


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Unprecedented - the largest vaccination campaign in Manitoba's history

- **Clinically led:** Manitoba's efforts are guided by clinical advice on risk-based eligibility, immunization protocols, dosage and treatment of the vaccine.
- **Ready for demand (overbuild):** Manitoba is working to overbuild the operation, preparing for changing circumstances and fast-tracked vaccine delivery.
- **Responsive:** Daily reporting and review of workforce and vaccination data will inform decisions and adjustments
- **Partner with First Nations:** First Nations leadership are given the respect and autonomy to lead within their communities, with Manitoba's support where requested.

AGILE DELIVERY AMONG UNCERTAINTY



DELIVERY MODELS

Manitoba's geography and service delivery landscape demands a variety of unique vaccination approaches.



Six models of vaccination will be deployed based on context and need

1. **Pilot Site:** The first model, a pilot site at Rady HSC provided early experience with the vaccine and our effort.
2. **Supersites:** In larger, urban centres, supersites allow for rapid and large-scale vaccination for increased speed and efficiency.
3. **Focused Immunization Teams:** FIT teams visit facilities like PCH and congregate living to deliver vaccines where people live.
4. **Pop-up/Mobile Sites:** These sites will allow smaller clinics to pop-up in neighbourhoods and community facilities across the province.

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5. **First Nation Sites:** Led by First Nations leaders, these sites deliver vaccines to First Nations people on and off reserve.
6. **Distributed Delivery:** As vaccines become more available and distribution is stable, medical offices and pharmacies will begin to offer doses across the province.

Models are modular and scalable: Each of these models are designed with significant ability to scale as more doses arrive from the federal government. Supersites are equipped with more immunization stations than are currently required due to vaccination supply, FIT teams require no real estate and can scale based only on staffing, and pop-up sites can leverage Manitoba's significant real estate footprint across the province.

WORKFORCE STRATEGY

Manitoba's plan to build a workforce for vaccination that



Manitoba launched its vaccination campaign with existing health service experts.

The workforce strategy achieves speed and surge capacity by immediately redeploying existing health staff, having them train newly recruited staff, then allowing health system staff to return to their roles in health care, and supporting growing demand.

1. **Data-driven Workforce Planning:** Ensure staffing aligns to service delivery models and dosage projections and adapt in real-time.
2. **Recruitment and Empowerment:** Ensure a consistent flow of new staff are recruited, trained and ready to work, to relieve existing staff and to meet increased vaccination capacity.
3. **Training, Onboarding and Continuous Improvement:** Ensure best practice is developed and systems are continuously improved.



STAFFING AND TRAINING

Maximizing the available workforce through policy and ensuring broad outreach.

Multiple approaches to recruitment and hiring:

1. Hiring net-new individuals for clinical positions at Shared Health
2. Assigning existing individuals from the Regional Health Authorities
3. Implementing service agreements with private organizations and independent contractors.
4. Expanding the range of professionals and experiences that can be considered for immunization roles.

Supported by micro-credential training partnership with Red River College, and ongoing advertising and stakeholder outreach.

MORE QUALIFIED STAFF:

- Current vaccinators (doctors, midwives, nurse practitioners)
- Expanded access to pharmacists, RPNs, paramedics.
- New professions including dentists and veterinarians
- Students
- Foreign trained

WORKFORCE EXAMPLES



RBC CONVENTION CENTRE



1,273
DAILY DOSES



92
STAFF (FTE)

- 39 immunizers
- 2 clinic managers
- 6 clinical leads
- 39 navigators
- 6 observers

KEYSTONE CENTRE



603
DAILY DOSES



44
STAFF (FTE)

- 18 immunizers
- 2 clinic managers
- 3 clinical leads
- 18 navigators
- 3 observers

FIT TEAM



200
DAILY DOSES



8
STAFF (FTE)

- 8 immunizers

WORKFORCE RECRUITMENT



DAILY OPERATIONAL SCHEDULE

RBC CONVENTION CENTRE



92
STAFF (FTE)

KEYSTONE CENTRE



44
STAFF (FTE)

FIT TEAM



8
STAFF (FTE)

CURRENT WORKFORCE

Current health staff assigned, as well as new hires



1,666
STAFF (FTE)

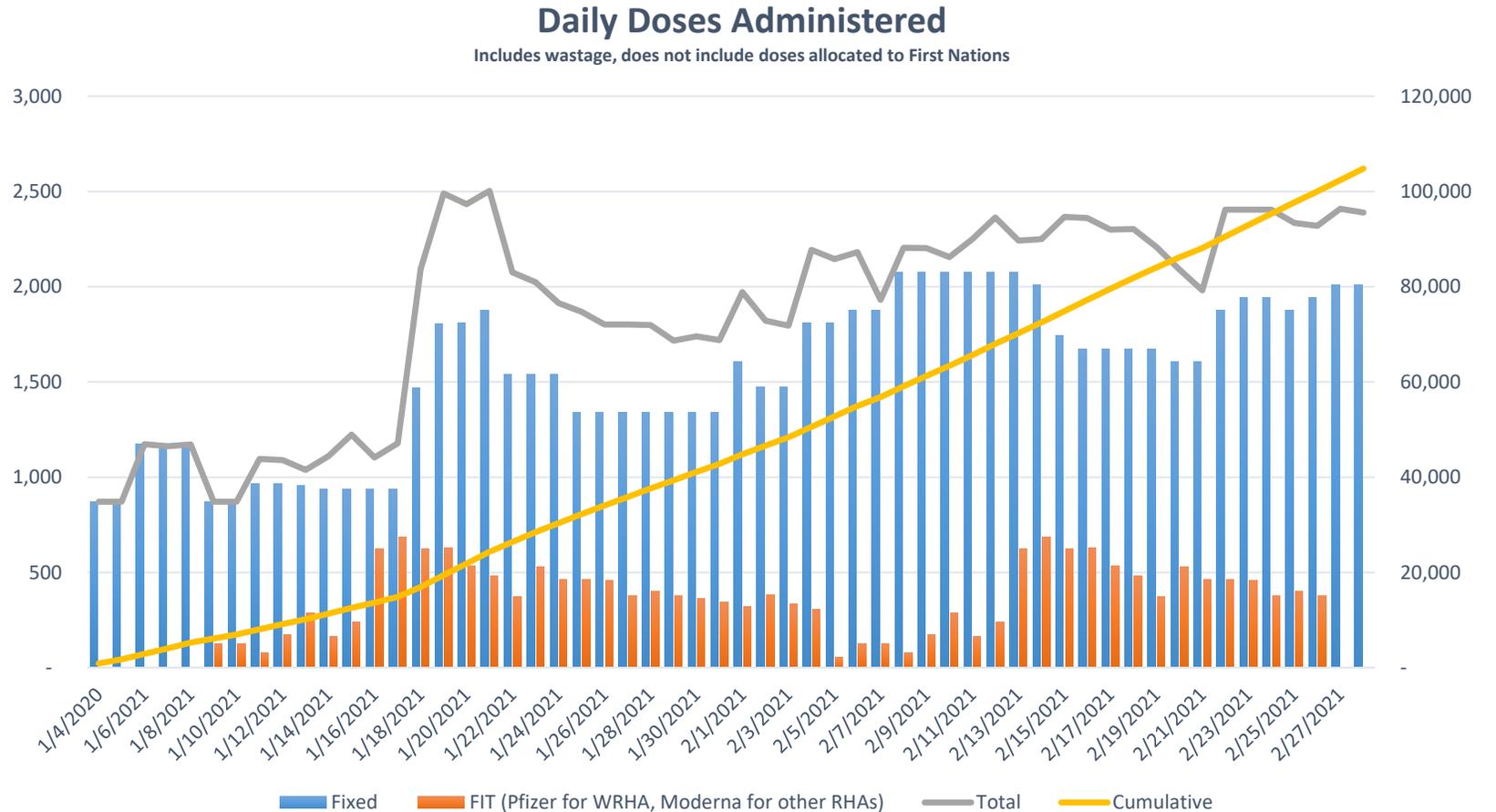
- 801 immunizers
- 8 clinic managers
- 348 clinical leads
- 325 navigators
- 184 observers

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CURRENT PROJECTION



Based on current supply projections, we will average 1,563 injections / day in January, with a peak day of 2,503 doses. February will be closer to 2,500 injections /day.

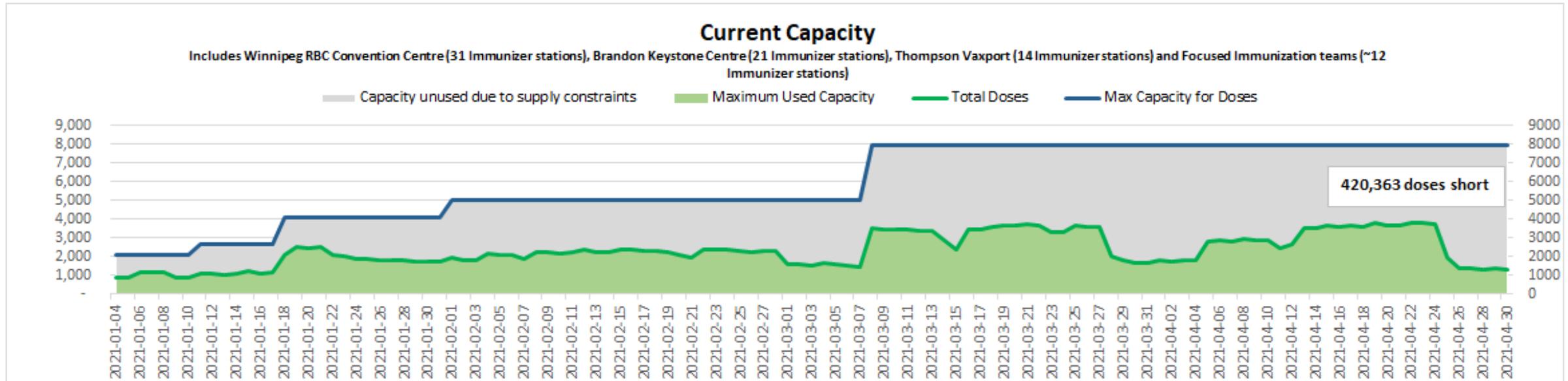


Projected, as of January 13, 2020

TODAY'S CAPACITY



Based on current staffing and operational capacity, we could deliver an additional 420,363 vaccinations by the end of April, if doses were available.

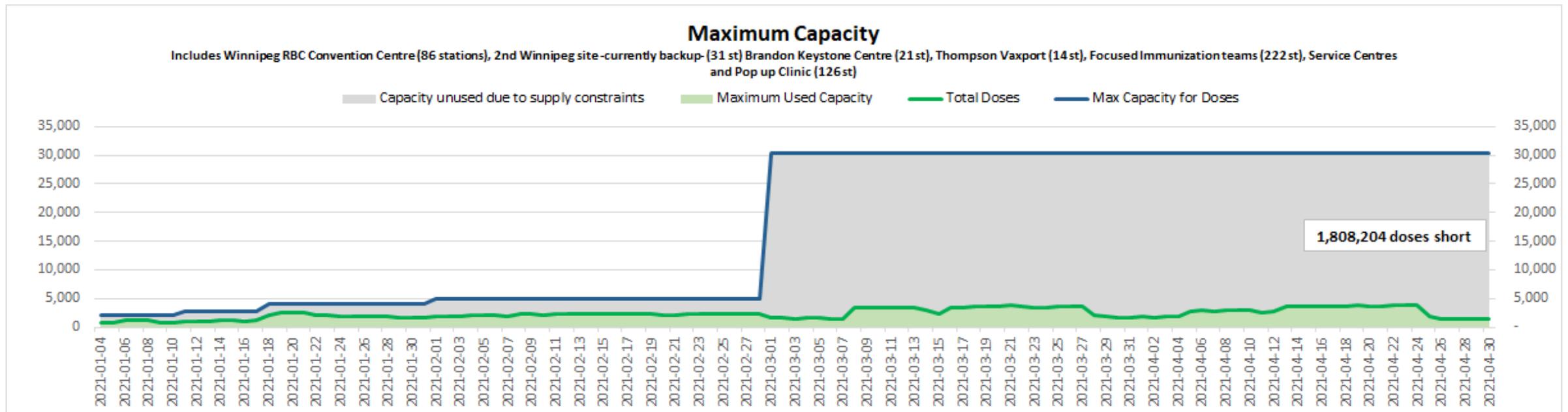


Projected, as of January 13, 2020

MAXIMUM CAPACITY



Based on planned expansions of clinic and staffing capacity, we could deliver an additional 1,808,204 vaccinations by the end of April, if doses were available.



Projected, as of January 13, 2020