

TEAM RESTRUCTURING IN COVID-19 “The Lombardy Model”

Guiding Principles:

- Protection of team members is our moral imperative as leaders, and essential to maintain a healthy workforce to serve our patients.
- Data from Wuhan and Lombardy suggest infection rate for HCWs is at least 20%.
- All patient care encounters should be considered risk for exposure to Co-V2 infection.
- Critical elements to maintaining an effective workforce:
 - Maintaining a pool of healthy workers at home to substitute for ill or exhausted providers
 - Allowing a period of self-quarantine (2 weeks) after significant exposure periods to prevent providers becoming exposure risks to their colleagues and patients.

Schematic Model

Imagine a team of 6 providers, structured into 3 teams of relative equivalent capability.

Team 1 – Surgeon A, Surgeon B

Team 2 – Surgeon C, Surgeon D

Team 3 – Surgeon E, Surgeon F

Week 1 Call/Clinic/OR schedule – **Team 1** coverage

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Surgeon A	Surgeon B	Surgeon A	Surgeon B	Surgeon A	Surgeon B	Surgeon A

Team 2 and 3 – NO in-person clinical care; can do virtual care, admin/academic work

Week 2 Call/Clinic/OR schedule – **Team 2** coverage

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Surgeon C	Surgeon D	Surgeon C	Surgeon D	Surgeon C	Surgeon D	Surgeon C

Team 1 and 3 – NO in-person clinical care; can do virtual care, admin/academic work

Week 3 Call/Clinic/OR schedule – **Team 3** coverage

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Surgeon E	Surgeon F	Surgeon E	Surgeon F	Surgeon E	Surgeon F	Surgeon E

Team 1 and 2 – NO in-person clinical care; can do virtual care, admin/academic work

....REPEAT