

# LIFEBOX FELLOWSHIP IN TANZANIA



## Information Pack

Updated 27 April 2016

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## OVERVIEW

### OVERALL AIM

Assist with revision and delivery of the anaesthesia diploma curriculum at Kilimanjaro Christian Medical Centre (KCMC) while leading on delivery of a quality improvement project in collaboration with the UK-registered charity Lifebox Foundation.

### SPECIFIC GOAL

Work with teaching staff at KCMC to support the integration of pulse oximetry and the Surgical Safety Checklist into the curriculum of the anaesthesia diploma course. Support local anaesthetic staff to introduce key basic safety checks into clinical practice at KCMC and at six other neighbouring hospitals, while gaining a profound understanding of the challenges inherent in practicing anaesthesia in a resource-poor environment like Tanzania. Provide weekly tutorials for student nurse anaesthetists, and support the evaluation of checklist training and oximeter usage.

### POST TITLE

Visiting Lecturer in Anaesthesia (Referred to here as the 'Lifebox Fellow' or simply the 'Fellow')

### GRADE

Open to consultant anaesthetists and senior anaesthetic trainees (ST4+)

### DURATION

6 months (or two placements of three months each)

### START

August 2016 (start date flexible for right candidate)

### LOCATION

Kilimanjaro Christian Medical Centre, Moshi, Tanzania



Saving lives through safer surgery

## **HOURS PER WEEK**

7.00 am to 4.00 pm, Monday to Friday (45 hours per week)

(No on-call commitment. Total number of hours worked per 4-week period will not exceed an average of 48 hours/week. The Fellow will not work more than 4 weekends during the 6-month placement).

## **ACCOUNTABLE TO**

Dr Mwemezi Kaino – Head of Anaesthesia at KCMC and Line Manager

Dr Richard Venn - UK Anaesthetist/Intensivist and Volunteer Manager

Kitty Jenkin – Lifebox Foundation Programme Manager

Dr Isabeau Walker – Lifebox Foundation Trustee and Educational Mentor

## **KEY WORKING RELATIONSHIPS**

All members of the KCMC Anaesthetic Department and theatres

Student nurses on the Anaesthesia Diploma course

Staff at Lifebox Foundation in London and key collaborators at Harvard, Boston

Other UK volunteers (these will be completing ten-day placements at KCMC during the course of the Fellowship)

## **BENEFITS TO THE FELLOW**

The Lifebox Fellow will develop problem-solving skills and the ability to think creatively, improving their awareness and understanding of developing health systems. Their quality improvement skills will be enhanced through supporting the evaluation of project work with guidance from an expert in the field. They will further develop communication and team working skills by supporting the students attending the anaesthesia diploma. In addition, the Fellow will benefit from the rich cultural and personal experience of travel and awareness of the challenges of delivering anaesthesia in a resource-poor environment like Tanzania.

## **BENEFITS TO THE TRAINEE AND TO THE NHS**

Participation in the Lifebox Fellowship will help support trainees to widen their clinical skills and knowledge, at the same time as obtaining valuable experience in key areas of the anaesthesia curriculum.

A number of reports<sup>1</sup> and statements<sup>2</sup> in recent years have highlighted the benefits obtained from working in a low-income country such as Tanzania. The NHS ultimately benefits from a more experienced workforce with greater appreciation of the sustainable use of finite healthcare resources, able to practice more resourcefully and with a deeper understanding of the global nature of healthcare.

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<sup>1</sup> See for example report from the APPG on Global Health, *Improving Health at Home and Abroad: How overseas volunteering from the NHS benefits the UK and the world* [http://www.appg-globalhealth.org.uk/download/i/mark\\_dl/u/4009611296/4599215030/Report%20-%20Improving%20Health%20At%20Home%20And%20Abroad.pdf](http://www.appg-globalhealth.org.uk/download/i/mark_dl/u/4009611296/4599215030/Report%20-%20Improving%20Health%20At%20Home%20And%20Abroad.pdf) and *Global Health Partnerships. The UK contribution to health in developing countries*. Nigel Crisp. Department of Health 2007

<sup>2</sup> Academy of Medical Royal Colleges *Statement on Volunteering: Health Professional Volunteers and Global Health Development*, 25 March 2013 [http://www.aomrc.org.uk/doc\\_details/9682-academy-statement-on-volunteering-health-professional-volunteers-and-global-health-development](http://www.aomrc.org.uk/doc_details/9682-academy-statement-on-volunteering-health-professional-volunteers-and-global-health-development)

## **DUTIES TO BE PERFORMED**

### **IMPLEMENTATION:**

The Fellow will be required to support the Head of Anaesthesia at Kilimanjaro Christian Medical Centre to deliver training and mentoring to a wide group of healthcare workers, including Anaesthetic Officers, resident staff and anaesthesia students.

S/he will aim to improve the safety of anaesthetic practice at KCMC and at six further health facilities across Moshi.

This will include;

- Leading weekly tutorials for students in groups of 15 to support their anaesthesia learning
- Support the adaption and implementation of the Surgical Safety Checklist across the facilities

The Fellowship will provide the Fellow with further experience within the essential non-clinical units of teaching and learning, safety in clinical practice, education and management.

### **EVALUATION:**

The Fellow will work with a Monitoring & Evaluation Programme Manager based at Harvard as well as the Lifebox Programme Manager on the ongoing assessment of the project and its impact.

This will include;

- Intake surveys with anaesthesia students
- Train-the-trainer follow-up
- Evaluation of the revised anaesthesia curriculum
- Monitor and evaluate oximetry use through analysis of student logbooks

## PERSON SPECIFICATION

Evidence will be sought to support possession of the following characteristics, through CV, supporting information, interview and references.

	Essential	Desirable
<b>Academic/ professional</b>	<ul style="list-style-type: none"> <li>• Primary medical qualification</li> <li>• Full registration with GMC or equivalent</li> <li>• Passed final FRCA or equivalent</li> <li>• Minimum ST4 at start of fellowship</li> <li>• In a GMC-approved training programme having completed the basic and intermediate levels of training in their entirety</li> </ul>	<ul style="list-style-type: none"> <li>• Training in global health (for example through attendance at a UK-based short course)</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Good understanding and knowledge of the multifactorial causes of medical error, particularly in the context of the operating theatre</li> <li>• Thorough understanding of the role that human factors play in teamwork and patient safety</li> </ul>	<ul style="list-style-type: none"> <li>• Thorough understanding of healthcare in resource-limited settings</li> <li>• Previous experience working (or teaching) in a resource-limited setting</li> <li>• Experience in delivery of training</li> </ul>
<b>Interests</b>	<ul style="list-style-type: none"> <li>• Delivery of safe effective healthcare systems</li> <li>• Understanding of the principles of quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in quality improvement initiatives</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Team worker</li> <li>• Able to respond to the learning needs of all members of the operating department</li> <li>• Flexible</li> <li>• Ability to work in a different environment</li> <li>• Clarity of thought and expression, verbally and in writing</li> <li>• A confident teacher</li> </ul>	<ul style="list-style-type: none"> <li>• A confident teacher of human factors principles</li> <li>• Leadership skills gained within the NHS or elsewhere</li> <li>• Track record of implementing quality improvement initiatives in the hospital setting</li> </ul>
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Reliable</li> <li>• Friendly and personable</li> </ul>	

## **TRAINEE ENTRY REQUIREMENTS FOR THE FELLOWSHIP**

The Lifebox Fellow must be in a GMC-approved training programme having completed the basic and intermediate levels of training *in their entirety*. The Fellow must have completed higher units of training in ICM, general surgery, urology and gynaecology, obstetrics and paediatrics. The trainee must have completed ST4 year of training at the start of the Fellowship.

The Fellow will have undergone a successful selection interview.

The Fellow will have supporting references from previous trainers.

Following successful appointment to the Lifebox Fellowship, the Fellow will attend an induction programme in the UK and will commit to attending any further training courses as deemed necessary. The Fellow will need to demonstrate knowledge and skill acquisition at a level suitable for independent practice.

A further induction period and training will be provided locally in Tanzania, and the trainee will need to be signed off as “competent to practice” by the Head of Anaesthesia at KCMC.

## **CONTRACT OF EMPLOYMENT**

Place of work: Kilimanjaro Christian Medical Centre (KCMC), Tanzania

The Lifebox Fellow will be offered an honorary “Visiting Lecturer” contract by KCMC for which registration with the Tanganyika Medical Council will be required. This is essential to confer practice rights and to qualify for professional indemnity insurance. The post does not currently attract salaried remuneration and the Fellow will be required to self-fund their ongoing financial commitments in the UK and abroad. Financial assistance is available in the form of a daily allowance of £33 per day for accommodation and incidentals including food and communications (totaling £6,022.50 for the six-month period)

The Fellow will not be taking part in the KCMC anaesthetic on-call rota, but will work alongside local anaesthetists to support delivery of care.

The employment contract will be subject to CRB clearance and occupational health clearance. Lifebox Foundation will provide travel insurance and give advice on relevant immunisations. The Fellow should discuss professional indemnity insurance with their respective organisations (i.e. MDU or MPS).

The Fellow will be expected to agree to the basic rules of conduct as stated overleaf.

## BASIC RULES OF CONDUCT

The Lifebox Fellow undertakes to respect and adhere to the professional code of ethics of the host and to maintain complete independence from all political, economic and religious powers.

As a volunteer, the Fellow will be aware of the risks and dangers of the undertaking, and have no right to compensation for themselves or their beneficiaries other than that which is afforded by that set out in the travel insurance arrangements for the period of the undertaking.

The Fellow agrees to adhere to the following basic rules, and that he or she will:

- Act in accordance with the GMC code of conduct and the ethical principles it incorporates, both in the exercise of his/her professional functions and private life during the time spent in Tanzania.
- Conform to any guidance on attitude and behaviour as well as instructions and directives given to him or her by Lifebox and KCMC.
- Respect the laws, decrees and regulations of Tanzania as the host country, having understood that if this is not the case, s/he can expect no support from the organisers or participants in the programme.
- In no circumstances carry or use arms and/or ammunitions.
- Exercise no other employment in Tanzania, whether remunerated or not, nor participate in any financial venture or personal commercial commitments, nor instigate a collaboration of any nature in Tanzania during the duration of his/her stay.
- Exercise the utmost discretion and, in particular, publish or communicate nothing on or regarding the host facility without prior agreement of the association, including once s/he has completed their placement and returns to the UK, and to respect the same with regards to Lifebox and Kilimanjaro Christian Medical Centre internal documents and communications.
- Maintain an imperative and strict respect for any rules and security orders as defined by KCMC.
- Respect the rules regulating the use of equipment and drugs, and not use such equipment or drugs outside his/her functions.
- Bear in mind the context in which s/he is intervening, considering that he/she represents Lifebox and the GMC whilst exercising his/her functions.
- Inform his/her Head of Anaesthesia Department at KCMC of any significant changes in his/her personal or family situation that could have impact, even if s/he finds it insignificant, on their ability to perform and practice independently at the standard expected.

## LOGISTICS

### RESOURCES

There is minimal guaranteed financial support for the Lifebox Fellowship available totaling £6,022 for a 6-month placement (equivalent to £33 per day) to cover accommodation and subsistence. Insurance, visa, vaccinations and antimalarials will also be covered by Lifebox Foundation. An additional £1000 is budgeted for two return flights to Tanzania (at £500 per return flight).

The Fellow will need to fund all personal travel whilst in Tanzania and additional spending and ongoing financial commitments in the UK themselves.

More useful advice may be obtained from the GAT Handbook “Organising a Year Abroad – Out of Programme Experience from the GAT Committee”<sup>3</sup>. Useful information relevant to the practice of anaesthetics and the context of training in challenging environments can be found in the *Anaesthesia* supplement ‘Anaesthesia in Developing Countries’.

### SCOPE OF PRACTICE AND RESPONSIBILITY

The Lifebox Fellow is reminded to adhere to the GMC guidelines on “Good Practice” and only engage in the practice of anaesthesia where and when s/he feels appropriately skilled and experienced to do so, taking into account patient factors, environmental factors, patient safety and risk at all times. When faced with a case or situation regarding their own competence, s/he is to inform the Head of Department, Dr Kaino. If they are not contactable, the Fellow must ensure the most senior local anaesthetist available is informed and that all reasonable efforts are made to hand the case over to an appropriately skilled member of staff at KCMC.

### LEAVE

Trainees will be entitled to 10 days of annual leave pro rata. Application for annual leave will need to be submitted and agreed in advance by Dr Kaino (with a copy

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<sup>3</sup> [www.aagbi.org/sites/default/files/organising\\_year\\_abroad09.pdf](http://www.aagbi.org/sites/default/files/organising_year_abroad09.pdf)

to Kitty Jenkin) and should fit in with the planned schedule for the Fellowship and any planned project activities. Although this may not always be possible, the Fellow is strongly urged to submit their annual leave applications before or within one month of commencing their post.

The Fellow will be entitled to 5 days' study leave for a 6-month placement. Applications for study leave need to be submitted to Dr Kaino and copied to Kitty Jenkin at least 6 weeks in advance and will be subject to approval.

The Fellow will be entitled to 5 days self-certified sick leave, after which a doctor's certificate will be required.

Compassionate leave will be at the discretion of Dr Kaino.

#### **HEALTH & SAFETY**

The Lifebox Fellow is reminded of their responsibility to take care of their own personal safety and others whilst at work. Given the potential risks to health of working in a country such as Tanzania, the Fellow will be required to have a pre-visit health check and to take advice on their personal health status in terms of inoculations and anti-malarials. General precautions should be used at all times and represent good practice. These include basic infection control measures, hand hygiene and eye protection.

#### **INFECTION PREVENTION/DECONTAMINATION OF EQUIPMENT**

The Lifebox Fellow is reminded of their responsibility to adhere to KCMC and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients. The Fellow must ensure they take with them at least 7 days of an appropriate post-exposure prophylaxis to prevent infection with HIV following sharps or other high risk injury.

## **CHILD PROTECTION/SAFEGUARDING**

In providing services to patients and children, the Lifebox Fellow is reminded of their responsibility to adhere to KCMC and Departmental Child Protection and Safeguarding policies, including pre-employment checks.

## **CONFIDENTIALITY**

The Lifebox Fellow is reminded of the need to treat all information, particularly photographic, clinical and management information, as confidential. Any publication of material relating to KCMC and the Fellowship has to be sanctioned by Dr Mwemezi Kaino and Lifebox Foundation, regardless of the nature of the publication or distribution of such material.

Any employee who willfully disregards KCMC and Departmental policies may be liable to serious disciplinary action including dismissal.

## **REGISTRATION/WORK PERMIT APPLICATION**

Registration with the Tanganyika Medical Council, visa and a non-resident's work permit are essential in order to have practice rights at KCMC. Applicants should be aware that this can be a rather protracted process. Further information can be found on <http://www.mct.go.tz>.

Lifebox will provide administrative assistance with the Tanganyika Medical Council registration, CRB check, visa, work permit and the employment contract with KCMC.

## **ABOUT KILIMANJARO CHRISTIAN MEDICAL CENTRE**

KCMC is a referral hospital in northern Tanzania.

The hospital's 1,300 staff serve a catchment area of more than 15 million people with more than 1,000 visitors and companions daily. It has 500-800 inpatients in 630 beds and 40 baby incubators.

KCMC has become one of Tanzania's leading training hubs – with 1,852 students. Its 12-month anaesthesia diploma course has 70 students attending annually and is the primary training centre for anaesthesia in northern Tanzania.

KCMC also works closely with six other neighbouring health facilities within the Moshi area - St Joseph, Mawenzi Hospital, Moshi Health Centre, Upendo Health Centre, Kilimanjaro Hospital, and Mbwambo Health Centre.

You can find more information about the Kilimanjaro Christian Medical Centre [here](#).

## **ABOUT THE WHO SURGICAL SAFETY CHECKLIST**

If the WHO Surgical Safety Checklist was a new wonder drug, universal uptake would be mandatory. Multiple studies prove that it reduces the complication and mortality rates for surgical procedures by more than 30%, regardless of geography or the size and wealth of the facility in which it is used.

At least half a million deaths per year would be preventable with effective implementation of the Checklist worldwide, and as a sustainable and inexpensive way of drastically improving surgical safety, its life-saving potential in resource-poor settings such as Tanzania is phenomenal.

You can find more information about the development, introduction and pilot testing of the Checklist on the WHO website:  
[www.who.int/patientsafety/safesurgery](http://www.who.int/patientsafety/safesurgery).

## ABOUT LIFEBOX

Lifebox Foundation works to make healthcare safer around the world, starting with surgery. We are registered with the Charity Commission in England and Wales (registration number 1143018), and have two charitable objects:

1. To preserve and protect the health of patients worldwide by providing and assisting in the provision of equipment and support services in low resource, lower-middle income and upper-middle income countries as assessed by the World Bank and United Nations, at no or reduced cost; and
2. To advance the education in healthcare of the general public and especially those in the medical or similar professions by the provision of education and training worldwide.

We fulfill these objects by providing services and advocacy/advice/information, as well as by sponsoring or undertaking research. The Checklist forms an integral part of our training and quality improvement package.

What this means in practice is that we work with colleagues in Ministries of Health, hospitals, NGOs and professional societies worldwide to distribute essential equipment and training. Since being launched in April 2011, we have distributed equipment to and facilitated education in over 100 countries.

So far:

- Distributed 11,000 pulse oximeters
- Worked across 100 countries
- Met the oximetry need in 29 countries
- Trained 5,000 anaesthesia providers
- Made surgery safer for more than 10 million patients

Please see our [2016 annual review](#) or [website](#) for full details of our work.

## APPLICATION PROCESS

To apply please email CV and covering letter, detailing how you meet the person specification to [kitty@lifebox.org](mailto:kitty@lifebox.org). Please include details of two referees with full contact details.

Deadline for receipt of applications: **5pm on Friday 27 May 2016**

Interviews will be held in Central London or via Skype on **Friday 3 June 2016**

