

## TAKE THE FIRST STEP ON YOUR GLOBAL HEALTH JOURNEY

The **GLOBAL HEALTH EXCHANGE** partners with AHP, a Johannesburg-based social enterprise that has supported more than **4100** health workers (including over **1000** English doctors) through the placement process. From initial planning through registration, in-service and post-placement career opportunities, AHP offers an end-to-end global health experience.



## Global Health Fellowships

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We are offering 10 Global Health Fellowships across the **North West** – please use the accompanying application form to apply.

We are now advertising for **ST1s** who started their GP Training in **August 2017** who are making satisfactory progress.

GP Training duration will be extended to 4 years with a 12-month placement (February to February) through Africa Health Placements (AHP) between years ST2 and ST3. Study leave will be granted to attend a local Crash Course in Overseas Medicine during ST2 (fees payable by the applicant) subject to availability. The overseas Global Health placements will be with [African Health Placements](#) and will be paid at rates broadly equivalent to an NHS salary and Trainees will be given the opportunity to travel and work abroad with a colleague, spouse or partner and young children. The Global Health opportunities will be based equally across the HEE NW area. All successfully appointed candidates will return to a guaranteed ST3 post to complete GP Training.

*It is NOT possible to work "less than full time" (LTFT) during the 12 month placement with AHP*

## How do I Apply?

Applications for the new Global Health Fellowships should be now made on the accompanying application pack by ST1s who have started their GP training in August 2017

Appointments to Global Health Fellowships are made via a competitive process and the responses to the questions in the completed application form will be scored.

Shortlisted Global Health applicants will be invited for an informal interview.

For further queries you can contact Dr Mohan Kumar – Associate GP Dean who leads on Global Health Fellowship for North West at [mohan.kumar@hee.nhs.uk](mailto:mohan.kumar@hee.nhs.uk).



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## **Additional information for Global Health Fellowships**

All Global Health Fellows joining the HEE NW programme will be allocated a Global Health Mentor.

They will support them on their Global Health journey. They will also be allocated to a Global Health group on a geographical basis ( we are currently running this across the North) and will be able to meet with their group on a quarterly basis locally throughout ST1 & ST2 to help with pre-deployment preparation and planning. On your return from Africa you will given a 6 week additional time for readjustment and planning before commencing ST3.

Global Health Trainees will be expected to keep a reflective diary and complete an audit or simple project during their OOPE placement with AHP in South Africa. There will be no formal assessment of competencies, and although the e-portfolio does not need to be completed, trainees will require an ARCP at the end of the OOPE. For this the trainee should upload an OOP Supervisor report to their Learning Log under course/certificate. The OOP Supervisor report template is here.

**Applicants with Primary Medical Degrees from outside the UK may not be eligible for registration with the HPCSA (South African GMC)**

**Applicants who will hold a Tier 2 Visa at the time of departure should seek advice from the appropriate governmental department ahead of application to ensure they are eligible to apply.**

Please also visit the [Global Health page](#) at the GP recruitment website hosted by Health Education England for more information.

## **Who are Africa Health Placements?**

All current placements will be with [Africa Health Placements \(AHP\)](#). Africa Health Placements is an organisation with a mission: to support and enhance healthcare systems in Africa, by finding, placing and retaining the right people for the job. Africa Health Placements offer a range of services, that range from finding the most suitable position and location (based on your skills and preferences), to managing the completion of all regulatory requirements, to ensuring that you settle in comfortably. AHP have a competent team of professional recruiters to assist you with your registrations, work permits, placement and orientation at a choice of facilities throughout underserved areas of South Africa and Zambia. Posts with AHP also attract an attractive salary.

Dr Robin While, former GP and Associate Postgraduate GP Dean (HEE – South West), provides some in-country support from Cape Town. He may also be able to visit you in your hospital with members of the AHP team.

## Life after Global Health Placements

Discussions have recently taken place with Prof Tony Redmond who works as the Head of the UK Emergency Response to international Humanitarian Disasters. Following these discussions we are pleased to say all GH Fellows who graduate from our programmes will have the opportunity to deploy overseas with the World Health Organisation (WHO) alongside Prof Tony Redmond's Emergency Medical Team's (EMT) at a Level 1 FMT. Deployment is subject to attending a two week pre-deployment course. Details of the EMT scheme are in the Blue Book, a link for which is [here](#).

There will be other opportunities to work across frontiers with this exciting experience in your portfolio. The alumni also describe how this experience enhances their ability to deal with uncertainty, work in resource poor settings, develop humanitarian insight and cross cultural competence.

## FAQs

### Who is Africa Health Placements?

They are a social profit organisation partnering with the Department of Health to improve the healthcare services in the regions they operate in. Currently working in South Africa, they recruit healthcare workers for public sector hospitals in underserved areas. They facilitate the process from enquiry to placements and support you in finding the right position for your skills and interests.

### Where does Africa Health Placements operate?

They cover the whole of South Africa, but focus on rural and underserved areas where there is a critical need for doctors.

### What kind of skills are they looking for?

They place a wide variety of doctors as there are a lot of positions available. Basic knowledge of TB and HIV is useful.

### What is the length of contracts?

As part of the Global Health Programme you are offered an additional year between ST2 and ST3 as time out of Programme.

### Can I work Less Than Full Time?

No, this is not possible, the time out of programme is based on 12 months working.



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## What kind of supervision will I have?

Senior clinical staff are available to help and provide support for work that is outside of your previous experience. In addition, your colleagues are usually other expat professionals and junior South African personnel who are doing a community service year. Due to personnel limitations, you may at times be required to work unsupervised and take charge of departments, but hospitals have systems to phone for support and the nurses are also quite experienced.

## What will the process cost me?

*You will be remunerated at the entry level salary equivalent to what you would earn in the UK ( around £ 33000 ) but most alumni find that the expenditure is not the same as it will be in UK . The costs of the administration, organisational and support services associated with their placement, as agreed between AHP and the GHE/HEE this will be a subsidised fee of £4000, payable in stages with the final payment due after taking up a post in South Africa.*

## Where will I be located?

That depends on what is available. Your skills and location preferences are taken into account when we look for positions. Rural hospitals can be several hours from urban centres, but most are within driving distance of shopping centres. Most regional referral hospitals are in urban areas. Regional hospitals serve the rural hospitals and clinics as a referral centre when specialist treatment is required.

## Do I need to learn a local language?

It will be useful to make an effort to learn the basics of the local language. While useful, this is not critical as you will be assisted with translation from the nursing and support staff. This communication procedure will take a bit of effort to become used to, but all official documentation and correspondence are done in English.

## Where will I stay?

Accommodation is quite often provided in the hospital grounds for a nominal amount of approximately £100 per month. If there isn't accommodation on hospital grounds, local accommodation can be secured.

## What kind of work will I be doing?

You will normally be doing generalist work which means you are expected to provide basic care to the emergency department, outpatient and inpatient clinics as well as visiting satellite clinics. Surgical procedures will depend on your experience and

skills, but you can learn a lot if you want to expand your skill set and cover a broader spectrum. The services required in the outlying clinics are most closely allied to that of a general practitioner. There is a premium on obstetric skills and you may learn some anaesthetics and tropical disease treatments. You will certainly gain experience in the treatment of HIV/Aids and TB.

### **What type of remuneration can I expect?**

For minimum one year paid contracts the entry level salary is approximately £33000 pa. The living costs are lower than in the US and Europe,

### **Can I bring my partner/spouse and what about children? What will they do and what job possibilities are there for them?**

Yes, you can bring your family and they will be most welcomed. They will need to apply for visas when the work permit is obtained. Many opportunities exist for volunteer work, but paid work is highly dependent on the partner's skills and the need in a local area. We are not mandated to find paid roles for them but will advise as much as we can and it's often best to look when you arrive in South Africa. Schooling is of a good standard and often near facilities.

### **Do I need to sit examinations to work in South Africa?**

All applications go through the Health Professions Council of South Africa (HPCSA) Board for approval. The HPCSA Board makes the determination on whether the candidate meets the requirements, or whether they need to sit an exam. Most UK Graduates on GMC register may not need any additional exams.

### **What are the working hours and responsibilities?**

The standard working week is 45 hours and 48 hour on call when necessary. You will normally have a core role and share the overflow work with other staff as per the situation in a flexible system.

### **How long does it take to go through the process?**

The process can take between 9 – 12 months. We advise that you apply early and get going with the administration to take advantage of this fantastic opportunity for your career.

### **What do I have to wear to work?**

The working environment is comfortable yet professional. You can wear semi-formal clothing. While men do not need to wear ties to work, shorts and revealing attire is inappropriate. Scrubs are provided but you can bring your own. AHP will provide you with a white coat that you can wear on duty.

### **Do I get time off?**

All contracts allow for annual leave days which range from 10 to 20 working days. You will have to apply for leave and notify your Clinical Manager at least 6 weeks prior to taking leave (this may differ between hospitals). Some contracts allow for



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study leave to attend courses. Leave of any kind is dependent on the contract and capacity at the facility.

## **Will I be able to continue with my studies and professional development while in South Africa?**

You will continue to communicate with your Educational Supervisor during your time in South Africa by phone, e-mail and Skype. We also encourage trainees to maintain their e-portfolio log diary during their time away in order that you can capture and reflect upon those experiences that are relevant to your GP training (and this is also another good way of maintaining communication with your Educational Supervisor).

## **What do I need to have completed by the end of ST2? AKT?**

There is not a requirement to have completed the AKT but it is advisable. You must have had satisfactory progress outcomes in all of your ARCPs up to the end of ST2.

## **Do I still log onto e-portfolio?**

Yes. You are expected to maintain your e-portfolio log diary and have regular (virtual) contact with your Educational Supervisor whilst on OOPE.

## **Do I have a Clinical Supervisor?**

Clinical supervision is provided locally in each hospital in South Africa. Education Supervision is maintained within North West and can be with your GPST programme allocated Educational Supervisor or with Mohan Kumar, Associate GP Dean lead for Global Health.

## **Do I need to do any courses before I go?**

Presently, it is not compulsory. Some OOPE trainees do undertake courses in tropical medicine at their own expense.

## **Will I meet my fellow trainees who will also be travelling to South Africa before we depart?**

Yes. We are planning to run induction meetings for those who will be taking part in the scheme. There will also be an opportunity to meet with representatives from Africa Health Placements and also trainees who have previously been out to South Africa.

## **Does this count towards my CCT?**

No, this is an out of programme experience and in addition to your training.

## **Will this affect my tax?**

Citizens of the UK are allowed different tax concessions depending on how long they plan on staying out of the country. Please see <https://www.gov.uk/browse/tax/income-tax>

### **What are the locations/preferences we can choose from?**

Profiles are usually sent out by AHP once they have assessed the location of interests of the Trainee.

### **Can I still take part if my training is out of sync due to having time out e.g. maternity leave?**

Placements usually run August – August to fit in with GPST rotations. February starters and out of sync trainees can apply as standard but the track and planning need to be discussed with the Training Programme Director and Associate GP deans.

### **Do I have to go for a full 12 months?**

12 months is the minimum contract, any less than this will be classed as voluntary work. This also helps both you and the hospital to benefit the most from your OOPE.

### **Do I need to be registered with the GMC while I am away?**

Yes, it is recommended you keep up your GMC Registration/Licence to Practise during your OOPE.

### **Are all trainees met by an AHP Representative on arrival in South Africa?**

Yes and you will be given a 4 day induction to include bank details, help if needing a car and 2 days of training/course. You are also given a book bag with books on various medical topics.

### **Is there anything useful I could take with me?**

A stethoscope, a SATS prove, a pen torch, an Ultrasound Doppler (if an interest in Obstetrics), a tape measure, an Ophthalmoscope, an Oxygen sats monitor, and an Otoscope are all useful.

### **Do I need a car?**

If buying a car it is advisable to buy a car in Durban or Johannesburg, preferably a 4 wheel drive. Some doctors car share. Possible liaison with Doctors already there re the possibility of buying their car before they come home?

### **Can I use my mobile phone?**

Yes, this is used by a lot of the doctors to access the internet also. It is recommended to buy a local phone and a data bundle. A data bundle is approx. R200 (£11.49 ) for 1GB per month (Vodacom or MSN have the best coverage). A UK phone is costly to use.



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## Do I need to apply to be out of programme?

Yes, once you have been offered the opportunity to undertake the OOPE you will need to apply to be out of programme, please refer to the following link for information and to download the Out of Programme application form: [OOPE page at North Western Deanery](#).

## Still unsure what a Global Health Fellowship is really about?

Please use the hyperlinks on this page to provide you with more information. Our Global Health opportunities are aligned with the Gold Guide and the Crisp Report 2007. Please follow the hyperlinks for more information. For further queries you can contact Dr Mohan Kumar – Associate GP Dean who leads on Global Health Fellowship for North West at [mohan.kumar@hee.nhs.uk](mailto:mohan.kumar@hee.nhs.uk).

