

STEP Project

Volunteer Brief and Terms of Reference



Summary

King's Global Health Partnerships (KGHP) is seeking two volunteer clinicians to deliver a series of activities in Primary Trauma Care, safe surgery and emergency care at Hargeisa Group Hospital in Somaliland. This is part of a project funded by the Africa Grants Programme, funded by Johnson and Johnson and managed by the Tropical Health Education Trust (THET). This document provides an overview of KGHP's work, the project and scope of the volunteering opportunity.

King's Global Health Partnerships

KGHP is an initiative of King's Health Partners, housed within King's College London (KCL). Bringing together academic, clinical and development professionals, KGHP works in partnership with health professionals in Africa to improve the quality of health care and its outcomes. Our approach works at individual level to empower people, at organisational level to strengthen institutions and at national level to enhance systems.

KGHP has established programmes in three African countries: Somaliland, Sierra Leone and the Democratic Republic of Congo and is in the process of establishing a fourth programme in Zambia. Our programmes are delivered by volunteers, with educators, researchers, health professionals, managers and health sector leaders taking up volunteering placements to deliver technical advice, teaching, training, and distance mentoring and on the job support to their counterparts in the global south.

King's Somaliland Partnership

To address the challenges facing the Somaliland healthcare system, we focus on health professionals' education and training, policy and regulation, hospital management, and research. We work with a broad range of partners including the ministries of health and education, health regulators, universities and hospitals. We are currently delivering '[Prepared for Practice](#)' a 5-year flagship project funded by the Department for International Development that aims to reform the health education sector. We are now scaling up our work to strengthen the quality of health care delivered and are working closely with Hargeisa Group Hospital and the Ministry of Health Development. This volunteering opportunity is part of this work with Hargeisa Group Hospital.

The Safer Surgery, Triage, Early Warning Scores and PTC (STEP) Project

Context

Hargeisa Group Hospital (HGH) is one of the six regional hospitals in Somaliland and the only tertiary and referral public hospital in the country. Located in Hargeisa, the country's capital, the hospital delivers healthcare to an estimated population of 1 million people in the Maroodi-jeex region. KSP have a long history of working with HGH. Over the past decade, we have supported the establishment of the national medical internship, introduced clinical audit and delivered training in mental health. In 2018, MoHD and HGH invited KSP to undertake a scoping visit and support the hospital's future development.

The design of this project was informed by a baseline assessment of the HGH surgical department conducted in March 2018 by the Ministry of Health Development (MoHD) and a scoping visits conducted by KGHP in August 2018 and April 2019 where we identified emergency care and safe surgery as potential areas for improvement. It is also informed by the 2017 Somaliland Health Sector Strategic Plan which identified emergency surgery, strengthening the hospital system and improving clinical care as national priorities.

The operational environment at HGH is challenging, with low levels of training and supervision, limited clinical protocols and guidelines, and limited work on patient safety or quality improvement activity. Despite these challenges, the hospital has committed and capable leadership and early and mid-career health workers and we have an opportunity to support them to drive quality improvement at HGH.

Aim: To improve the quality of care for trauma and surgical patients at HGH through: the introduction of triage in the emergency department and the use of early warning scores (EWS) on surgical wards; the implementation of the WHO's Safe Surgery Checklist (SSC); and Primary Trauma Care training.

Objectives

1. To select, modify, introduce and evaluate a system for patient triage in the emergency department
2. To select, modify, introduce and evaluate the use of early warning scores (EWS) and vital signs monitoring focussed on the surgical wards at HGH
3. To implement the use of the WHO's Safe Surgical Checklist at HGH
4. To Train a group of health workers in Primary Trauma Care and establish a sustainable programme of PTC training

Activities

We will support a series of short trips to Somaliland in which volunteer health professionals will provide training and on-the-job support, complimented by distance mentoring support.

Programme Trip 1 2 volunteers (Nov – Dec 2019)	<ul style="list-style-type: none">• Stakeholder engagement and baseline audits for triage and EWS• Stakeholder engagement session for SSC• Stakeholder engagement and agreement on an action plan to improve documentation in hospital departments in scope for the project• Set up distance mentoring for champions on good documentation, Triage and EWS
Programme Trip 2 4 volunteers (Jan 2019)	<ul style="list-style-type: none">• PTC training (2-1-2) model to health workers• Support PTC trainers to deliver a 2-1-2 PTC course in Boroma• Set up distance mentoring for PTC trainers• Review of progress on good documentation
Programme Trip 3 3 volunteers (Feb – Apr 2020)	<ul style="list-style-type: none">• Two 2-day workshops on implementation of SSC for 30 staff• 5-day workshop on implementation of triage and EWS in emergency and outpatient departments for 60 staff• Review progress/audit documentation in hospital wards, within project scope
Programme Trip 4 3 volunteers (May – July 2020)	<ul style="list-style-type: none">• Participant feedback session on PTC implementation• Two, 2-day follow up workshops on SSC for 30 staff• Two, 2-day follow up workshops on implementation of triage and EWS in emergency and outpatient departments for 60 people• Review progress/ audit documentation in hospitals wards, within project scope
Distance support	<ul style="list-style-type: none">• Develop Somaliland-appropriate Triage tool and an EWS systems• Mentorship of PTC trainers• Mentorship of staff using Safe Surgical Checklist, triage and EWS and good documentation in general for relevant parts of the hospital• Somaliland-led delivery of a full PTC course (no KCL trainers)

Project impact

The following results will be measured through a baseline of current practice of basic documentation, triage, trauma care and safe surgery and an end line assessment conducted by HGH staff:

- PTC committee established and functioning and at least one PTC course to be delivered by Somalilanders without KCL involvement during the course of the project
- 70% of operations occur with a documented and complete Safe Surgical Checklist
- Triage and EWS system for Somaliland developed and agreed
- Reduction in time between admission and treatment for seriously ill patients through triage and EWS

Terms of Reference - Programme Trip 1

We are seeking two volunteer clinicians with complimentary experience in emergency care to deliver the first trip under this project. The following is a draft ToR outlining the scope of what will need to be delivered – we are keen to develop the approach with volunteers so the activities and approach can be refined with selected volunteers.

Objectives and Activities

Objective 1: Build staff understanding of triage and work with team to select and modify a system for surgical and trauma patient triage in the emergency department at HGH

- Work with the team to conduct baseline audits to assess current state of triage, including observations and process mapping
- Facilitate triage stakeholder engagement sessions to build understanding, select and modify a system for patient triage

Objective 2: Build staff understanding of early warning scores (EWS) and work with the team to select and modify a system for EWS and vital signs monitoring focussed on the surgical wards at HGH

- Work with the team to conduct baseline audits to understand current situation, including observations, review of documentation and process mapping
- Facilitate EWS stakeholder engagement sessions with staff to build understanding, select and modify a system for EWS

Objective 3: Establish distance mentoring for champions of Triage and EWS

- Identify staff within the emergency department and surgical wards who can act as Champions for Triage, EWS, good documentation and lead monitoring and data collection in these areas
- Agree how distance mentoring will work in practice, including method and frequency of communication

Planned outputs

1. Triage tool and an Early Warning Score system identified and adapted for the Somaliland context
2. Baseline audit of current state of triage completed by HGH staff
3. Baseline audit of trauma care completed by HGH staff
4. Action plan to improve documentation in selected hospital departments
5. Recommendations made that will help inform the design of triage and EWS training (that will take place in programme trip 2)
6. Stakeholder engagement session on Safe Surgical Checklist held (preferable but will depend on expertise of volunteers)

Timing

The trip to Somaliland is scheduled to take place for a two-week period between 23 November and 14 December. In addition to the above activities, some preparatory work will be needed in coordination with the King's coordination unit and project partners. We estimate 2-3 days of preparatory work will be needed followed by a two week in-country visit. We are particularly keen to receive applications from volunteers who are able to provide distance mentoring to staff at HGH following this visit so that work can be sustained. We estimate this to be 1-2 hours per month.

Roles and Responsibilities

King's Somaliland Partnership is responsible for coordinating the delivery of the STEP project. King's will provide support to volunteers to develop and plan project activities, facilitate planning meetings with partners, and provide briefings ahead of travelling to Somaliland. King's will also support volunteers to book flights and arrange visas.

Tropical Health Education Trust (THET) will book accommodation, provide security briefings, organise local logistics including local transport and travel, provide introductions to key stakeholders at Hargeisa Group Hospital and support the organisation of any workshops that will be delivered at HGH.

Volunteers will be responsible for working on project planning with the King's team and delivering programme activities in country in line with the above ToR. As this piece of work will be followed by further work on triage and EWS, volunteers will be asked to support the planning of subsequent visits to HGH in an advisory capacity (this is important to ensure continuity between different volunteers visiting).

Skills and Experience

We are looking for two team members with complementary skills to deliver the planned activities:

- Expertise and experience in emergency care, including triage and early warning scores system
- Experience of delivering relevant health worker training in a low resource setting
- Experience of conducting similar baseline audits in a hospital setting
- Experience of adapting EWS and/or triage tools to a low resource setting
- Experience of working in Somaliland or a similar environment
- Commitment to collaboration and working in partnership
- Knowledge of the WHO Safe Surgical Checklist (desirable)

Our offer to you

There is strong evidence that health partnerships like ours don't only benefit people in low-resource settings. They also bring real benefit to NHS staff and services as well as citizens in our partner countries. Among others, these benefits include the opportunity to develop:

- Leadership skills
- Skills in interdisciplinary team working
- Knowledge and skills in innovation and quality improvement
- Clinical and teaching experience
- Cross-cultural experience and experience of managing diversity

- Personal resilience and efficiency – including an enhanced ability to stay calm and make good quality decisions

All costs associated with the trip including flights, visa, vaccinations and anti-malarials, local transport and travel and accommodation will be covered.

Application

All volunteer roles are appointed following an application and interview process. To apply, please complete the attached application form and send it with your CV to katerina_anies.peithi@kcl.ac.uk by **Tuesday 8th October**. If you have any questions, please do get in touch.