

**STEP Project**

**Volunteer Brief and Terms of Reference**

**Summary**

King’s Global Health Partnerships (KGHP) is seeking a volunteer clinician to improve surgical 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**

King’s Global Health Partnerships brings together the academic, health and international development communities from across King’s Health Partners to strengthen healthcare systems in Africa. We work in partnership with hospitals, academic institutions and governments to train health workers and improve the quality of healthcare in four countries: Somaliland, Sierra Leone, Democratic Republic of Congo and Zambia.

Staff and volunteers from the NHS and King’s College London work closely with partners to provide technical and policy advice; mentoring, teaching and training; research and evaluation; access to resources; and opportunities for collaboration and shared learning. These trusted and long-term partnerships contribute to building a stronger health workforce and improved service delivery in the countries where we work.

**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’](https://www.spheir.org.uk/blog/delivering-multi-level-health-system-reform-somaliland) 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.

**Project 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. **This volunteer opportunity relates to the implementation of the WHO SSC (objective 3 below).**

**Project 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

**Project Activities**

We are supporting 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.

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| Programme Trip 1  5 volunteers  (Jan 2019) | * [PTC training](https://www.primarytraumacare.org/) (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 2  3 volunteers  (Feb 2020) | * Stakeholder engagement and baseline audits for triage and EWS * 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 documentation, Triage, EWS |
| Programme Trip 3  2 volunteers  (March 2020) | * Implementation of new triage and EWS systems in emergency and outpatient departments * Scoping and stakeholder engagement on the WHO SSC * Review progress/audit documentation in hospital wards |
| Programme Trip 4  1 volunteer  (May - June 2020) | * Training and on the job training to support implementation of SSC * Establish distance mentoring for SSC champions |
| Programme Trip 5  2 volunteers  (May – July 2020) | * Participant feedback session on PTC implementation * Monitoring and quality assurance of improvements to triage and EWS in emergency departments * Review progress/ audit documentation in hospitals wards |
| Distance support | * Mentorship of PTC trainers * Mentorship of SSC, Triage, EWS and documentation champions * Somaliland-led delivery of a full PTC course (no KCL trainers) |

**Volunteer Terms of Reference - Programme Trip 4**

We are seeking a volunteer clinician with experience in surgical care to deliver the fourth activity of this project. The following terms of reference outlines the scope of what will need to be delivered – we are keen to develop the approach with volunteers so this document can be refined prior to the trip

**Objectives and Activities**

**Objective 1: Support the implementation of the WHO’s Safe Surgery Checklist so that it becomes a standard procedure in operating theatre practice**

* Meet with previous volunteers and key hospital staff to become familiar with the current situation including the findings of baseline data collection and progress made since the last visit.
* Hold stakeholder engagement sessions on the safe surgery checklist to improve understanding of safety culture, why items on the checklist are important and why team working makes a difference.
* In collaboration with local staff, make any modifications to the checklist that may be needed to suit the local setting
* Design and deliver activities to strengthen staff knowledge, skills and confidence in use of the checklist, this could include training sessions, on the job mentoring and support, and simulation training with operating teams in classroom settings. It is expected that training will draw on the wide range of training resources available e.g. LifeBox.
* Work with hospital staff to identify any resources needed to support effective implementation of the checklist
* Agree a process for implementation with operating theatre staff and hospital management and identify champions to motivate staff and regularly review adherence.

The approach and methods will be agreed with the volunteer before the visit and will depend on progress made during a baseline trip which is currently taking place.

**Objective 2: Support implementation of distance mentoring for champions for the Safe Surgery Checklist**

* Identify and meet with champions for the Safe Surgery Checklist and provide 1-2-1 mentoring sessions to help champions implement new practices and inspire change amongst their colleagues
* Make recommendations to King’s on the effective continuation and sustainability of support to Champions

**Planned outputs**

1. WHO checklist reviewed and modified for local setting
2. Training and capacity building plan developed and delivered to staff on Safe Surgery Checklist
3. Implementation plan developed with staff

**Timing**

The trip to Somaliland is scheduled to take place for a two-week period between April - June 2020. In addition to the above activities, an estimated 2-3 days of preparatory work may be needed. 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 a volunteer with the following skills and experience:

* Relevant medical degree
* Expertise and experience in surgical care
* Experience of delivering relevant health worker training
* Experience of working in a low resource settings (desirable)
* Experience of WHO Safe Surgery Checklist implementation in a low resource setting (desirable)
* Commitment to collaboration and working in partnership

**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](mailto:katerina_anies.peithi@kcl.ac.uk) by **Sunday, 22nd March, 10pm.** If you have any questions, please do get in touch.