Improving Global Health through Leadership Development

Further details can be found in the Letter of Commitment or specific Country Handbook

How long is a placement?
Placements are normally between 3 – 6 months

Will I get paid? How much?
You can expect to receive your usual basic wage, minus any enhancements, travel allowance, London weighting, on-call banding etc see letter of commitment

Who will employ me?
You can be seconded to NESC by your current employer or hosted by a local NHS employer, for the duration of your placement. All employment arrangements are organised by NESC on your behalf.

Does it count as NHS employment?
Yes, your period of continuous service will continue with the benefits such as NI and superannuation continuing as before you joined the scheme.

I've not worked in a developing country before, can I still apply?
Yes, definitely. Support will be given to you both pre-departure and in-country to make the best use of your skills

What will I be doing?
There is a wide variety of projects, clinical and managerial, rural and community based. Working under the guidance of the UK based service improvement teams you will be guided to lead a project relevant to your expertise. Please look at the <Overview> page for outlines of current projects and <Country Information> for project plans. Projects are based on achieving the Millennium Development Goals (MDGs) reducing child mortality, reducing maternal mortality and giving universal access to reproductive health, combating diseases such as HIV, TB and malaria, encouraging gender equality and partnership working. Some of the projects can be very general and clinicians may use basic health skills rather than specialist experience i.e. teaching community health staff how to take observations and examine a patient correctly.

Am I covered by indemnity insurance while I am working?
You must check that your professional organisation/body will cover you for overseas work. You need to have your own indemnity insurance.
What support can I expect in-country or from UK with my project?
Before departure you will be expected to participate in up to 5 days of pre departure meetings. These will equip you with the requirements of the placement: service improvement, education plan, leadership skills, team working, and information about projects in the 2 countries. You will have the opportunity to contact former Fellows for informal briefings. You will also be allocated an education supervisor or mentor to support your development and have e-mail/telephone support from service improvement experts for your project throughout your placement. On return to UK you will again be expected to attend up to 5 days of de briefing and contribution to future activities.

What type of accommodation can I expect to live in?
Cambodia – In Battambang - private rented house, wooden or stone with electricity, running water, kitchen with gas hobs, showers or bucket showers, sit down toilets. Own bedroom with fan. May be screened or with mosquito nets. Some rooms may have air conditioning – but expensive.
Samlaut: Guest house with twin bedded rooms with mosquito nets and shared inside showers/toilets. Generator electricity in evenings only. Accommodation free, fully catered, food @US$1 pp per meal.
Tanzania – House in safe compound, electricity and mains water, both can be unreliable. Mosquito nets provided.

Do I have to pay for it? How much?
Yes, you are expected to pay for your accommodation. Cambodia - @US$200/per person per month, plus maid to do cleaning washing and cooking (if required) @$20pppm
Tanzania – @US$5 - $10 ppp/night for accommodation and maid service.

What transport will I use in-country?
While doing project work your transport will be organised by the host organization. It may be a taxi or organization vehicle with driver. In Cambodia MJP have small motorbikes (motos) at Samlaut for use in the Millennium Village area. If Fellows are proficient motorcyclists they may use the motos if they wish. For personal transport around the towns you may like to use a bicycle.

What is the dress code?
The general rule for men and women is to dress modestly and respectfully, depending on whether you are in the office, in health facilities or in the field. For men this means long trousers and shirt, polo style shirts are acceptable. For women in Tanzania skirts or dresses below the knee, in Cambodia long or ¾ length trousers are acceptable as well. Shirts or blouses should cover the shoulders.

Can I socialize with local staff?
While you are overseas you are acting as a representative for the NHS and NESC. You are encouraged to socialize with work colleagues but in a responsible and professional manner, even out of work time.

Can I have a local boyfriend/girlfriend?
NESC does not encourage you to have close intimate relationships with local people during your placement. There can be conflicting pressures on you and your partner. Please discuss this issue with a member of the NESC team as soon as possible.
How do I get my money in-country?
Both countries have ATMs in the towns – Battambang and Tabora, where you can access your bank account in UK. You may want to check that you won’t be charged exchange rates and cash advance charges to use your card abroad. Inform your bank that you will be using it overseas so that your account is not ‘frozen’ to protect you from card fraud.

Where is the nearest internet connection? How reliable is it? Can I use Skype?
Cambodia – Good wi-fi in MJP office and several cafes in town in Battambang. Fairly reliable internet and can use skype. No internet in Samlaut
Tanzania – Internet at MVP office, dongle at house, connection can be poor.

Should I take out my own laptop?
You may find it very useful to take out your own laptop. Access to office computers may be limited or shared. Also nice to have own music/ i-pod/ DVDs and photos on laptop. NESC supplies one laptop for each country NB. Tanzania lap top does not have DVD/CD drive.

What communication will I have in-country, is a mobile phone supplied?
Mobiles are readily and cheaply available. Cambodia – you will be supplied with a mobile from MJP. Tanzania – Zain mobiles cheap & available with SIM

Are my flights and transport paid for?
Your flights and airport tax will be paid for. Other in-country transport costs to or from the airport, such as taxis, will normally be covered by the host organisation. You will be expected to cover UK transport costs such as transport to the airport.

What is my luggage allowance?
It is the normal airline allowance, usually 20kg

How do I get the correct visa?
NESC and the host organisation will assist you to obtain an appropriate visa for you. You may need to provide scanned passport photos and of your passport and complete application forms. Please allow enough time for this. Visas may need to be renewed in country, again your host organisation will assist you with this and NESC will normally reimburse your costs.

Am I covered by health and general insurance? Even if I take some holiday from my placement?
You will be fully insured, including short breaks during your placement, as long as you remain in the same region. It will not cover you for personal travel before or after your placement.

Do I have to organise and pay for my own vaccinations and anti-malarials?
You are responsible for organising your own health requirements but normally NESC will pay for vaccinations and malaria prophylaxis.
What happens if I get sick or have an accident?
Inform the insurance company as soon as possible and take instructions from them where to go to receive treatment. You will be sent a copy of the schedule and certificate of insurance with all the necessary details.

Do I get my annual leave while I am away?
You are entitled to your normal annual leave allowance. For a 3 month placement this will normally be taken at the end of your placement to avoid disruption to the project work. Any annual leave should be taken in agreement with the host organisation.

Can I go travelling at the end of my placement?
You can take annual leave or unpaid leave in agreement with your employer. You will need your own insurance cover. Please discuss this possibility as early as possible with NESC so that appropriate flight dates can be booked for you. You will normally be liable for charges incurred with changing flight dates if it is for your own convenience.

Can I have visitors?
You will need to discuss this with the in-country manager/CEO.

What is my time commitment pre and post placement?
The scheme should be regarded as a one year fellowship, with a placement in Cambodia or Tanzania as the centre piece of a coherent development programme, including the selection process itself, pre-departure preparation and NHS re-entry.

I am a GP Trainee – can I apply?
Both the Oxford and Wessex Deaneries fully support this project and are keen to promote the placement of newly trained GP doctors in overseas short term placements. They have agreed 6 months’ funding from each of the GPStR budgets to allow the placement of GP trainees.

The most suitable level of experience of a GP trainee will be after completion of their ST3/GPStR year. This will maximize their contribution to the project and also cause the least disruption to their training programme and final training Certification.

The introduction in General Practice of a new training assessment (nMRCGP) in 2008/9 which is extremely demanding predicates against taking career breaks during the ST3 year. The Deanery therefore recommendation is that trainee’s should not go overseas or take substantial breaks during the ST3/GPR year in normal circumstances.

Most GP trainee doctors finish their training programme at the end of July; apply for their CCT, thus allowing them to work as general practitioners, either as a GP partner, assistant, or sessional doctor.

Once GP trainee’s have qualified with a CCT they are not legally allowed to receive training money from the GPR budget. This creates a problem with funding pathways and also an employment base.

A common employer has been found for all of these individuals taking part in the project.
At formal application all doctors must have evidence of satisfactory progression through their training programme and be on course to complete their ST3 (GPR) year within the agreed time frame.

Due to the specific requirements and skill level required to usefully contribute to this project, only doctors who are expected to complete the full three years training programme satisfactorily will be allowed to progress to selection with the project team.

Formal applications will not be accepted for a place on the scheme until six months of the GPSitR scheme have been completed though expressions of interest can be made at any stage during the three year GP training scheme.

The applicants will be required to provide evidence of satisfactory progression towards completion of training and the issuing of a CCT or equivalent certification. This will include the full support of their educational supervisor who will be required to indicate that this is an appropriate activity and will not be to the detriment of their progression and training.

This will require endorsement from the patch Associate Director with submission to the Deanery for final approval.

All applications if satisfactory will be passed by the Deanery for further selection by the project team.

The post will normally be funded for up to six months at the basic GPSitR rate of salary in relation to prior pay grade and increment point.

Dr Richard Weaver