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 salary, minus any enhancements, travel allowance, London weighting, on-call banding and R and R premium. For doctors, normally this will be at the level of an ST3 trainee. For those on the agenda for change pay scale, normally this will be at band 6.

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 are a mixture of daytime and evening events. They 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. On return to UK you will again be expected to attend up to 5 days of de briefing and contribution to future activities including presenting at an evening meeting to future fellows and people allied to the programme. Currently pre placement events include an induction day that normally happens twice yearly and evening meetings that happen 3-4 times a year.

What Leadership development can I expect prior to placement?

Fellows will participate in a short leadership programme prior to placement. This may take the form of a 1-2 day course or an e-learning based course.

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 organisation. It may be a taxi or organisation 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?
Please do not develop any close intimate relationships with local people during your placement. There can be conflicting pressures on you and your partner.

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. We can organise your flights through Amity Travel however we would encourage you, the fellow, to purchase your own flights and then claim back the costs through expenses. We will need to have proof of purchase for any costs claimed. Before booking your flight please contact the Improving Global Health team for approval.

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 for the duration of your contract. This will include 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?
For all individuals recruited from April 2010 onwards.
You agree to arrange an assessment of your medical fitness to travel and work abroad by your GP or local travel clinic and for obtaining and funding any medication, vaccination or other matters required prior to your departure and during your fellowship.
See participant agreement letter for more information.

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. Please make sure you make a note of the 24 hour emergency medical number and have it on you at all times.

Do I get my annual leave while I am away?
You are entitled to your normal annual leave allowance. This should normally be taken at the end of placement, if it is of a 3 month duration. If you are completing a longer placement some of your leave entitlement can be taken during the placement period subject to agreement with the overseas host. You need to let the Improving Global Health team know, via the online form what has been agreed. The in country public holidays should be considered and taken as part of your annual leave allowance. This is due to the total high number of local public holidays. Please see separate document on public holidays in Cambodia and Tanzania.

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.
Please note insurance for any independent travel taken pre or post placement needs to be arranged and funded by you. We are no longer able to extend the business travel policy we have for you on placement. Please be advised that in general trip cover must start and end from the United Kingdom. In practice this means obtaining a policy that covers you for more than 3 months at a time away from the UK.

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 locum can I apply?

You can apply if you are working within the boundaries of south central SHA or were a trainee within Oxford or Wessex deaneries within the last 3 years. Please ask for further details.