

# **Musana International Anaesthesia Education Fellow**

## **Job description and person specification**

### **Introduction**

Most of Uganda's population are unable to access safe affordable surgery. In rural areas, local health facilities that should provide surgical services are unable to function due to staff, equipment and supply shortages. Patients are unable to afford the transport required to reach higher level hospitals and when they do they will encounter similar shortages. 70% of the government posts for anaesthesia providers in Uganda are empty. Underlying chronic problems with pay and career progression mean numbers of anaesthesia students are low and despite recent efforts to change this, Uganda's training capacity for anaesthetic officers (AOs) remains poor. A novel training programme has been designed to provide a long term solution to this human resource challenge by helping to address many of the underlying issues. This physician led model of competency based training has been designed to produce AOs who, at the end of their course, are competent to work with limited remote supervision in isolated and challenging environments.

The Musana International Anaesthesia Education Fellow position is a unique role for a highly motivated individual to join our team of experienced faculty in the Department of Anaesthesia at Busitema University Faculty of Health Sciences.

### **Busitema University**

Busitema University is a public university in eastern Uganda spread across several sites. Its Faculty of Health Sciences campus in Mbale opened in 2013 and runs a medical school programme, an MSc in Public Health, a BSc in Nursing and postgraduate training programmes in medicine and paediatrics. The Department of Anaesthesia was formed in 2016 and in 2017 the department started a novel degree level anaesthesia training programme for non physician anaesthetists.

### **BSc in Anaesthesia**

Key features of the programme include:

- Two years of basic science alongside their medical student colleagues followed by two years of practical anaesthesia training.
- Competency based training with workplace assessments and annual review of training progression.
- Curriculum includes basic critical care, emergency medicine and pain management in addition to anaesthesia competencies.
- New simulation training centre established with the help of University of California, San Francisco to allow training in management of difficult airways, critical incidents and non-technical skills.

## **Mbale Regional Referral Hospital**

Mbale Regional Referral Hospital (Mbale RRH) is a 470 bed hospital with responsibility for almost 4 million people over 14 districts in eastern Uganda. It has a busy obstetric unit with almost 10,000 deliveries a year. There are six operating theatres spread across the hospital site in four locations. The main operating theatres (three operating rooms) provide emergency surgery and elective lists for the following specialties: orthopaedics, general surgery, gynaecology, ENT, paediatrics & neonates. One theatre is located within the labour ward complex, one is in ophthalmology and the other in the hospital's private wing. There are maternity and surgical high dependency units in their respective wards.

## **Anaesthetic services in Mbale:**

The majority of anaesthesia in Uganda is provided by non-physician anaesthetists who are called anaesthetic officers (AOs). These are nurses or clinical officers who have completed a two-year Higher Diploma in anaesthesia and who then practice independently, often in remote locations. In Mbale there are also four physician anaesthetists who between them cover CURE Children's Hospital (a paediatric neurosurgical hospital), Mbale RRH and the Department of Anaesthesia at Busitema University.

At Mbale RRH there are eight AOs who provide most of the anaesthesia. The theatres are equipped with a variety of anaesthesia machines (including drawover and continuous flow) using either halothane or isoflurane. Supplies of drugs are variable. The main induction agents are thiopentone and ketamine, currently there are no long acting muscle relaxants and the only opioid regularly available is pethidine. In obstetrics, approximately 90% of cases are done under spinal anaesthesia.

## **Anaesthesia in Developing Countries Course**

This week-long course runs in Mbale each year in November. It is one of only three of its kind globally and is organised through the University of Oxford. It provides candidates with an introduction to anaesthesia practice in low resource settings. Fellows who are in Mbale during this time would be invited to attend the course at no cost.

## **Duties and Responsibilities:**

- The core aims of the fellow's position are based around the education of non-physician anaesthesia providers. Responsibilities will include classroom and simulation-based teaching in addition to teaching in a clinical environment.
- From time to time fellows may be asked to teach other student groups for example medical students attached to anaesthesia.
- Fellows will not be included in on-call rotas or expected to work at night.
- The working day is usually from 8am-5pm and rest and relaxation outside these times is encouraged to ensure volunteers maintain their health and well-being in this intense environment.
- Fellows will meet with their local mentor at the beginning of their placement to discuss and agree on personal and departmental aims and objectives.

## **The Fellow's main responsibilities may include:**

- Providing support to Busitema University, Department of Anaesthesia as they develop their academic and teaching capacity. For example:
  - Delivering lectures and practical training for medical students and anaesthetic officer students in both a classroom and theatre environments.

- Developing the simulation training centre and supporting simulation training days.
  - Helping the department to develop their competency-based training tools for example workplace-based assessments.
  - Assist with the evaluation of e-learning as a training aid in low resource settings.
  - Work alongside the physician anaesthetists, aiding in their current projects and if interested supporting the research aims of the department.
  - Co-ordination of locally led short courses such as SAFE Obstetrics.
- Assist local staff to improve their perioperative record keeping.
  - Take part in monthly surgical and anaesthesia mortality and morbidity meetings
  - Role-modelling gold standard care to encourage interest in anaesthesia/ICM as a doctor speciality.
  - Enable teamwork between the anaesthesia and surgical teams to improve theatre efficiency and work towards providing safer surgery.

The duties of the successful appointee will be finalised after appointment to take into account their experience and interests and the needs of Busitema University. They may also include research, audit and quality improvement.

#### **Fellowship benefits:**

- 27 days annual leave are offered per 12-month placement in addition to nationally observed holidays in Uganda.
- Fellows will be supported by an educational supervisor from UK organised through the RCOA.
- On-site supervision by local faculty and a UK trained anaesthetist based in a long-term voluntarily capacity in Mbale, who will act as local mentor.
- Endorsed by the RCoA Global Partnerships Committee to enable fellow to apply for approval as formal Out of Programme Training (OOPT).
- Free accommodation provided by Busitema University that is safe, of high standard and within walking distance of the university and hospital.
- Some funding is available to support this fellowship. Please get in touch with us for more details.

The Fellow is encouraged to undertake 12 months in post (minimum time 6 months).

#### **Eligibility**

This post is ideal for anaesthetists with an interest in education from the UK from ST5 onwards. This includes senior trainees, SAS doctors and consultants at any stage of their careers. Applications from more junior trainees (ST3, after completion of basic training) are encouraged to get in touch with the programme to discuss whether it may be suitable for them.

## PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
<b>Professional Qualifications</b>	<p>Full UK GMC registration</p> <p>Primary FRCA or equivalent</p> <p>Specialty Trainee ST3 or above at start of programme</p> <p>Must have completed their basic anaesthesia training competencies</p> <p>Must have completed an approved course on anaesthesia in Developing Countries by start of programme or plan to do so early in their placement.</p>	<p>Academic distinction or Prizes.</p> <p>Full FRCA or equivalent</p> <p>Specialty Trainee ST5 or above at start of programme</p> <p>Qualifications in Global health</p>
<b>Clinical Experience</b>	Comprehensive training and clinical experience in anaesthesia equivalent to specialty level	Previous experience in poorly resourced countries
<b>Clinical Skills</b>	Ability to organise and independently manage the safe conduct of operating lists.	ALS, PALS, ATLS
<b>Audit Management &amp; IT</b>	<p>Evidence of contribution to effective clinical audit and clinical risk management.</p> <p>Evidence of understanding of the role of clinical management.</p>	<p>Experience in clinical guideline development.</p> <p>Formal management training or qualification.</p> <p>Evidence of effective leadership.</p>
<b>Research. Teaching skill &amp; experience</b>	<p>Understanding of the principles and applications of clinical research.</p> <p>Experience of teaching and training.</p>	<p>Evidence of original research.</p> <p>Publications in peer reviewed literature.</p> <p>Teaching qualification.</p>
<b>Personal skills:</b>	<p>Excellent interpersonal and intercultural skills, as well as confidence working within a multicultural team;</p> <p>Skilled at multitasking and prioritising,</p> <p>working independently with minimal supervision,</p> <p>leading and designing projects autonomously;</p> <p>An appreciation of the philosophy behind a long-term co-development health partnership</p>	