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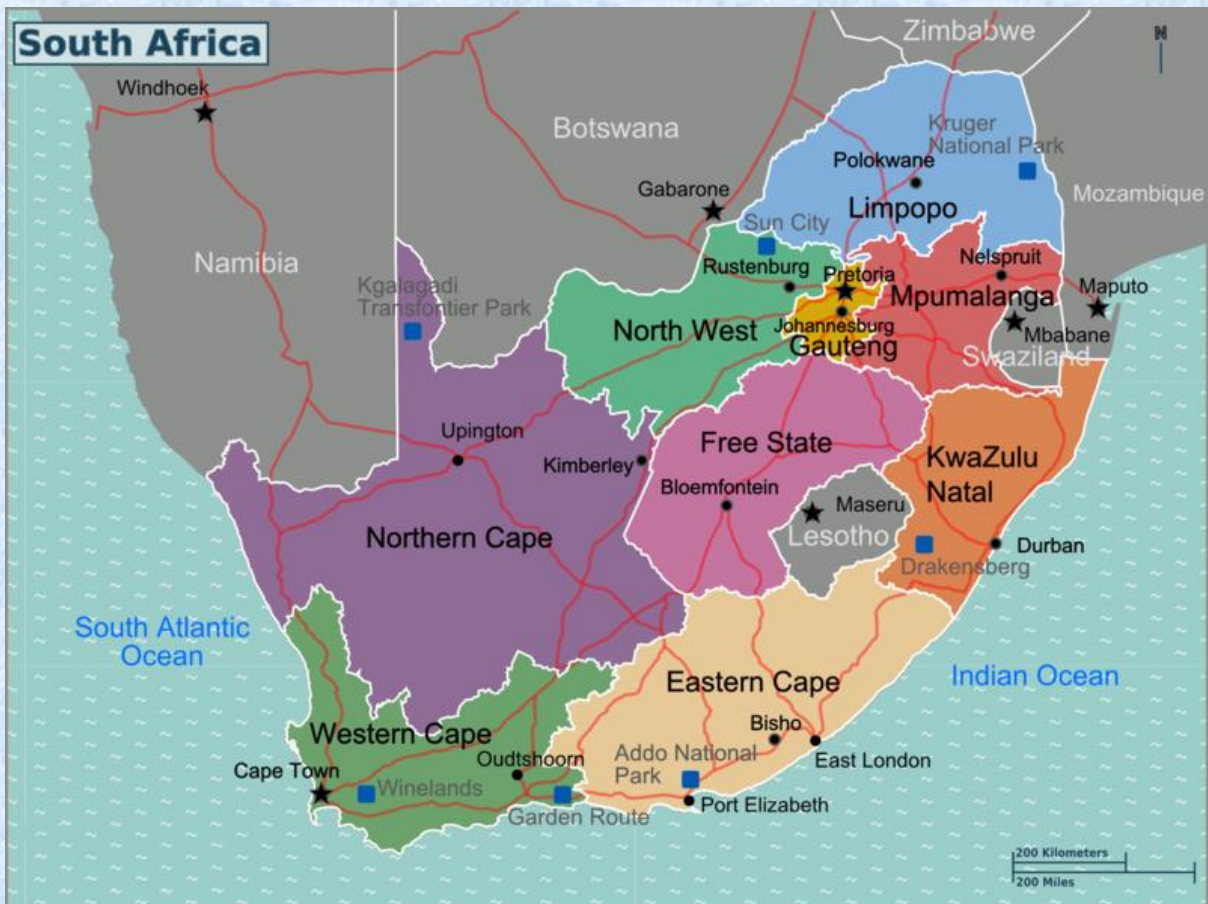


**Health Education England**



# ***EOE GUIDE TO GLOBAL HEALTH FELLOWSHIPS FOR GP TRAINEES***







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## 1 INTRODUCTION

Health Education England, East of England (EoE) provides a number of Global Health Fellowships for GP Speciality Trainees. These posts include us facilitating, through our partner Africa Health Placements (AHP) (<http://ahp.org.za/>) one year out of programme clinical posts, based in rural community hospitals in South Africa.

Applications for Global Health Fellowships will be made at the same time as the application to GP Training in EoE through the National Recruitment process (an additional application form will be made available for this.) Competitive interviews will then be held to decide who can be offered a Global Health Fellowship. We also plan to offer an additional application window during your ST1 training year. EoE anticipates offering 26 Global Health Fellowships to Trainees commencing GP Specialty Training in August 2016.

Successful applicants for Global Health Fellowships will undertake a year in South Africa within the context of time out of programme (OOPE) as described in the Health Education England, East of England guidelines. The OOPE posts in South Africa will be undertaken at the end of ST2 and Trainees will then return to complete their pre-arranged ST3.

Global health Fellows are expected to make a firm commitment to the programme, including the year in South Africa, and must demonstrate satisfactory progress in their training during ST1 and ST2 in order to qualify for the OOPE year.

Africa Health Placements works with the Department of Health and other stakeholders to implement pragmatic solutions to help plan for, find and keep the workforce needed to ensure all South Africans have access to quality healthcare. Working in a rural hospital in South Africa gives you the opportunity to contribute towards improving the medical care provided to impoverished and underserved communities in the country – and isn't that why you chose to become a doctor in the first place?

## 2 CULTURAL ORIENTATION

### 2.1 ABOUT SOUTH AFRICA

South Africa is located at the southern tip of Africa. It has a diverse landscape and almost 2 800 kilometres of coastline that stretches along the South Atlantic and Indian oceans.

South Africa has nine provinces: Eastern Cape, Free State, Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga, Northern Cape, North West and Western Cape.

The country has 11 official languages. Zulu is the most frequently spoken language in South African households, followed by Xhosa. English is widely used as the language of business.

#### FAST FACTS

- ❖ Population: 52.9 million
- ❖ Land area: 1 219 602 km<sup>2</sup>
- ❖ Currency: Rand currency converter
- ❖ Time zone: GMT + 2 or BST +1
- ❖ International dialling code: +27
- ❖ Internet domain: .za
- ❖ Electricity: 220/240 volts AC, 50Hz. Round three pinned plugs (a specific adaptor is required)



## 2.2 HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (HPCSA)

To practise in any of the health professions you need to register with the HPCSA in terms of the Health Professional Act of 1974. Failure to do so constitutes a criminal offence. You can visit the HPCSA's website for more information.

Africa Health Placements will guide you through the registration process and can also advise you about eligibility of your training. In general, if you have trained in the UK, your primary medical qualification will be accepted by the HPCSA but eligibility is variable for doctors who have trained in other countries.

## 2.3 LEARNING TO COMMUNICATE LIKE A LOCAL

English is only the fifth most spoken home language, and not widely spoken in rural areas. Familiarising yourself with the language most spoken in the area in which you will be working prior to arrival will prove beneficial and go a long way when interacting with your patients.

Here is a guideline of which language is spoken in which area:

- ❖ Mpumalanga and Limpopo: Northern Sotho
- ❖ Free State, Lesotho, southern Gauteng, and northern Eastern Cape: Southern Sotho
- ❖ Northern Cape and North West: Tswana
- ❖ Western Cape and Eastern Cape: Xhosa
- ❖ KwaZulu-Natal, eastern Free State, eastern Gauteng, and southern and western Mpumalanga: Zulu

Take advantage of the following free language course: The University of South Africa There is an application available for downloading on your smart phone to assist in translation.

## 3 INSURANCE

### PERSONAL MEDICAL INSURANCE

As a state employee, you will qualify for the Government Employees Medical Scheme ([www.gems.gov.za](http://www.gems.gov.za)) but most of our Trainees working in South Africa will choose to take out personal medical insurance, which will provide access to a higher level of care. We recommend you contact Wesleyan [www.wesleyan.co.uk](http://www.wesleyan.co.uk).

### MEDICAL INDEMNITY INSURANCE

Please look into Medical Indemnity Insurance, the MDDUS cover you have for your GP Training will not cover you overseas. Some defence organisations will provide you with indemnity insurance at a reasonable price for your time away and it is strongly recommended that you avail yourself of suitable cover; whilst the risk of litigation is low it is wise to be covered. We encourage you to take out medical indemnity insurance with MPS.

## 4 TRANSPORT

All trainees are met by an AHP Representative on arrival at the airport.

### 4.1 GETTING TO YOUR HOSPITAL

Upon your arrival, the hospital may be able to send a representative to collect you. If this is not possible, you will need to rent a car or book a shuttle service. Please consult AHP for more information on your transport options.

Car rental companies include:

- ❖ Avis
- ❖ Europcar
- ❖ Tempest

Airlines that operate in South Africa:

- ❖ South African Airways
- ❖ British Airways
- ❖ Kulula
- ❖ Mango

Buses and trains are also generally safe for long-haul travel. The majority of South Africans commute using taxis (13-seat minibuses). Should you want to make use of a taxi service, it is advisable that you do so with someone who is familiar with the routes and fares.

## 4.2 TRANSPORT FOR THE DURATION OF YOUR STAY

We highly recommend purchasing a motor vehicle or renting one on a long term basis. Public transport, especially in rural areas, can be quite limited. While roads in urban areas are tarred, there are many dirt roads in rural areas and driving conditions may be especially difficult after heavy rains. You may require a 4x4 vehicle in some areas but take local advice as this is not usually necessary. Many doctors share care ownership whilst they are away.

Ask your Clinical Manager or local doctors if this is necessary. Please note that as a foreign national, you will be required to pay for car rental and purchase upfront.

We advise that you do not drive after dark because of the road conditions and weather etc. Check you have adequate fuel for your journey and allow plenty of time to ensure you arrive prior to darkness.

## 5 ACCOMMODATION

Some hospitals have accommodation on the premises, which is usually partly furnished. A fee – which on average is a minimum of R800 per month – may be required. Other hospitals, usually those in larger towns, will not have staff accommodation and you will be required to secure your own accommodation as well as transport to and from the hospital. There are hospitals that may offer to pay for your stay at a bed-and-breakfast or guesthouse for at least one month while you finalise your accommodation. Please discuss the available options directly with your hospital. Accommodation isn't fancy, but then luxury is not the reason to come to work in rural Africa!!

## 6 AHP's ONGOING SUPPORT

Once you have started working, you will automatically receive on-going support. AHP provides the following:

- ❖ An Orientation Programme to ensure that the transition from your home country to rural South Africa is as stress-free as possible.
- ❖ Clinical, logistical and cultural orientation.
- ❖ Assistance with opening bank accounts, registering for tax and buying phones
- ❖ Workshops giving information on HIV ARVs, Aids and TB
- ❖ Reference material relevant to working in a rural hospital
- ❖ Regular contact from the orientation team
- ❖ Invites to all CPD sessions and doctors' socials hosted by AHP
- ❖ In certain districts, AHP has a Retention Officer. If you are in one of these districts, you may meet the AHP representative from time to time
- ❖ Exit process if you choose to leave the country



We trust that you will feel well-supported. AHP are a phone call or email away to address any issues or concerns that may arise during your stay in South Africa.

## **7 TOP EXPERIENCES**

South Africa is a beautiful country brimming with promise. Our expectation is that you will have many wonderful experiences while you are here. Doctors have cited the following as some of their most valuable experiences:

### **7.1 MEDICAL EXPERIENCES**

- ❖ Experience with HIV/AIDS and related pathologies
- ❖ Diverse and complementary medical skills such as trauma, surgery, paediatrics and obstetrics & gynaecological emergencies
- ❖ Rewarding nature of the work as patients are very grateful to receive quality medical care

### **7.2 LIFESTYLE EXPERIENCES**

- ❖ Travel and outdoor adventures (hiking, safaris and sports)
- ❖ Cultural diversity of the country
- ❖ Learning to adapt to the demands of a foreign environment

### **7.3 WAYS TO FILL YOUR FREE TIME**

- ❖ Surf South Africa and ride the waves of the warm Indian Ocean
- ❖ Wander the Wild Coast and see the majestic hole in the natural rock formation
- ❖ Go on safari and see the Big Five
- ❖ Canoe, raft or kayak down the Orange River or the Breede River where you can also swim in the large pools and explore the third largest canyon in the world
- ❖ Tour the Garden Route where you can take in some whale watching, shark cage diving (with great white sharks) and even ride an ostrich before taking a walk through the lush Knysna Forest
- ❖ Hike the Drakensburg and enjoy the glorious landscapes
- ❖ Try out the highest bungee jump in the world at Bloukrans
- ❖ Explore the origins of mankind at the Cradle of Humankind, a UNESCO world heritage site
- ❖ Visit Robben Island, where former president Nelson Mandela was imprisoned, and Table Mountain in Cape Town
- ❖ Experience township flair in Soweto and walk on the only street to have housed two Nobel laureates

## 8 DISTRICT LEVEL ONE HOSPITALS IN SOUTH AFRICA

For many South Africans, particularly those in rural areas, district hospitals are the only hospitals they will ever get admitted to. All but one (Motheo in the Free State Province) of the 52 health districts in the country have at least one district hospital. A district hospital is defined as a facility at which a range of outpatient and inpatient services are offered. It is open 24 hours a day, 7 days a week. The hospital would have between 30 and 400 beds, a 24-hour emergency service and an operating theatre.

This is the first level of referral and generalist staff (ordinary GPs) that are available with access to basic diagnostic and therapeutic services such as X-rays (provided radiographers are available) and basic laboratory tests. It would have a functional operating theatre in which operations are performed regularly under general anaesthesia (without a specialist anaesthetist). There would be no intensive care unit. Generalists from a range of clinical disciplines provide the services.

According to the World Health Organisation's functional definition, district hospitals should provide diagnostic, treatment, care, counselling and rehabilitation services. It should cover the following clinical disciplines at generalist level: Family Medicine and Primary health care, Medicine, Obstetrics, Psychiatry, Rehabilitation, Surgery, Paediatrics and Geriatrics. This list is not fixed, as services should be shaped by the needs of the catchment population being served. Many factors may influence the capacity of a hospital to render the full range of services.

The services listed however are minimums towards which each hospital and the staff at that facility should strive. The Department of Health in South Africa has identified four Health Priorities and these include HIV and AIDS, Tuberculosis, Primary Healthcare, Maternal and child health. Diseases and conditions treated or managed at these facilities include (but are not limited to) Diabetes, Heart disease and Hypertension.

For more details on what you can expect to find in a rural hospital in South Africa, please watch 'A day in the life of a rural doctor in South Africa'

<https://www.youtube.com/watch?v=gmf3xkGLKIM>

or here <https://www.youtube.com/user/africadoctors> for all other AHP videos.

## 9 Provinces in South Africa where AHP place Trainees

- North West Province - <http://health.nwpg.gov.za/dohnw/>
- KwaZulu-Natal Province - <http://www.kznhealth.gov.za/health.asp>
- Limpopo Province - <http://www.doh.limpopo.gov.za/>
- Mpumalanga Province - <http://www.mpuhealth.gov.za/>
- Eastern Cape Province - <http://www.ecprov.gov.za/Pages/default.aspx>
- Free State Province - <http://www.fshealth.gov.za/portal/page/portal/fshp/intranet>
- Northern Cape Province - <http://www.provincialgovernment.co.za/survey/90/Northern-Cape/Health>

## 10 Seven Phase Placement Process

- Verification of credentials with a US based organisation, the Educational Commission for Foreign Medical Graduates (ECFMG) – *4 months to complete*
- Application for endorsement to seek work in the South African public health sector from the National Health Departments Foreign Workforce Management (FWM) programme – *5 weeks to complete*



- Allocation to recruiter for facility placement – *1 month to complete*
- Application to FWM programme for final endorsement to register and work in the hospital of candidates choosing – *5 weeks to complete*
- Application to Health Professions Council of South Africa (HPCSA) for approval of registration license to practise clinically in South Africa – *8 weeks to complete*
- Immigration: Visa application - *32 days to complete*
- Orientation

## CLIMATE IN SOUTH AFRICA

South Africa is famous for its sunshine. It's a relatively dry country, with an average annual rainfall of about 464mm; the world average is about 860mm. While Western Cape gets most of its rainfall in winter, the rest of the country is generally a summer-rainfall region.

Over much of South Africa, summer, which lasts from mid-October to mid- February, is characterised by hot, sunny weather – often with afternoon thunderstorms that clear quickly, Western Cape, with its Mediterranean climate, is the exception, getting its rain in winter.

Autumn in South Africa is from mid-February to April. It offers the best weather in some respects. Very little rain falls over the whole country, and it is warm but not too hot, getting colder as the season progresses.

Winter in South Africa – from May to July – is characterised in the higher-lying areas of the interior plateau by dry, sunny, crisp days and cold nights, sometimes with heavy frosts. It's a good idea to bring warm clothes. Western Cape gets most of its rain in winter, with quite a few days of cloudy, rainy weather that can be quite stormy with high winds. However, wonderful days are spread throughout winter that rivals the best of a British summer.

Nowhere in South Africa is spring, which lasts from August to mid-October, more spectacular than in Northern Cape and Western Cape.

District level one hospitals where most AHP placements are are largely located in rural areas. Temperatures in rural parts of South Africa are more or less the same as those listed on the table.

<b>AVERAGE TEMPERATURES IN SOUTH AFRICA - ° C</b>				
<b>CITY</b>	<b>SUMMER</b>		<b>WINTER</b>	
	Max	Min	Max	Min
Cape Town	26	16	18	7
Durban	28	21	23	11
Johannesburg	26	15	17	4
Kimberley	33	18	19	3
Pietermaritz- burg	28	18	23	3
Port Elizabeth	25	18	20	9
Pretoria	29	18	20	5
Richards Bay	29	21	23	12
Averages for midsummer (January) and midwinter (July)				

## FAQs

- **Who is Africa Health Placements?**

They are a social profit organisation partnering with the Department of Health to improve the healthcare services in the regions they operate in. Currently working in South Africa, they recruit healthcare workers for public sector hospitals in underserved areas. They facilitate the process from enquiry to placements and support you in finding the right position for your skills and interests.
- **Where does Africa Health Placements operate?**

They cover the whole of South Africa, but focus on rural and underserved areas where there is a critical need for doctors.
- **What kind of skills are they looking for?**

They place a wide variety of doctors as there are a lot of positions available. Basic knowledge of TB and HIV is useful
- **What is the length of contacts?**

The best duration for paid roles is between one and three years as this benefits both the hospital and the individual doctor. This period is ideal as it makes it worthwhile for hospitals as they invest a significant amount of time in administration and coaching new health workers, and for the individual doctor as it provides them time to gain the most out of their stay in South Africa. However, should you wish to come for a shorter period, they can place you in voluntary posts for six months or more.
- **Can I work Less Than Full Time?**

No, this is not possible; the time out of programme is based on 12 months working.
- **What kind of supervision will I have?**

This will depend on what you feel you need. Senior clinical staff are available to help and provide support for work that is outside of your previous experience. In addition, your colleagues are usually other expat professionals and junior South African personnel who are doing a community service year. Due to personnel limitations, you may at times be required to work unsupervised and take charge of departments, but hospitals have systems to phone for support and the nurses are also quite experienced.
- **What will the process cost me?**

AHP does not charge for its services. However, there will be costs linked to initial professional registration fees, the verification of your credentials, legal requirements regarding documentation, postage and a work permit.
- **Where will I be located?**

That depends on what is available. Your skills and location preferences are taken into account when we look for positions. Rural hospitals can be several hours from urban centres, but most are within driving distance of shopping centres. Most regional referral hospitals are in urban areas. Regional hospitals serve the rural hospitals and clinics as a referral centre when specialist treatment is required.
- **Do I need to learn a local language?**

It will be useful to make an effort to learn the basics of the local language. While useful, this is not critical as you will be assisted with translation from the nursing and support staff. This communication procedure will take a bit of effort to become used to, but all official documentation and correspondence are done in English.



- **Where will I stay?**  
Accommodation is quite often provided in the hospital grounds for a nominal amount of approximately £100 per month. If there isn't accommodation on hospital grounds, local accommodation can be secured.
- **What kind of work will I be doing?**  
Unless you are a Consultant Specialist, you will normally be doing generalist work which means you are expected to provide basic care to the emergency department, outpatient and inpatient clinics as well as visiting satellite clinics. Surgical procedures will depend on your experience and skills, but you can learn a lot if you want to expand your skill set and cover a broader spectrum. The services required in the outlying clinics are most closely allied to that of a general practitioner. There is a premium on obstetric skills and you may learn some anaesthetics and tropical disease treatments. You will certainly gain experience in the treatment of HIV/Aids and TB.
- **What type of remuneration can I expect?**  
For minimum one year paid contracts the entry level salary is approximately £33000 pa. The living costs are lower than in the US and Europe, but you may need to buy or share a car as public transport is very limited.
- **Can I bring my partner/spouse and what about children? What will they do and what job possibilities are there for them?**  
Yes, you can bring your family and they will be most welcomed. They will need to apply for visas when the work permit is obtained. Many opportunities exist for volunteer work, but paid work is highly dependent on the partner's skills and the need in a local area. We are not mandated to find paid roles for them but will advise as much as we can and it's often best to look when you arrive in South Africa. Schooling is of a good standard and often near facilities.
- **Do I need to sit examinations to work in South Africa?**  
All applications go through the Health Professions Council of South Africa (HPCSA) Board for approval. The HPCSA Board makes the determination on whether the candidate meets the requirements, or whether they need to sit an exam.
- **What are the working hours and responsibilities?**  
The standard working week is 45 hours and 48 hour on call when necessary. You will normally have a core role and share the overflow work with other staff as per the situation in a flexible system.
- **How long does it take to go through the process?**  
The process can take between 9 – 12 months. We advise that you apply early and get going with the administration to take advantage of this fantastic opportunity for your career.
- **What do I have to wear to work?**  
The working environment is comfortable yet professional. You can wear semi-formal clothing. While men do not need to wear ties to work, shorts and revealing attire is inappropriate. Scrubs are provided but you can bring your own. AHP will provide you with a white coat that you can wear on duty.
- **Do I get time off?**  
All contracts allow for annual leave days which range from 10 to 20 working days. You will have to apply for leave and notify your Clinical Manager at least 6 weeks prior to taking leave (this may differ between hospitals). Some contracts allow for study leave to attend courses. Leave of any kind is dependent on the contract and capacity at the facility.

- **Will I be able to continue with my studies and professional development while in South Africa?**  
You will continue to communicate with your Educational Supervisor during your time in South Africa by phone, e-mail and Skype. We also encourage trainees to maintain their e-portfolio log diary during their time away in order that you can capture and reflect upon those experiences that are relevant to your GP training (and this is also another good way of maintaining communication with your Educational Supervisor).
- **What do I need to have completed by the end of ST2? AKT?**  
There is not a requirement to have completed the AKT but it is advisable. You must have had satisfactory progress outcomes in all of your ARCPs up to the end of ST2.
- **Do I still log onto e-portfolio?**  
Yes. You are expected to maintain your e-portfolio log diary and have regular (virtual) contact with your Educational Supervisor whilst on OOPE.
- **Do I have a Clinical Supervisor?**  
Clinical supervision is provided locally in each hospital in South Africa. Education Supervision is maintained within the East of England and can be with your GPST programme allocated Educational Supervisor or with Dr Roger Tisi, OOPE GP Lead Associate Dean
- **Do I need to do any courses before I go?**  
Presently, it is not compulsory. Some OOPE trainees do undertake courses in tropical medicine at their own expense.
- **Will I meet my fellow trainees who will also be travelling to South Africa before we depart?**  
Yes. We are planning to run induction meetings for those who will be taking part in the scheme. There will also be an opportunity to meet with representatives from Africa Health Placements and also trainees who have previously been out to South Africa.
- **Can I undertake this opportunity after I have finished training?**  
Yes, we can also arrange this for you post CCT.
- **Does this count towards my CCT?**  
No, this is an out of programme experience and in addition to your training
- **Will this affect my tax?**  
Citizens of the UK are allowed different tax concessions depending on how long they plan on staying out of the country. Please see <https://www.gov.uk/browse/tax/income-tax>
- **What are the locations/preferences we can choose from?**  
This is a matter for negotiation with AHP. As an organisation they endeavour to take consideration of trainee preferences when it comes to hospital placement. However, place of deployment also needs to be considered in the light of service need.
- **Can I still take part if my training is out of sync due to having time out e.g. maternity leave?**  
This would need to be negotiated with your Training Programme Director as placements usually run August – August to fit in with GPST rotations. If the Training Programme Director is happy to release you then this can be arranged.



- **Do I have to go for a full 12 months?**  
12 months is the minimum contract, any less than this will be classed as voluntary work. This also helps both you and the hospital to benefit the most from your OOPE.
- **Do I need to be registered with the GMC while I am away?**  
Yes, it is recommended you keep up your GMC Registration/Licence to Practise during your OOPE.
- **Are all trainees met by an AHP Representative on arrival in South Africa?**  
Yes and you will be given a 4 day induction to include bank details, help if needing a car and 2 days of training/course. You are also given a book bag with books on various medical topics.
- **Is there anything useful I could take with me?**  
A stethoscope, a SATS prove, a pen torch, an Ultrasound Dopler (if an interest in Obstetrics), a tape measure, an Ophthalmoscope, an Oxygen sats monitor, and an Otoscope are all useful.
- **Do I need a car?**  
If buying a car it is advisable to buy a car in Durban or Johannesburg, preferably a 4 wheel drive. Some doctors car share. Possible liaison with Doctors already there re the possibility of buying their car before they come home?
- **Can I use my mobile phone?**  
Yes, this is used by a lot of the doctors to access the internet also. It is recommended to buy a local phone and a data bundle. A data bundle is approx. R200 for 1GB per month (Vodacom or MSN have the best coverage). A UK phone is costly to use.
- **Do I do need to apply to be out of programme?**  
Yes, once you have been offered the opportunity to undertake the OOPE you will need to apply to be out of programme, please refer to the following link for information and to download the application form [https://heeoee.hee.nhs.uk/out\\_of\\_programme](https://heeoee.hee.nhs.uk/out_of_programme).