

Nurse Volunteer (Clinical & Education)

Terms of Reference

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Volunteer Brief and Terms of Reference

Summary

KGHP are looking to recruit an experienced nurse to strengthen existing systems in Connaught Hospital, Freetown - by empowering nurses with the knowledge and skills they need to provide the best patient care. This will be achieved through a combination of formal and informal education sessions, as well as on-the-job clinical mentorship. This in-country volunteer position will take forward a programme of work which started in October 2020. In this role, you will continue the work of two previous nurse volunteers who have established training and have started to embed a Continuous Professional Development (CPD) framework at the hospital. Your aim will be to continue towards these programmatic objectives using a structured work plan, with a view to handing over the CPD operations to the senior nursing team by the end of your placement. Details of key activities can be found later in this document. These objectives will be achieved by drawing on our strong partnerships with the Chief Nursing and Midwifery Team at the Ministry of Health and Sanitation and the Matron's office within Connaught Hospital. The project is driven by a truly collaborative approach, which is practical and flexible.

Please note: This role is **exclusively available to nurses** who have either:

- Studied pre-registration nursing via the Florence Nightingale School of Nursing & Midwifery, King's College London **or** London South Bank University **and** who have undertaken clinical experience during training at King's College Hospital
- **OR** nurses who have studied pre-registration nursing at another higher education institution but have worked for the King's College Hospital NHS Foundation Trust or Princess Royal University Hospital for a minimum of 1 year, and are employed by those trusts when joining the KSLP

King's Global Health Partnerships

King's Global Health Partnerships (KGHP) works with health facilities, academic institutions, and governments to strengthen health systems and improve the quality of care in four countries: Somaliland, Sierra Leone, the Democratic Republic of Congo, and Zambia. We bring together health, academic and international development expertise from King's College London, the UK's National Health Service (NHS) and our international partners to:

- Educate, train and support healthcare workers
- Strengthen healthcare and training institutions
- Enhance national health policies and systems.

Our programmes are delivered by volunteers, with educators, researchers, health professionals, managers and health sector leaders taking up volunteering placements to deliver technical advice, teaching, training, and distance mentoring and on the job support to their counterparts in the global south.

King's Sierra Leone Partnership

KGHP has been working in Sierra Leone to help strengthen the health system and improve the quality of care since 2011. We work with our partners to provide education and training of healthcare workers, and to strengthen clinical services, policy and research. Key partners include the University of Sierra Leone Teaching Hospitals Complex Connaught Hospital (USLTHC), the College of Medicine & Allied Health Sciences (COMAHS) and the Ministry of Health & Sanitation (MOHS).

Context

As the main adult tertiary referral hospital, Connaught Hospital located in the bustling capital city provides inpatient and outpatient services for an average of 400 patients per week. This busy and resource-constrained hospital is staffed by a multidisciplinary team but is heavily reliant on nurses - who make up the majority of the workforce - to deliver safe and adequate care to a wide range of patients.

Connaught has a nursing workforce of over 200 staff led by a team of Matrons, nurses based at Connaught, who are from a variety of training backgrounds (Certificate, Diploma, Degree, Masters). The hospital also hosts a variety of pre-registration nursing students for clinical placements from local training institutions.

This role is a wonderful opportunity for a nurse with a passion for education and clinical excellence to strengthen the capacity of the Connaught nursing team and to develop their skills and experience, with a direct impact on the improvement of patient care delivery.

Proposed activities

Key activities:

- Collaborative working with the Connaught Nurse Training Coordinator
- Support to implement CPD Education Courses including:
 - Sierra Leone Early Warning Score (SLEWS)
 - Recognition And Treatment of the acutely unwell adult (RATES) for nurses
 - South African Triage System (SATS) assessment
- On-the-job clinical mentorship and skills development to embed CPD learning across a variety of departments
- Clinical nursing work in the emergency department alongside the nursing team to improve the quality of patient care and nursing systems
- Support and training of nurse facilitators.
- Regular reporting on the activities of the project, including contributing to the end of project report
- Liaising with the communications team around promotion of nursing activities through KGHP social media channels and other internal and external media.

Timing

This placement will last **12 months** and you will be based at Connaught Hospital, Freetown, Sierra Leone. We anticipate a start date in early May 2022 with a period of remote and in-country handover.

Interviews will be held online shortly after the closing date.

Skills and experience

We are looking for a nurse who is hardworking, enthusiastic and solution focused. You will need to believe in the value of partnership working and be able to demonstrate this through your work. You will be sensitive and adaptable to the challenging nature of education & health care delivery in a resource scarce environment. You will have strong interpersonal skills, be skilled at multitasking, prioritising, and working in a multicultural team.

Requirements:

This role is **exclusively available to nurses** who have either:

- Studied pre-registration nursing via the Florence Nightingale School of Nursing & Midwifery, King's College London **or** London South Bank University **and** who have undertaken clinical experience during training at King's College Hospital NHS Foundation Trust
- **OR** nurses who have studied pre-registration nursing at another higher education institution but have worked for the King's College Hospital NHS Foundation Trust or Princess Royal University Hospital for a minimum of 1 year, and are employed by those trusts when joining the KSLP

Academic & Professional qualifications:

- **Essential**
 - Adult nursing qualification & professional registration in home country.
 - A postgraduate qualification in education or mentorship.
- **Desirable**
 - Diploma in Tropical Nursing or country equivalent.

Professional Experience:

- **Essential**
 - A minimum of 4 years clinical work experience in either a critical care or emergency care area. Minimum 1-year previous experience working and/or teaching in a low resource setting.
 - Experience of mentoring and training others in both theory and practical sessions (*Type - OSCE, Simulation, Scenario, Lectures*).
- **Desirable**
 - Experience of implementing a quality improvement project in a low resource setting and showing impact.
 - Experience working in an infectious diseases' speciality
 - Clinical experience in a low resource setting

Expectations

Successful candidates will be required to complete an onboarding and induction process which includes a DBS check. As part of your affiliation with KGHP, you will also be actively encouraged to document your work. KGHP are keen to promote your activities via our social media channels and through a variety of internal and external media. You will liaise with the communications team to promote the various activities outlined above. In addition, you will be encouraged to also keep a personal reflective journal to document your experiences.

Our offer to you

You will have the opportunity to work as part of a dynamic team and contribute to improving health outcomes for a population in need. In addition, there is strong evidence that health partnerships like ours do not 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
- Personal resilience and efficiency

Volunteers on placements will receive additional support which is listed below.

- Pre-departure and in-country induction
- Cost of return flights to and from initial post is covered by KGHP
- £500 monthly stipend for living expenses, paid in-country in Leones
- Visa, residency permit and professional registration with the Sierra Leone Nursing & Midwifery Board covered by KGHP
- Cost of vaccinations and antimalarials covered by KGHP
- Enrolment onto King's College London Travel Insurance policy
- Medical indemnity cover
- Cost of accommodation covered by KGHP

Application

All volunteer roles are appointed following an application and interview process, scheduled for a few days after the application deadline. If you are interested in applying, please complete the online application form and submit a C.V. under the “Apply” tab on our Global Volunteering Scheme web page: www.kcl.ac.uk/kghp/volunteering. The deadline for this opportunity can be seen on the website description.

Thank you for your interest in King's Global Health Partnerships.

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