


# VSA Assignment Description

<b>Assignment Title</b>	Senior Medical Officer in Emergency Medicine
<b>Assignment Modality</b>	ST1
<b>Assignment Number</b>	42083
<b>Country</b>	Vanuatu
<b>Location</b>	Luganville, Santo
<b>Partner Organisation</b>	Northern Provincial Hospital (NPH)
<b>Duration</b>	3 months minimum (up to one year)
<b>Sustainable Development Goals</b>	

## 1. Partner organisation overview

Northern Provincial Hospital (NPH) in Luganville is the second largest hospital in Vanuatu. It serves Vanuatu's northern islands. The hospital has just over 100 beds spread over Medicine, Surgery, Paediatrics, Obstetrics and Gynaecology and TB wards, as well as hosting Outpatients, X-Ray, laboratory and limited ultrasound facilities. There is no CT scanner. Part of the hospital has recently been rebuilt and opened. NPH still does not have its own paediatric anaesthetist and specialist paediatrician.

The Northern Provincial Hospital is on a hill above Luganville, a relatively small town. It is to this community and those in the rural areas surrounding the town, that the hospital provides services. The hospital also serves the people living on other northern islands of Vanuatu such as the Banks islands. The hospital has a collegiate relationship with many charitable overseas organisations receiving specialist volunteer doctors and aid from overseas countries, notably Australia, New Zealand, and China.

## 2. Assignment overview

Currently there are no Senior Medical Officers based in the Emergency Department at NPH. This has recently been identified as an area of great need by the senior leadership team at NPH. The emergency department (ED) is currently manned by nurses and junior intern doctors only. It has a large catchment area as it serves as the main referral centre for local emergencies in the Luganville Municipality and the Sanma province. NPH ED also receives patients from the other three northern provinces, namely Malampa, Torba, and Penama. All emergency presentations are directed via the emergency department at NPH. These include medical, surgical, obstetric and gynaecological as well as paediatric emergencies. Currently, NPH has no senior doctor based in the emergency department who is equipped to assess and manage these emergency presentations. Many of these patients have life threatening conditions on arrival to ED which require rapid interventions by skilled clinicians to prevent death or disability. Emergency medicine is a new speciality in Vanuatu and currently there are no fully trained Ni Van emergency medicine specialists in Vanuatu. Therefore, a volunteer Senior Medical Officer who specialises in Emergency Medicine would be hugely beneficial. It would allow NPH to continue to improve the services it provides to the local communities and tourists. With an Emergency Medicine SMO volunteer, all cases coming into the ED will be better assessed, management and reviewed.

In addition to a service provision role, the volunteer SMO will play an important part in capacity building. This would be achieved by mentoring and education of the local intern doctors working in the emergency department. As well as supporting the professional development of the nursing staff based in the emergency department. The physician will also play an important role in supervising any visiting elective students who base themselves in the emergency department.

### **3. Goal/outcomes/outputs**

#### **Goal**

Provide safe, high-quality and effective emergency care for all people using the NPH ED services. In the long term the ongoing benefits would include improved departmental processes/systems and improved emergency medicine skills and knowledge amongst the junior doctors.

#### **Outcome 1**

Safe and effective emergency care to all patients seen at ED with ultimate ideal of improved patient outcome.

- Have a local counterpart (Medical Officer) assigned to the EM SMO during their assignment period.
- Professional and peer mentoring of local trainees
- Development of clinical protocols for EM
- Upskilling of ED staff including medical officers to assess and resuscitate patients at ED in a timely manner to avoid the worst possible outcome.
- Alongside local staff conduct mortality and morbidity audits and presentations.

#### **Outcome 2**

Improved capacity of NPH ED staff to deliver safe and effective emergency care.

- Continuing medical education of ED and hospital staff
- Teaching and training of ED staff on emergency medicine
- Teaching and supervising interns, medical students and nurses on ED medicine
- Mentoring and upskilling of medical officers on ED medicine
- Training on Triage at the ED setting; and managing patient flow
- Providing an assessment tool to evaluate the ED staff competency levels.
- Writing up procedure manuals or Standard Operating Procedures for ED staff on ED scenarios
- Working with the leadership team at NPH as well as at the Ministry of Health level analyse the strategic plan for Emergency Medicine within the countries' health workforce development plan.

#### **Outcome 3**

Ensure all people are treated equally and fairly, irrespective of their gender, race, age, or disability.

- Alongside local staff, treat all patients attending NPH ED services
- Implement, document and embed disability inclusion strategies
- Implement, document and embed child safeguarding strategies

### **4. Reporting and working relationships and capacity building**

The volunteer will ensure all patients are triaged appropriately, examined, and stabilized as appropriate, and have a disposition plan at all times. They will provide professional and peer support for local trainees in emergency medicine at NPH, including assistance with exam preparations, research support and clinical skills. They will also provide Clinical ED Medicine teaching of students rotating to hospital ED as directed by the Medical & Dental Services Manager, participate in ED and hospital clinical education, quality improvement and team building. They will also assist in the development of clinical protocols for emergencies. All the above will be in respect to COVID-19 pandemic considerations.

The volunteer will also work with the clinical leader for the emergency department at VCH to provide and seek peer support but also to build national clinical standards for emergency care in Vanuatu.

The volunteer will be accountable and report to Acting Superintendent / Dental and Medical Services Manager. On a day-to-day basis, the volunteer will predominately work with as many junior doctors and nurse practitioners as possible.

The volunteer and NPH will have an ongoing relationship with the VSA Programme Manager in terms of assignment monitoring, reporting, professional advice and personal support.

**As needs on the ground may change over time, the volunteer is encouraged to review and update the Assignment Description on arrival in consultation with the partner organisation and VSA Programme Manager. By their very nature, development situations can involve significant change, so it is advisable that the volunteer periodically review and reflect on the Assignment Description throughout the Assignment to ensure the best development outcomes are being achieved.**

## 5. Selection criteria/position requirements

### Person specifications (professional)

#### Essential

- Extensive experience in emergency medicine.
- To be at a Senior Medical Officer level or FACEM level of expertise
- Experience working with paediatric emergencies
- Provide evidence of completed anaesthetics or ICU rotation
- Willing to apply for Medical Council approval in Vanuatu (paid for and organised by NPH) and a certificate of good standing from the Medical Council NZ (MCNZ)
- Teaching and mentoring experience

#### Desirable

- Anaesthetic experience
- Ideally work or travel experiences within developing countries particularly the Pacific
- To be experienced working in rural and remote settings with significant resource constraints.
- Ultrasound experience in ECHO is most desirable. In addition, competency in first trimester scanning, FAST, renal, hepatobiliary and MSK would be beneficial but not essential. There is no US for use in the emergency department at NPH. It would be very useful if the volunteer could bring a POCUS machine with them.

### Personal specification (personal)

## Essential

- Resilient, flexible
- Good communicator
- Open-minded; friendly; kind; dedicated, hardworking
- Essential to have a good support network
- Culturally sensitive
- Willing to compromise
- Adaptable to the local context

## Desirable

- Willing to learn Bislama

## 6. VSA Essential Attributes

- Commitment to volunteering, to VSA and to the partner organisation
- Cross cultural awareness
- Adaptability and a willingness to approach change or newness positively
- Able to form good relationships, both personally and professionally, with work colleagues and in the community
- Resilience and an ability to manage setbacks
- Initiative and resourcefulness
- An ability to facilitate learning through skills exchange

## 7. Country Context

For more information about Vanuatu, see <https://vsa.org.nz/about-vsa/countryregion/vanuatu/>

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### Additional Information

#### *Residency status*

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

#### *Pre-departure briefing*

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

#### *Final appointment*

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

#### *Family status*

VSA is unable to support partners to accompany volunteers on assignments shorter than 6 months.

#### *Fundraising*

VSA funding stakeholders are both the Ministry of Foreign Affairs and Trade (MFAT) and donors. We ask volunteers to fundraise to help cover the cost of sending volunteers throughout the Pacific and beyond.

Fundraising can be as simple as doing something you enjoy with a group or friends, and our Fundraising team is available to help you every step of the way.

#### *Vaccination requirements*

Potential volunteers are advised that VSA's insurers require volunteers to be vaccinated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

#### *Children's Act*

While on assignment, VSA volunteers may be required to work with children and/or may choose to participate in informal activities in their own time that involve interactions with children (such as coaching teams or teaching English). VSA is committed to the protection of vulnerable children and adults, which also includes meeting our commitment under the Children's Act 2014.

The information requested during the application process is necessary to assist VSA to determine applicant suitability to work and/or interact regularly with children and is part of a series of pre-selection checks undertaken on all applicants for VSA assignments.

#### *Volunteer package*

The volunteer's package includes the following:

##### *Reimbursements and grants*

1. The volunteer will receive a daily living allowance of 4,065Vt for an assignment of less than 6 months
2. If the volunteer is available to come for a period greater than 6 months, they will have a monthly living allowance.

#### *Accommodation*

Basic, comfortable furnished accommodation will be sourced by VSA. In some circumstances volunteers may be asked to share accommodation.

#### *Airfares and baggage allowance*

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment plus a baggage allowance.

#### *Insurance*

VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

#### *Utilities*

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

*Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract.*