

VSA Assignment Description

Assignment Title	Paediatrician Consultant Trainer
Country	Vanuatu
Location of Partner Organisation	Luganville Santo
Partner Organisation	Northern Provincial Hospital
Duration	6 months (with option to extend)
Sustainable Development Goals	



41681

1. Partner organisation overview

The Northern Provincial Hospital (NPH) based in Luganville on the island of Espiritu Santo (Santo) is the second largest hospital in Vanuatu with just over 100 beds. It serves as the main referral centre for the Northern provinces namely Malampa, Torba and Penama. As such it has a significant catchment area and is the main referral centre for emergencies within the Luganville Municipality and Sanma Province. NPH provides paediatric, general medical, general surgical, obstetric/gynaecological services as well as a very busy out-patient and Emergency Department.

2. Assignment overview

The Paediatric Department at NPH receives children from birth to 12 years old, and receives patients from the Luganville Municipal area, rural health facilities from within the Sanma Province as well as from the three northern provinces mentioned above. There is currently no Paediatrician at NPH. The Paediatric Consultants in Port Vila do periodic visits to NPH, which means the Medical Officer at NPH is responsible for running the Department 24/7.

The volunteer will oversee the management of all patients in HDU, NPH children's ward, including the nursery and the children's outpatient department. The volunteer would work with the Medical Officer to complete daily ward rounds, and periodically attend the children's outpatient department and attend any paediatric emergency that occurs in the emergency department. The volunteer would provide mentoring of the Medical Officer as Paediatrics is his intended speciality.

3. Goal/outcomes/outputs

Goal

To provide best practice, accessible, high-quality, and effective health care services to the children at NPH

Outcome 1

Safe, high-quality, and effective health care is provided to all patients at the NPH Paediatric Department with the goal of improved patient outcomes



- Train and build capacity and skills of the Medical Officer assigned to the Paediatrician Consultant during their assignment
- Provide professional and peer mentoring of local trainees
- Work with local staff to develop clinical protocols for the Paediatric Department
- Upskilling of Paediatric Department staff including Medical Officers to assess and resuscitate patients in a timely manner to avoid worst possible outcome.
- Alongside the Medical Officer conduct a mortality case audit
- Work with local staff to strengthen the Covid-19 department response plans

Outcome 2

Improved capacity of NPH paediatrics staff to deliver safe and effective paediatric care

- Provide continuing medical education in paediatrics
- Teaching and training of medical officers and junior registrars, and other health workers
- Teaching and training of paediatric staff on paediatric care
- Teaching and supervising interns, medical students, and nurses on paediatric care
- Mentoring and upskilling of Medical Officers
- Provide training on triage at the children's outpatient department; and managing patient flow
- Working with the Medical Officer develop an assessment tool to evaluate the paediatric staff competency levels
- Working with local staff develop procedure manuals or SOP for paediatric staff on paediatric case scenarios

Outcome 3

Improved capacity of NPH Paediatrics staff to manage all paediatric patients at NPH

- Through training and teaching improve capacity of local staff to manage chronic paediatric cases (chronic respiratory diseases; chronic malnutrition; etc)
- Through training and teaching improve local staff's ability to identify, assess and manage RHD, including other congenital heart conditions
- Through training and teaching improve local staff's ability to consult and manage low birth weight and/or premature babies
- Through training and teaching improve the management of epileptic cases
- Work with local staff to improve the management of Covid-19 positive cases.

4. Reporting and working relationships and capacity building

The volunteer will provide professional and peer support for local staff in the Paediatric Department including assistance with exam preparations, research support and clinical skills. The volunteer will provide clinical teaching of students rotating to the hospital Paediatric Department as directed by the Medical & Dental Services Manager. As a member of the NPH staff, the volunteer will be expected to participate in general hospital clinical education, quality improvement and team building. Other areas for contribution include assisting with the development of clinical protocols for the Paediatric Department, supporting outreach clinics to the outer islands, and the care of critically unwell children during air transport to and from the outer islands.

The volunteer will report directly to Dr. Andy Ilo, Medical Superintendent and will be accountable to Dr. Mark Kalpukai, Medical & Dental Services. On a day-to-day basis, the volunteer will predominately work with Dr. Michael Raymond, Medical Officer, Paediatrics.



The volunteer and Northern Provincial Hospital 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

- Paediatric Consultant Medical Qualification
- Extensive experience in assessing patients—including initial assessment, diagnosis, treatment, and further management including referral due to the local NPH resource constraints.
- Experience in teaching and mentoring medical interns and medical officers, as well as ED nurses and intern nurses.
- 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 in NZ (MCNZ)

Desirable

- Completed an anaesthetics or ICU rotation
- Able to work in a limited resourced environment.
- Experience providing paediatric services in rural and remote environments
- Work or travel experiences within developing countries

Personal specification (personal)

Essential

- Strong communication skills to be able to communicate with both the children and their parents
- Clear understanding of diverse cultures
- Problem-solving abilities
- Resilience
- Tolerance
- Good work life balance and well being management
- Team player
- Open-minded; friendly; kind; dedicated, hard-working.
- Patient orientated and conscious; and should be willing to treat and manage all patients (irrespective of gender, race or if disability)

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/>

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 supports partners to accompany volunteers on assignments of six months or longer. However volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

Volunteers are encouraged to fundraise at least \$1000 with the support of VSA's fundraising team. Accompanying partners are encouraged to raise the same amount. All funds raised will help VSA keep its programmes in action and support future volunteers.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be inoculated, 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. Volunteers will receive an establishment grant of NZ\$375 to help them set up in their country of assignment. For volunteers with an accompanying partner (whether or not that partner is also a VSA volunteer), VSA will pay an establishment grant of NZ\$550 per couple.
2. A resettlement grant of NZ\$200 will be paid for each month the volunteer is on assignment. This is payable on completion of the assignment.
3. The volunteer will receive a monthly living allowance of 107,580VUV

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.

