

# VSA Assignment Description

<b>Assignment Title</b>	Senior Medical Officer Emergency Medicine
<b>Country</b>	Vanuatu
<b>Location of Partner Organisation</b>	Luganville, Santo
<b>Partner Organisation</b>	Northern Provincial Hospital
<b>Duration</b>	6 Months (with option to extend)
<b>Sustainable Development Goals</b>	



41682

## 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

Currently there are no Senior Medical Officers (SMO) based in the Emergency Department (ED) at NPH. The ED is currently manned by nurses and junior intern doctors only. All emergency presentations are directed via the ED at NPH, these include medical, surgical, obstetric and gynaecological as well as paediatric emergencies and the staff are not 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 Vanuatu emergency medicine specialists in Vanuatu. Therefore, the volunteer would allow NPH to continue to improve the services it provides to the local communities and tourists.

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

## 3. Goal/outcomes/outputs

### Goal

To provide safe, high-quality and effective emergency care to 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 goal of improved patient outcomes

- A local Medical Officer will be assigned to the volunteer for the duration of the assignment
- Provide professional and peer mentoring of local trainees
- Work with the local staff to develop clinical protocols for emergency medicine
- Upskill ED staff including Medical Officers to assess and resuscitate patients at ED in a timely manner to avoid worst possible outcome
- Alongside local staff, conduct mortality and morbidity audits and presentations
- Work with local staff to strengthen covid-19 department response plans

## Outcome 2

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

- Provide 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 in the ED setting; and managing patient flow
- Work with local staff to develop an assessment tool to evaluate the ED staff competency levels
- Work with local staff to develop procedure manuals or Standard Operating Procedures for ED staff on ED scenarios

## Outcome 3

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

- Together with local staff implement, document and embed disability inclusion strategies
- Together with local staff 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 the hospital ED as directed by the Medical & Dental Services Manager. As a member of the NPH staff, it is expected that the volunteer will participate in ED and hospital clinical education, quality improvement and team building.

Covid-19 entered the community in Luganville in early March so there is now additional support required for the development of clinical protocols for the ED.

The volunteer will also work with the clinical leader for the ED at Vila Central Hospital (Port Vila) to provide and seek peer support but also to build national clinical standards for emergency care in Vanuatu.

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 Medical Officers at the ED and the nursing staff.



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**

- Extensive experience in emergency medicine at a Senior Medical Officer level or FACEM level of expertise
- Experience working with paediatric emergencies
- Completed an anaesthetics or ICU rotation
- Teaching and mentoring skills
- 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**

- Ultrasound experience in ECHO
- Anaesthesiology experience
- Competency in first trimester scanning, FAST, renal, hepatobiliary and MSK
- Work or travel experiences within developing countries particularly the Pacific
- Experience working in rural and remote settings with significant resource constraints.

### **Personal specification (personal)**

#### **Essential**

- Resilient and flexible
- Strong communication skills to be able to communicate with both the children and their parents
- 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 disability)
- Culturally sensitive
- Willing to compromise
- Adaptable to the local context
- Clear understanding of diverse cultures
- Problem-solving abilities
- Organizational skills
- Team player
- Essential to have a good support network



- Good work life balance and well being management

#### **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.

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

