



England

NHS Global Fellowship Programme Induction

David Keen, Research and Education Senior Lead

Ian Buczynski, Senior Programme Manager

Helen Slattery, Partnership Manager

Kate Roberts, Partnership Manager

Gabrielle Choucri, Partnership Manager

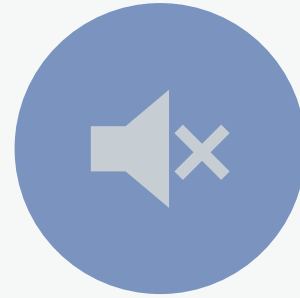
Jennifer Davidson, Global Partnerships Co-ordinator

November 2024

Online Housekeeping



Cameras on is preferred



Mute your mic if not speaking



Be present & interact to get the most out of the induction



Avoid leaving & re-joining as it makes managing the breakout rooms difficult

If you join on your phone, it can be difficult to join breakout room



Agenda Overview

To be covered over the course of the morning

- Programme overview
- Pre-Fellowship
- Mid-Fellowship
- Post-Fellowship
- Travel bookings
- Accommodation
- Insurance
- Visa requirements
- Professional registration requirements (where required)
- Cost of living expenses
- Programme compliance
- Publishing your work

Introductions

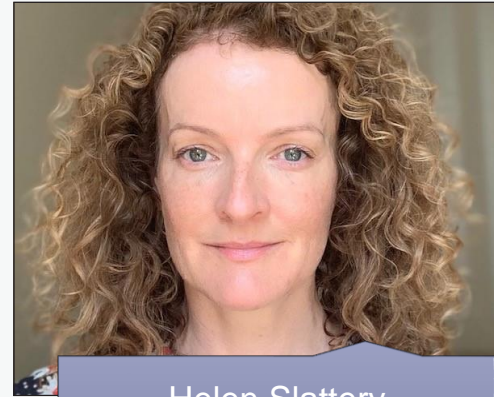
Meet the NHSE Global Fellowship Programme Team



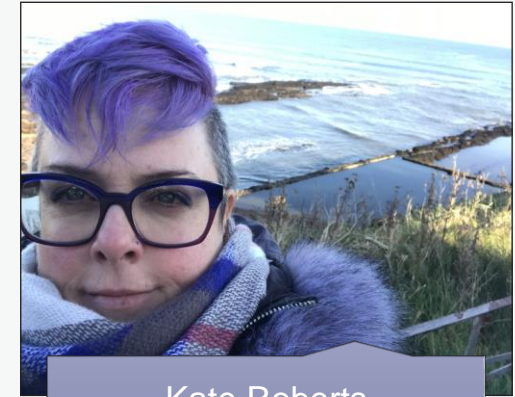
David Keen
Senior Lead



Ian Buczynski
Programme
Manager



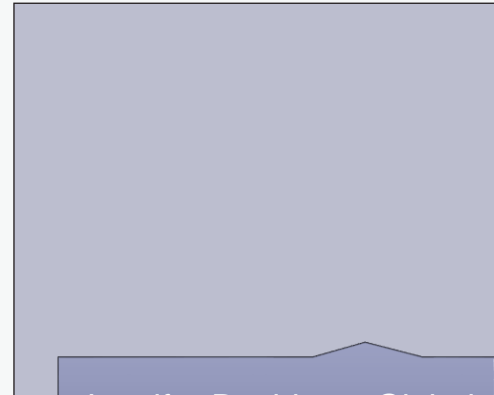
Helen Slattery
Partnership Manager



Kate Roberts
Partnership Manager



Gabrielle Choucri,
Partnership Manager



Jennifer Davidson, Global
Partnerships Co-ordinator

About you

Introduce yourself, where you are doing your Fellowship & share an interesting fact about yourself

Please post in the chat your response to the following:

- *What you hope to get out of the Global Fellowship programme*
- *What you think the main challenges will be*



Our history, evidence & approach

Background

The NHS Global Fellowship Programme has been on offer for nearly 15 years

Nearly 800 NHS staff have undertaken fellowships abroad, many who have returned to the UK and drawn on their global health skills to become senior leaders across the NHS



Our evidence

Research commissioned by the NHS Global Fellowship Programme has demonstrated:

Leadership development

Successful empowerment of healthcare professionals to self-identify as leaders, increasing self-efficacy in their choice of career ([Monkhouse et al., 2018](#))

Improved equality, diversity & inclusion

Global Fellowships attract women & minority ethnic groups, developing a new cadre of NHS leader that is diverse and inclusive, and in-country partners report healthcare system improvements ([Streeton et al., 2021a](#))

Adaptability, resilience, team development skills

Experience in developing team members, & skills in adaptability, communication, overcoming boundaries, collaborative working, “big picture” thinking & strategic thinking ([Streeton et al., 2021b](#))

Application of skills to NHS practice & programmes

Health professionals recognise new leadership skills gained from their overseas experiences & use this learning to enact change within the NHS ([Inman et al., 2023](#))

Purpose of the NHS Global Fellowship Programme

Reciprocal leadership development **opportunities** for clinical & non-clinical staff to experience health systems across the globe

focussing on either **quality improvement, research or clinical projects**

co-developed with local and/or national partners to **enhance the patient experience, improve health outcomes and reduce health inequalities**

with returning Fellows demonstrating **new skills, improved motivation & resilience**

contributing to **career progression & retention** within the health sector.

Our 2024/5 Global Partners

Fellowships will generally involve volunteering in another country for 6 or 12 months, leading or contributing to a project in one of our partner sites



What we offer

Fellows going abroad will benefit from the following:



Monthly stipend for basic living expenses



One return flight to partner country



Required entry visa/work permit



Required vaccinations & antimalarials



Accommodation in a shared house with other volunteers



Personal accident & business travel insurance



Transport to & from the workplace



Pro rata annual leave plus in-country public holidays

Global Fellow induction & support

Fellow Induction

Our model focuses on leadership development, offering:

- A comprehensive induction programme to learn about our values and approach and as well as essential safety and security briefings for overseas volunteers
- Access to the [NHS Leadership Academy](#) resources, the [Edward Jenner Programme](#), and an [Introduction to Project Management](#) through [e-learning for healthcare](#).



Support when abroad

Support is provided from:

Project Manager

- UK-based to provide programme logistic & compliance support

Leadership Development Partner

- UK-based & trained to use NHS coaching conversations tools for your leadership development

Project Supervisor

- In-country to co-develop & support your QI or research project



Quality Improvement Projects



Fellow project examples from 2023

- Reducing laboratory expenditure in George Regional Hospital, South Africa
- Improving vital signs monitoring & documentation in the Neonatal Intensive Care Unit in Gulu Regional Referral Hospital, Uganda
- Improving clinical dietetic capacity within the Nutrition Unit in Saint Vincent & the Grenadines
- Improving donor recall, recruitment & retention of blood donors at the National Blood Transfusion Service in Lusaka, Zambia
- Reducing incorrect segregation of waste through policy change & increased staff training & awareness in George Regional Hospital, South Africa

Research Projects



Fellow project examples from 2023

- The use of Machine Learning Technology in Chronic Kidney Disease Care: conducting a systematic review of the use of machine-learning based algorithms in chronic kidney disease prediction, diagnosis and management
- Health System Dynamics Modelling for Workforce Planning of Obstetrics and Gynaecology in Thailand

What people say about our programme

“It gave me experience in complex problem-solving & navigating difficult discussions with diverse individuals & teams to sensitively & systematically challenge current ways of thinking & working”

Past Fellow



“I have recently taken over as the executive partner in my GP surgery & I feel I owe my ability to take on a role like this to my involvement in the Fellowship programme”

Past Fellow



"It's being amazing experience to have all the different groups of volunteers with us. We learnt a lot from them and gained even more. We appreciated the strategy and methods they used to share information with us."

Country Partner



Programme logistics

Before travelling

Research your destination

- Check [FCDO travel advice](#) for the country you are visiting & sign up for email alerts to get the latest travel updates from gov.uk
- Get personal [travel insurance](#) and check it covers all your activities and places you intend to visit outside of your Fellowship working





Your Health

It is your responsibility to check health, vaccination & malaria requirements

- Check what vaccinations, anti-malarials & health precautions you need at least 8 weeks before you travel
- It is your responsibility to ensure you are fit to travel and fit to undertake the Fellowship, so seek out advice and evidence from your GP as required. If you do not, your insurance may be nullified.
- Check if your medication is legal in the country you are visiting & check NHS advice on [taking your medicine abroad](#)
- If you take prescription medication, ensure you have adequate supplies or a route to access repeat prescriptions as some sites may not have local pharmacies or access to [WHO essential medicines](#) only.

Travel Bookings

NHS England will book your flights



You must not book your own flights or NHSE travel insurance will be invalid and you will not be reimbursed



Any issues with flights such as missed connections – usually the airline will re book if the issue lies with them. You can also contact CTM for advice (the number will be in the email from us with your tickets)



In country transport – your Project Manager will advise
Keep your receipt to claim this as an expense



If driving, make sure you have a valid driving license as per the country requirements
For example, in Uganda a British driving license is only valid for 3 months



Check the insurance if you are driving a car

Visas

It is your responsibility to apply for visas

- NHSE will not apply for visas on your behalf
- While your Project Manager will provide basic guidance, it is your responsibility to check country entry requirements in accordance with your nationality
- It is your responsibility to have a passport that is valid for the correct period required by the entry visa (often at least 3 months beyond your travel period)
- If your passport is lost, stolen or damaged while you are abroad, it will be your responsibility to apply for an emergency travel document via the in-country Embassy or High Commission



Business Travel Insurance



- Flights booked by NHSE will automatically include AIG business travel insurance for up to 365 days
- This does not include personal trips, so we advise you to arrange personal travel insurance before you depart the UK
- Fellows with pre-existing medical conditions will need to a fit to fly from their GP prior to any commitments agreed or flight bookings.
- Please read the insurance policy to understand what is and what is not insured. For instance, personal items (e.g. an expensive designer watch) may not be fully covered if stolen
- Download the AIG Assistance app and add the policy number. The app will show which AIG acceptable services are nearby
- **For any type of medical treatment, we advise you to call AIG on +44 1273 552922 & quote the NHS England Policy Number: 0010706223**
- AIG must always be contacted before approaching a service, otherwise you may bear the expenses alone
- In case anything should be escalated e.g. repatriation, AIG will organise this, so it is essential they are aware from the start of the issue
- If your passport or valuables are stolen, contact AIG to know what information you will require to make a claim. Generally, you will need to report the theft as the local police station as soon as possible & ask for a report to assist with your insurance claim. Don't forget to cancel any bank cards etc, so take relevant phone numbers



Cost of Living Allowance

NHSE will provide a pre-agreed monthly cost of living allowance to cover in-country basic costs

- You will need to complete NHSE paperwork to be set up as a supplier on the NHSE finance system
- The allowance is for utility bills, subsistence (food, toiletries etc) plus some other key expenses tailored to the needs of each site e.g. car hire
- You may have to fund other *pre-agreed expenses* up front, so ensure you have factored this into your financial planning
- You will be able to claim back *pre-agreed expenses* via the NHSE system
- Your Partnership Manager will discuss for what is covered and not covered for site specific costs



Additional Expenses

NHSE will allow you to claim the following expenses:

- Any required entry visas and/or work permits
- Local transport required for project work
- Any recommended immunisations and/or anti-malarials
- In some cases, expense claims can be made for activities to support project delivery e.g., provision of training or for activities which, whilst not essential to project delivery, are strongly encouraged/supported by the in-country partner or supervisor. ***Please note these must be discussed on a case-by-case basis with your Partnership Manager in advance.***

Support for British nationals abroad

As a British national, in an emergency

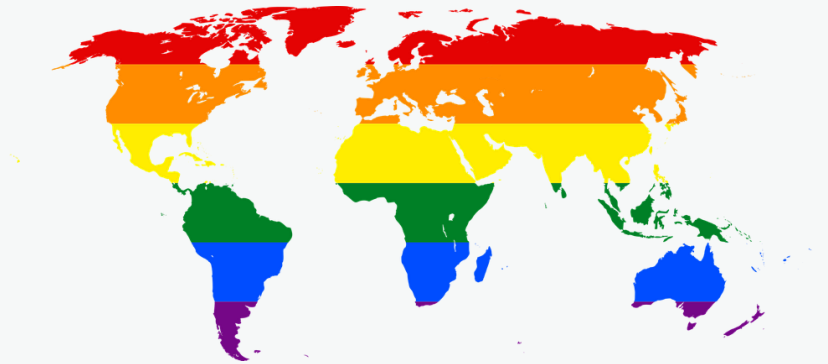
- Call the nearest [British Embassy, High Commission or Consulate](#)
- Alternatively call the FCDO in UK on **+44 (0)20 7008 5000** & select the option: 'Consular services for British nationals' & you'll be put through to the 24/7 Consular team in the Consular Contact Centre
- All other nationals should establish relevant consular advice accordingly



British Embassy

Additional FCDO guidance and advice

- [Women](#) travelling abroad
- [Disability](#) and travel abroad
- [LGBT+](#) travel advice
- [People with mental health needs](#), and their families and carers, while travelling or living abroad
- Your [finances](#) when travelling abroad



Programme requirements & compliance

Our Charter of Engagement

Advancing Universal Health Coverage	Includes taking action towards the realisation of a world where all members of society, regardless of background, experience basic human rights, including equal access to quality essential health care services and access to safe, effective & affordable medicines and vaccines
Meaningful collaboration	Includes recognising & striving to reduce unequal power dynamics & ensuring that we look beyond 'support' & 'assistance' towards active inclusion, participation & co-development with our stakeholders
Equitable learning outcomes through multi-directional learning	Includes embracing the concept of multi-directional learning, which is underpinned by the interactions that happen when a diverse range of practitioners from across the globe work together with a dynamic growth mindset
Reciprocity	Includes a commitment to achieving equitable learning opportunities & learning outcomes for all involved in our programmes
Decoloniality	Includes challenging white supremacy ideology that has established the global health architecture, alongside challenging the traditional high-income country hegemony over knowledge through conscious and unconscious use of power & privilege
Antiracism	Includes holding a space that not only acknowledges individual privilege but acts to establish equality with our colleagues & partners
Environmental responsibility & sustainability	Includes minimising the environmental impact of our operations and programme work wherever possible, balancing it with necessities to fulfil our mission & financial affordability
Good governance & accountability	Includes delivering on our <i>Safeguarding Standards</i> , ensuring our staff & volunteers are aware of & uphold our <i>Code of Conduct</i> , & effectively & efficiently managing the resources available to us



Our Code of Conduct

Our Fellowships Code of Conduct is linked to our Values & Behaviours. The Code provides clear guidance on must be adhered to by our staff, volunteers and other representatives, particularly in terms of:

- ensuring personal and professional conduct is, and is seen to be, of the highest standard, and in keeping with the broader values of the NHS;
- ensuring the safety, health and wellbeing of all employees, volunteers and representatives engaged through the NHS Global Fellowship programme;
- avoiding possible conflicts of interest with personal life and the NHS Global Fellowship programme;
- ensuring the responsible use of information, money and resources;
- treating all people with respect & dignity and refraining from, and challenging, any harassment, discrimination, abuse, intimidation, or sexual exploitation.

Both the Charter and Code of Conduct will be provided in the initial Fellowship paperwork and the Code of Conduct needs to be signed and returned to your Partnership Manager.



Programme requirements

Before you leave the UK, you must have completed

- Global Fellowship programme induction (today and tomorrow)
- Leadership Development Centre online workshop
- Edward Jenner self-learning via the [NHS Leadership Academy](#)
- Project Management self-learning via [NHSE elfh Hub](#)
- NHS Healthcare Leadership pre-Fellowship self-assessment
- Meet with your Leadership Development Partner
- Meet with your in-country Supervisor
- Safeguarding requirements
- Complete the Move iT self assessment

Publishing your project work

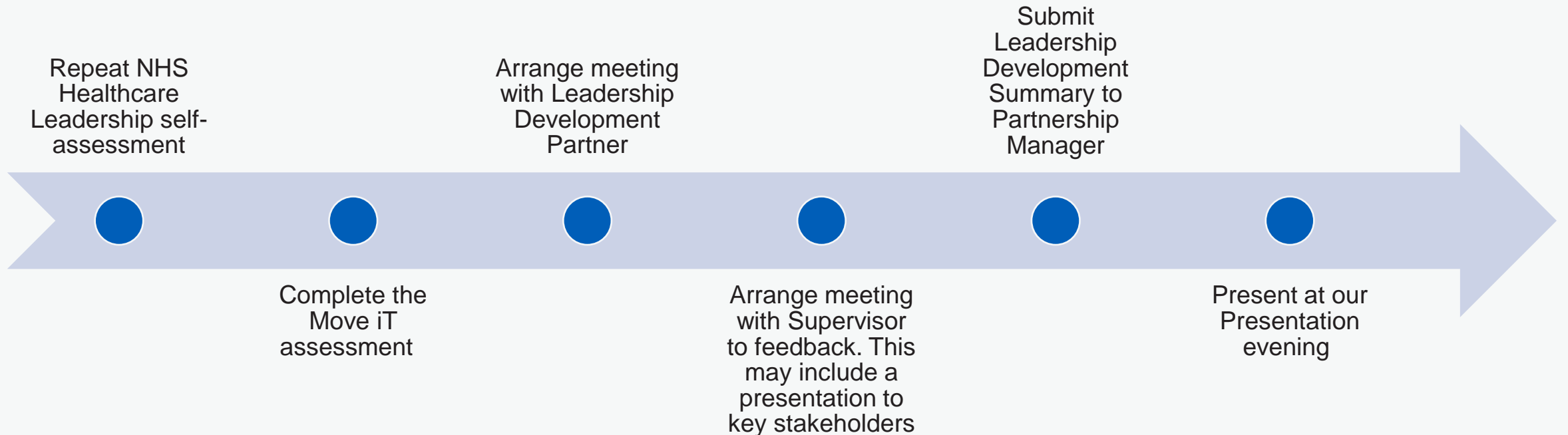
We generally encourage you to consider publishing your project/research work

- Consider NHS Global Fellowship values & behaviours
- Read [How \(not\) to write about global health](#) by Desmond Jumbam (2020) before you start writing
- Medical images MUST have informed consent using NHSE consent form & meet the standards expected in the NHS
- True co-authorship MUST be demonstrated
- We suggest you use your NHS Global Fellowship title & an acknowledgement of NHS England funding when submitting
- NHSE comms WILL need to approve, so discuss with your Partnership Manager
- We may consider funding opportunities, but this is not a given and MUST be agreed in advance with the Programme Management team



At the end of your Fellowship

On returning to the UK, Fellows are requested to organise & complete the following:



Thank You



@nhsengland



company/nhsengland



england.nhs.uk



england.global.fellowships@nhs.net