

# NHS GRAMPIAN

## International Development NHS Grampian's Contribution to Global Citizenship

### 1. Introduction

Many NHS Scotland and NHS Grampian staff already give their time and expertise to volunteer in healthcare settings in the UK and across the world – helping to develop their own skills and abilities for the benefit of NHS Scotland whilst making big improvements in the health of other countries.

The NHS Scotland Global Citizenship Programme aims to support the Scottish Government's International Development Strategy, in particular the commitment to build capacity in the area of health by making it easier for NHS staff to participate in global citizenship by providing guidance, co-ordination and support.

The purpose of this paper is to summarise the current position in NHS Grampian regarding the contributions that staff already make to service improvement in developing countries, and the benefits these activities bring to service delivery in NHS Grampian. The paper also puts forward proposals which have been formulated by the local International Partnerships Development Group (see Appendix 1 for membership).

### National Approach

A comprehensive summary and timetable of national global citizenship activities can be found in Appendix 2. Key steps are highlighted below:

May 2017	Presentation to the Chief Executives' Group of the NHS in Scotland regarding Global Citizenship in the Scottish Health Service.  The Chief Medical Officer launched the report "Global Citizenship in the Scottish Health Service" <sup>1</sup> in response to a commission from the Scottish Global Health Collaborative (SGHC).
January 2018	First Minister Nicola Sturgeon welcomed Bill Gates and representatives of the Bill and Melinda Gates Foundation to Edinburgh to present some of the global work being carried out by NHS Scotland staff.
June 2018	Formal launch of the Scottish Global Health Co-ordination Unit.  'Directory of Health Partnerships, Projects and Initiatives' launched.  'NHS Scotland Global Citizenship Champions Network' launched.  Establishment of a 'People Register'.

September 2018 Inaugural 'Contribution to International Development Report 2017-18' published by the Scottish Government<sup>2</sup>.

November 2018 First National Global Citizenship Conference.

## **2. Background**

### **What overseas work has been done by NHS Grampian staff?**

Many NHS Grampian staff already make a significant contribution to international development on their own initiative, in their own time, and are self-funded in doing so. It is known that staff have participated either as individuals or as part of programmes globally in e.g. Malawi, India, Tanzania, Nepal, The Gambia and Ethiopia. Such volunteering is generally self-organised and the approach set out in this paper seeks to provide a more cohesive and co-ordinated approach, and infrastructure to support.

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#### **Case Study: The Aberdeen – Bahir Dar Knowledge Exchange Partnership:**

NHS Grampian and local charity The Soapbox Collaborative work with Felege Hiwot Referral Hospital (FHRH) and Bahir Dar University (BDU) in Ethiopia. A Memorandum of Understanding (MOU) was signed in 2014 and a range of staff have visited to provide support to improve the quality of care. Colleagues from Bahir Dar (including FHRH's Medical Director and Chief Executive) have also visited Aberdeen to learn from a number of services and departments.

Colleagues from NHS Grampian visited Bahir Dar in March 2018 to reflect on success, challenges to date, and discussed how the Partnership might usefully develop and add further value ahead. As a result of the visit, a revised MOU was prepared outlining proposed activities for 2018-2021.

See Appendix 3 for a further description of activities.

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Brenda Longstaff, Head of International Partnerships at Northumbria Healthcare NHS Foundation Trust, was invited to Aberdeen in June 2018 to meet with those interested (including Non-Executive Board members and SLT members) in exploring how health links between the NHS and developing countries deliver benefits to the NHS workforce. Within the NHS, Northumbria Healthcare is recognised for their work in developing international partnerships for the last 20 years. Northumbria's volunteer teams have provided training and support to staff at Kilimanjaro Christian Medical Centre. The success in Northumbria has been achieved through creating an NHS infrastructure to allow the coordination of international activities for staff to ensure that people are safe, that work overseas is appropriate and sustainable, and the experience is part of a wider ongoing professional development for the individual(s).

A seminar was also organised and attended by the Scottish Government's Senior Policy Manager, Kerry Chalmers, and Jennie Spence, a nurse practitioner in Critical Care at Aberdeen Royal Infirmary, who shared her recent first-hand experience of international volunteering.

## Why do staff participate in international development?

Whilst personal and professional development are outcomes of helping in developing countries, it is generally not the reason why most staff participate in international development. Staff who contribute overseas have a genuine desire to help people who cannot access the mature and sophisticated health systems that exist in the UK. They are very well aware that the impact they have can be significant by making a direct contribution to improving life and saving lives through sustainable service improvements. Professional and personal development are by-products but no less important for being so.

In addition to going on overseas placements, staff from across the NHS can and do contribute in multiple different and novel ways including:

- mentoring healthcare staff from low and middle-income countries (LMICs) who come to work in Scotland in order to observe or develop new skills and learning;
- providing remote support, coaching and mentoring using a wide range of technology from Scotland to staff in LMICs; and
- supporting healthcare system development in LMICs with skills such as project management, financial management, and quality improvement.

As witnessed by the recent creation of the People and Board Champions Registers, staff enthusiasm and commitment to support global citizenship is high within NHS Grampian with more staff signing up to register their skills, expertise and interest in getting involved in global health work going forward than any other Board in Scotland (see Appendix 4 for Grampian registrants).

## What professional and personal development can be gained?

The benefits to individuals (and NHS organisations) participating in overseas work are confirmed in the Global Citizenship Report and summarised in Figure 1.



Figure 1. Benefits of International Volunteering; [rcp.sg/globalcitizenship](http://rcp.sg/globalcitizenship)

Evidence on the benefits of international volunteering are also presented in a research study conducted on behalf of the NHS England North East Strategic Health Authority in 2010<sup>3</sup>. The results of the study very much reflect the views of NHS Grampian staff who have worked in developing countries and are echoed in the Global Citizenship Report. The benefits are summarised below and directly support mitigation of NHSG strategic risks.

- **Better professional relationships** – participants reported that an unexpected benefit was a new knowledge and confidence as a result of working closely with other healthcare professionals whilst working overseas.
- **Change management** – immersion in a resource poor environment enabled staff to learn coping mechanisms and begin to explore new approaches to the delivery of services.
- **Resource management** – the development of a more finely attuned awareness of the cost of service delivery and a commitment to develop innovative approaches to improve cost effectiveness and value for money.
- **Enhanced work ethic** – overseas experience is a catalyst for renewed dedication to the health service on return home. Many participants believed that if other professionals could understand the limitations and challenges of providing a health service in the developing world they would be less likely to be affected by minor issues which occur on a daily basis within the NHS.
- **Knowledge and skills transfer** – the study identified that, of those surveyed, 89% stated that they had developed their existing skill set, and 78% confirmed that they had acquired new skills.

In addition, the study reports on the improved resourcefulness, cultural awareness, and improved problem solving abilities of staff participating in overseas work.

### **What are the benefits for NHS Grampian and the local population?**

Aside from the far-reaching benefits to supporting LMIC partners and populations displaced due to crises, there are clear benefits to be gained for any organisation's staff who participate in international development as indicated in the Global Citizenship Report. The three main reasons for NHS Grampian to engage with global health work are:

- **Common challenges** – NHS Grampian serves an increasingly multi-cultural population and needs to be prepared for emerging global health threats (e.g. disease epidemics, drug-resistant infections, and non-communicable diseases).
- **Staff development opportunities** - personal and professional development is translated into better patient care and improved resource management, as is the case with other forms of development.
- **Reputation** – Supporting staff to participate in international development enhances the reputation of NHS Grampian for enabling, motivating and developing staff and has a positive impact on recruitment and retention. This

directly addresses and supports mitigation of risks associated with the development of a sustainable workforce.

In a recruitment market for professional staff with scarce skills, this sort of organisational commitment could provide an important advantage in attracting key staff to come to, and stay in, the north east of Scotland, and contributes to our strategy aspiration of being 'the best place to work'.

*"It's fantastic that my department and NHSG as an organisation has been extremely supportive of my involvement in international health activities, and this is something which has really made me feel valued. It is encouraging and motivating to work within an organisation where my international health interests are recognised to be beneficial to my work here, and the feeling that my own personal development is welcomed and encouraged provides a great deal of job satisfaction and makes me appreciative and proud to work here."*

Dr Jolene Moore, Consultant Anaesthetist, NHS Grampian

*"As a recent graduate from the University of Aberdeen, the opportunity to be involved in an international health partnership provided a key motivation for staying to work in NHS Grampian. For an increasing number of junior doctors like myself, supporting global health is not just an individual passion but a collective responsibility that NHS workers play a huge part in. Recruitment and retention issues create challenges every day in my role on the wards, but I strongly believe the experience and skills gained from engagement in international partnerships provide a compelling reason for junior doctors like me to work and stay in NHS Grampian."*

Dr Sam Tweed, Foundation Doctor 2, NHS Grampian

*"Health is an issue which connects us all and so my time in Bahir Dar has felt very beneficial. The existing partnership with Aberdeen allowed me to spend some really relevant clinical time with the Ethiopian healthcare staff and their critically unwell patients. The experience was fascinating and such a privilege. It has been motivational as well as educational, and really helped me appreciate the quality of healthcare that we are able to provide in Scotland. It has helped me to think 'outside the box' when problem solving and been inspirational both academically and clinically."*

Ms Jennie Spence, Critical Care Nurse Practitioner, NHS Grampian

### **How can the staff development benefits be measured and evaluated?**

NHS Grampian requires evidence of the skills and knowledge gained through international work and how this translates to professional development to support this initiative.

NHS Health Education England's 'Toolkit for the collection of evidence of knowledge and skills gained through participation in an international health project'<sup>4</sup> has been developed to enable participants in international health projects to provide NHS employers with evidence of the professional development.

A similar evidence based toolkit is being developed via the Scottish Global Health Coordination Unit for use across NHS Scotland. This provides an essential framework to collect evidence of knowledge and skills gained in a way which links to the NHS Knowledge and Skills Framework (KSF) for annual appraisal and the requirements of the Royal Colleges for accreditation of Continuing Professional Development (CPD) and revalidation.

**What are the risks associated with international working and how can they be mitigated through improved NHSG infrastructure providing consistent advice and support to staff who are engaging in overseas work?**

Personal risk and mitigations would include:

Political / civil risk in country(s) visited

- Staff volunteering are advised to seek Foreign & Commonwealth Office (FCO) advice relating to their area(s) of travel prior to travel. In addition, further advice would be available via the Scottish Global Health Coordination Unit (SGHU) as well as the proposed NHSG Volunteering Office / International Office.

Travel safety, visas & insurance

- Responsibility for arranging adequate insurance, visas and travel safety remains with the individual. However, the Volunteering Office / International Office would provide advice and guidance to support good practice in this area and provide a link to key sources of advice and guidance.

Immunisation / personal health, etc

- Staff volunteering are required to avail themselves of adequate travel clinical advice with respect to advance immunisations, safety in country(s) prior to travel. This may be arranged by the employee, the host organisation, or alternative provisions made by NHSG, but responsibility rests solely with the individual.

Conduct and safeguarding

- All NHS employees who participate in global health work both at home and overseas are required to meet the NHS Scotland standards in relation to conduct and safeguarding of patients including children and vulnerable adults. The international development sector has been quick to act following the heightened media attention early in 2018 on abuses that had taken place in development and humanitarian work. This intense scrutiny has put pressure on governments and international development organisations to demonstrate that they have robust safeguarding policies and procedures in place. The Safeguarding Toolkit “*Safer for All*”<sup>1</sup> has been designed specifically to provide information, tools, and resources and support needed to ensure that safeguarding practice meets the highest standards and would be used by the Volunteering Office / International Office to promote good practice to all NHS Grampian employees volunteering overseas.

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<sup>1</sup> <https://www.intdevalliance.scot/how-we-help/safeguarding/scotlands-global-role>

Organisational risk and mitigations include:

It should be noted that this section relates to staff who are volunteering **on behalf of the NHS**. It must be emphasised that the primary role of the NHS volunteer will be to develop and support local systems and sustainability, and **not** to act as the direct practitioner(s) or service providers, clinical, or non-clinical. The advice of professional registered bodies, Royal Colleges, BMA, etc, would apply in all cases.

There is always a potential for increased risk when working in new and unfamiliar environments and contexts. A practical model for managing risks associated with employer-supported volunteering, incorporates standard risk management activities e.g. screening, induction and training, risk assessment, record-keeping, monitoring and review, insurance. Accordingly, NHSG would adopt a collaborative approach to assessing and managing risk, with responsibility shared with employees and host organisations where volunteering activities will be undertaken.

There are potential financial risks these are minimal as costs would be met by charitable donations or as part of funding an agreed personal/professional development plan for staff consistent with current practice.

There may be a perception that the NHS is focusing on overseas work when it should be concentrating on other local priorities and healthcare needs. Again, this must be seen in the context of valuable staff development, with clear evidence in terms of patient and organisational benefit, as well as increasing our ability to attract develop a sustainable workforce.

In relation to the management of staff expectations there would need to be a clearly defined process for application, prioritisation and authorisation associated with any/all volunteering on behalf of the NHS. This would be encompassed in the NHSG Volunteering Policy and would provide clear evidence in terms of personal, professional and organisational benefit.

### **What is the policy context for participation in international development?**

The Scottish Global Health Collaborative (SGHC) was established in 2016 with the aim of working with the Scottish Government and partners in the wider health community (including NHS Boards, Royal Colleges, third sector and academic institutions), to promote and support NHS Scotland staff in providing capacity and expertise to the co-ordination of health partnership work from NHS Scotland. In addition, the Co-ordination Unit helps to share best practice, identifies opportunities, volunteers and gathers intelligence and information. The SGHC is an inclusive multi-disciplinary and cross-sectoral group chaired by the Chief Medical Officer.

The report “Global Citizenship in the Scottish Health Service” sets out a clear set of recommendations which have been accepted by the Chief Medical Officer. These recommendations were also welcomed by the NHS Scotland Chief Executives group at their meeting on 9 May 2017.

Facilitating staff participation is also consistent with NHS Grampian's Clinical Strategy 2016-2021 approved by the NHS Grampian Board in October 2016. The engagement process during the preparation of the Strategy raised the profile of staff development and enablement, therefore it is important that the benefits of participation in international development are harnessed as one of the means of enabling and developing staff.

### **What is needed to sustain staff participation in overseas work?**

There is not a requirement to develop new policies to facilitate staff to participate in international development work. Existing policies in relation to career breaks, flexible working and special leave can all be applied and their implementation can be tailored to support international working.

It may be possible to secure donations to support international development and the establishment of some administrative support capacity to provide organisation and assistance to staff. In Northumberland some funding is provided by the local NHS Trust (as a contribution from core revenue funds that support staff development), in addition to fundraising, given the evidenced benefits to staff and the wider organisation. In Grampian it may be appropriate to (a) establish a specific charitable fund\*, and/or (b) seek funds from the Endowment Fund if this was considered consistent with the terms of reference for the use of endowment funds and there is direct benefit to service delivery in Grampian.

\* An NHS Scotland Innovation Fund is hosted by the National Waiting Times Centre (Golden Jubilee) Endowment Fund. This Fund has been established to support international development in line with the NHS Scotland Global Citizenship Programme and has expertise to provide additional advice to NHS Scotland staff undertaking international assignments.

In relation to governance it would be necessary to establish a steering group to ensure that any international effort remained consistent with the aims and values of NHS Grampian. Such a group would be a development of the existing group which has executive and non-executive participation.

### **What could NHS Grampian's role be in supporting international development?**

The basic role of NHS Grampian would be to promote and facilitate staff participation in international development as being a part of its role in enabling and developing staff, and in enhancing its reputation as an employer. This could include providing support to staff who wish to participate as volunteer representatives of NHS Grampian, and/or staff wish to continue to volunteer on an individual/personal basis.

In relation to the existing partnership with Felege Hiwot Referral Hospital in Ethiopia, and other potential partnerships elsewhere in the world, the proposed next steps would be to establish support mechanisms to promote the benefits of international volunteering and assist staff who wish to participate. Important milestones on this journey would include:



- Development of a NHS Grampian Volunteering Policy.
- Provision of support in the use and development of evidence based toolkits, demonstrating clear linkages between planned volunteering and NHS Grampian / system / wider community benefits.
- Provision of evidence of benefits relating to recruitment and retention activities.
- Provision of a coordinated and cohesive approach to any/all NHS Grampian input(s) to global volunteering.
- Provision of advice and guidance on logistics, travel, equipment, accommodation, and other practical volunteering issues, etc.
- Provision of support to existing partnership arrangements (eg: Ethiopia) and to any future partnerships as these develop.
- Provision of a link role between NHS Grampian Champions and People Registers and the Scottish Global Health Coordination Unit.
- Establishment and coordination of efforts associated with the proposed charitable fund, to include coordination and leadership of specific fund-raising initiatives.

One option of how to achieve this would possibly see the establishment of a 'Volunteering Office / International Office' based on the successful Northumbria model. Subject to the endorsement of the proposals by the NHS Grampian Board the Senior Leadership Team will consider implementation to ensure consistency with other initiatives.

### **3. Conclusion**

The importance of NHS Scotland's participation in international development has been recognised by the Scottish Government through the Global Citizenship Programme, with the establishment of the Scottish Global Health Collaborative, and the encouragement of health partners to support sustainable development in healthcare. At a local level, supporting staff participation in international development would contribute to mitigating organisational risks relating to the recruitment and retention of key staff.

There is considerable enthusiasm from staff for participating in international development. The motives of staff are overwhelmingly philanthropic but the benefits for NHS Grampian come from the personal and professional development of staff gained from experience overseas. A wide range of staff participate in overseas activities in many locations on their own initiative and in their own time, and NHS Grampian has a specific Memorandum of Understanding in relation to a partnership with the Felege Hiwot Hospital in Ethiopia.

### **4. Recommendations**

Board Members are asked to:

- Consider the benefits to be achieved from supporting staff to participate in international work
- Endorse the continuation of the International Development Partnerships Group with the aim of developing support arrangements for staff who wish to participate in international development work

- Request the Director of Finance to develop arrangements for the custodianship and administration of charitable donations through the NHS Scotland Innovation Fund hosted by National Waiting Times Centre (Golden Jubilee) Endowment Fund. This Fund has been established to support international development in line with the NHS Scotland Global citizenship programme and has expertise to advise staff undertaking international assignments
- Request the Director of Operational Delivery to liaise with the NHS Scotland Innovation Fund to determine how support could be established for NHS Grampian staff in conjunction with their capacity and expertise

## References

1. Global Citizenship in the Scottish Health Service (2017) <https://rcpsg.ac.uk/documents/publications/global-citizenship-report/204-global-citizenship-in-the-scottish-health-service/file>
2. Contribution to International Development Report 2017-18 <https://beta.gov.scot/publications/contribution-international-development-report-2017-18/pages/14/>
3. Innovative workforce development: the case for international health links. 2010. Northumbria Healthcare Foundation Trust. <https://www.hsj.co.uk/how-international-health-links-can-help-the-nhs-workforce-develop/5044915.article>
4. NHS Health Education England's 'Toolkit for the collection of evidence of knowledge and skills gained through participation in an international health project' <https://www.hee.nhs.uk/sites/default/files/documents/2312-HEE%20Toolkit%20for%20evidence%20Interactive%20v4.pdf>
5. THET Students in Health Partnerships Toolkit (2018) [https://www.thet.org/wp-content/uploads/2018/09/Students-in-Health-Partnerships\\_Toolkit.pdf](https://www.thet.org/wp-content/uploads/2018/09/Students-in-Health-Partnerships_Toolkit.pdf)

## **Appendix 1**

### **Membership of the International Partnerships Development Group:**

Julie Anderson, Finance Manager

Susan Coull, Head of HR

Jillian Evans, Head of Health Intelligence

Luan Grugeon, Non-Executive Board Member

Jenny Ingram, Head of Service Improvement

Rachael Little, Employee Director

Sheena Lonchay, Operational Manager for NHS Grampian Charities

Jolene Moore, Consultant Anaesthetist

Emma Morrison, Operations Manager for The Soapbox Collaborative

Gary Mortimer, Director of Acute Services

Graeme Smith, Director of Modernisation

Steve Stott, Deputy Medical Director

## Appendix 2

### National Timeline of Global Citizenship

- May 2017
- Presentation to the Chief Executives Group of the NHS in Scotland regarding Global Citizenship in the Scottish Health Service. The presentation summarised the wide-ranging contributions that are made to international development by NHS staff and sought the support of the Chief Executives for the formulation of a more strategic and organised approach to providing support for aid programmes and volunteers.
- The Chief Medical Officer launched the report "Global Citizenship in the Scottish Health Service" produced by the Royal College of Physicians and Surgeons of Glasgow in response to a commission from the Scottish Global Health Collaborative ( SGHC). The report contains eight recommendations, describing how NHS Scotland engagement in global health can be enhanced in a way that maximises the reciprocal benefits of global health work and recognises the realities of "home" service pressures. The Report includes evidence that this valuable work not only helps to reduce common challenges such as disease epidemics but also provides mutual learning opportunities bringing proven benefits for NHS staff and healthcare system through a refreshed and reinvigorated workforce.
- January 2018
- First Minister Nicola Sturgeon welcomed Bill Gates and representatives of the Bill and Melinda Gates Foundation to Edinburgh to present some of the work being carried out by NHS Scotland staff as part of the on-going commitment to global health. The meeting was chaired by Dr Catherine Calderwood and attended by the International Development Minister and senior health officials involved in work in Zambia, Ethiopia (see below) and Malawi.
- June 2018
- Formal launch of the Scottish Global Health Co-ordination Unit, which will have a facilitating role in the co-ordination of health partnership work in NHS Scotland.
- Directory of Health Partnerships, Projects and Initiatives launched with a request for input from all NHS Scotland staff who are involved in global health work to contribute to the health partnership mapping exercise.
- NHS Scotland Global Citizenship Champions Network launched to connect NHS staff actively involved in global health work.
- A People Register was established to sign-up NHS staff with a range of skills and expertise in clinical and non-clinical areas with an interest in getting involved in global health work going forward.

September 2018 Inaugural 'Contribution to International Development Report 2017-18' published by the Scottish Government.

November 2018 Global Citizenship Conference – the first national event for the Programme designed to bring those working in healthcare from across NHS Scotland and its partners to share in developments and best practice in global health work.

## Appendix 3

### Case Study: The Aberdeen – Bahir Dar Knowledge Exchange Partnership:

#### Aberdeen – Bahir Dar Knowledge Exchange Partnership

“Over the last four years, NHS Grampian and The Soapbox Collaborative have worked with Felege Hiwot Referral Hospital (FHRH) and Bahir Dar University (BDU) to improve quality of care, particularly maternal and newborn health, and infection prevention and control (IPC). Throughout this time, the hospital has seen many improvements from supporting the development of audit and research capabilities within FHRH, to carrying out needs assessments and bilateral sharing of clinical and managerial skills.

In 2016 FHRH won the award for the Best Performing Hospital in Ethiopia and in 2017, the Partnership was nominated for the Health Service Journal Awards' International Health Partnership Award.

Students are key to the success. Through the Partnership, a medical elective scheme was developed with the University of Aberdeen (UoA), with students opting to undertake an elective with BDU, based at FHRH. Students become involved in ongoing projects or research and such is its success that summer and BSc projects have now been developed in a similar manner.”



<sup>5</sup>THET Toolkit on Students in Health Partnerships, 2018

Following the signing of a Memorandum of Understanding (MOU) in 2014, a range of staff from NHS Grampian have visited Felege Hiwot Referral Hospital (FHRH) in Bahir Dar to provide support in relation to estates and facilities, anaesthetics, critical care, obstetrics, pain management, infection control and service improvement. Colleagues from Bahir Dar (including FHRH's Medical Director and Chief Executive) have also visited Aberdeen to learn from a number of services and departments.

In January 2018, NHS Grampian's Director of Acute Services Gary Mortimer was invited to Edinburgh to meet with the First Minister, Mr Bill Gates and representatives of the Bill & Melinda Gates Foundation discuss the work he and his team carried out when they visited FHRH to share skills and train maintenance staff.

The Partnership also supports University of Aberdeen medical students to conduct elective placements in Bahir Dar. In the past four years there have been eighteen student projects undertaken at FHRH.

*“These projects have been extremely useful for the benefit of staff and patients because they have enabled us to identify gaps and helped us to improve the setup of the hospital and the care we give our patients.”*

Bazezew Fekad, MD, Obstetrician and Gynaecologist, BDU

The relationship with Ethiopia was initially supported by The Soapbox Collaborative, a local charity linked to the University of Aberdeen, which focuses on improving maternal and newborn health in developing countries. The relationship with Bahir Dar now goes beyond the scope of Soapbox - covering the broad spectrum of activities outlined above. Colleagues from NHS Grampian visited Bahir Dar in March 2018 to reflect on success, challenges to date, and discussed how the Partnership might usefully develop and add further value ahead.

As a result of the visit, a revised MOU has evolved around the following three themes:

1. Medical students exchange programme
2. Support to clinical training programmes organised by FHRH and BDU hospitals: hospital cleaning training programme; anaesthesia/surgical HDU training programmes such as intensive care/Surgical HDU, neonatology, oncology, and renal dialysis.
3. Support to non-clinical training programmes of FHRH and BDU hospitals such as hospital management and hospital maintenance.



## Appendix 4

### NHS Grampian registrants on NHS Scotland People Register / Board Champions

#### People Register

The People Register allows NHS staff and volunteers who are interested in global health work to register their interest in this area of work. The Global Citizenship Co-ordination Unit and NHS Board Lead Champions can help match individuals with existing or future projects and invite them to join in local networking and engagement opportunities. There are a number of ways that NHS staff and volunteers can get involved in global health both in Scotland and abroad including;

- mentoring healthcare staff from low and middle-income countries who come and work in NHS Scotland in order to observe or develop new skills and learning;
- providing remote support including, virtual learning, networks, coaching and mentoring using a wide range of technology from Scotland to staff in low and middle-income countries;
- facilitating a team member(s) to work in a low and middle-income country;
- fundraising to support local initiatives and health partnership work;
- doing voluntary work within Scotland to support refugees/asylum seekers
- supporting healthcare system development in a low and middle-income country with skills, experience and tools in areas such as project management, financial management and quality improvement.
- being active global citizens

Name	Staff Group	Skills/Experience
Lorna Watt	Health Visitor	Practical hands on skills delivering immunisation programmes, health education, breast feeding support, health care in infants. Has been a practicing health visitor for 24 years.
Jacqueline Bell	Public Health Research	Public Health research and evaluation; health intelligence, data analysis and interpretation.
Lorraine Cowie	Modernisation	Leadership, management, redesign, service improvement, experience.
Troy Ainsworth	Staff Nurse (theatres)	Theatre recovery.
Wayne Gault	Aberdeenshire Alcohol and Drug Partnership	Senior manager in risk management and addictions. Particularly interested in leading change; managing risk and tackling the habits of unhealthy industries, especially the alcohol industry.

Mark Lang	e-Health	Works within eHealth and has experience of numerous IT systems and the benefits that they can bring to clinicians and patients. Is also an accredited staff-side rep within NHS Grampian, and has experience of working alongside management to develop policies and protocols that benefit all of the workforce. Is also a Scout leader and during time in scouting, has developed skills in regards to fundraising and community engagement, and also working alongside scouts and leaders from across the globe.
Vivian Nwete	Nurse	Clinical healthcare support or general nursing care
Selina Jardine	Nurse	Paediatric respiratory nurse. Worked in ITU and HDU.
Calum Hart	Physiotherapist	Physiotherapy
Darren Duncan	Clinical Assistant - Podiatry	Clinical skills. Previous nursing student currently employed in podiatry.
Michael Black	Estates Officer	Maintenance, Water Hygiene.
Lokesh Saraswat	Radiologist	Clinical experience, a radiologist with wide ranging clinical experience in interpreting X-ray, ultrasound CT scan etc. Have background surgical experience.
Charity Shonge	Pharmacist	Pharmacist
Alison Stewart	ANP	Advanced Nursing Practice
Polly Darby	Medical Physicist	Radiotherapy medical physicist
Troy Houghton	ANP	Advanced Nursing Practice, Intensive Care, Cardiothoracic Surgery, Teaching, Mentoring
Anna Rist	Corporate Comms	Public Involvement Officer at Corporate Communications - wide ranging communication and engagement skills across the health sector.
Alan Cooper	Acute Improvement	Improvement, transformation, mentoring, business management
Iris Walker	Medical Secretary - Pathology	Admin, capacity building, community engagement.

Elaine Lyall		MSc global health and management. BSc biomedical science. Assist tutorials in medical humanities at Aberdeen University medical school. PGcert in clinical education (AoME), Marker for medical humanities projects. Data analysis with IUTALD Edinburgh - publication, work in clinical skills department. Created an equipment recycles system with our partnership in Ethiopia with outdated technologies/ consumables. Looking to get more permanently involved in global health.
Cheryl Milne	Theatre Nurse	Theatre Nurse - Scrub/ Circulate and Anaesthetic Assistant
Mark Pether	Clinical Scientist	Clinical experience in nuclear medicine, MRI, radiation protection.

### Board Champions

Board Champions are local staff who have experience of global health work on a personal, professional or formal basis and can share their experience locally and more widely. The Scottish Global Health Coordinating Unit provide Champions with support and resources and provide regular engagement and networking opportunities at local and national level. It should be noted that this is not an exhaustive list of NHS Grampian staff who have global health experience, but rather those who have registered on the Scottish Global Health Coordinating Unit register.

Name	Staff Group	Global Health Profile
Gary Mortimer (lead Board champion)	Senior Leadership Team/NHSG Director	An engineer by background and is currently the Director of Operational Delivery for NHS Grampian. Prior to managing clinical services, was Director of Estates with technical responsibility for property, equipment, and maintenance of the hospital infrastructure. Has been working closely with an Ethiopian hospital team to repair, maintain and develop their own hospital infrastructure systems including water, electricity and medical gases.
Alison Potts	Speciality Trainee in Public Health	Volunteered with WHO in 2015 during the ebola outbreak in West Africa, whilst working as an epidemiologist with Health Protect Scotland. Undertook two in-country missions that year. The first assessing country preparedness for an ebola outbreak, in South Sudan. The second as a field epidemiologist during the outbreak in Sierra Leone.
Linda Smith	Public Health and Wellbeing Lead, Aberdeen City Health & Social Care Partnership	

Estelle Muller-Girod	Workplace Health Improvement Advisor, Public Health	
Julie Anderson	Finance	Building financial management capacity, with grass route NGOs in various developing countries. In education, health and community empowerment areas.
Liz Howarth		Experience of engaging with people from a wide range of economic and ethnic backgrounds. Passionate about celebrating culture and diversity. Has extensive experience of working with people in an overseas environment, in a number of countries. Has experience of involving people in projects and ensuring that people have an opportunity to share their views and have their voices heard. Experience of coordinating public events and engagement activities. Background in coordinating volunteering projects having worked in the 3rd Sector for many years in a variety of roles. Currently coordinates the NHS Grampian Multicultural Forum and Chair the Aberdeen Ethnic Minority Forum (EMF) and has developed links and networks with a range of communities, organisations and people which can help to support capacity around a range of projects and initiatives, such as health, volunteering, refugees/asylum seekers, and partnership working.
Jennie Spence	Advanced Practitioner Nurse	Advanced Nurse Practitioner in critical care with experience in global health work.
Elaine Lyall		MSc global health and management. BSc biomedical science. Assist tutorials in medical humanities at Aberdeen University medical school. PGcert in clinical education (AoME), Marker for medical humanities projects. Data analysis with IUTALD Edinburgh - publication, work in clinical skills department. Created an equipment recycles system with our partnership in Ethiopia with outdated technologies/ consumables. Looking to get more permanently involved in global health.
Jamie Smyth	Doctors	Honorary lecturer of University of Aberdeen. Post-graduate Certificate in Infectious Diseases/Global Health. Diploma in Tropical Medicine/Hygiene. 8 weeks experience in Parirenyatwa Hospital, Harare, Zimbabwe. Persisting links to University of Zimbabwe and Parirenyatwa Hospital.

Ailsa Murray	Doctor (Registrar)	Completed DTM&H (Liverpool) 2014. Worked in a rural hospital in Eastern Provence, Zambia for 7 months (2014-2015).
Yazan Masannat	Consultant Oncoplastic Breast Surgeon	Medical Aid for Palestinians.
Sara Venturini	Foundation Year 1 Doctor	Experience in global health and global surgery advocacy, engagement of students and junior doctors, international network of students, research experience in global health.
Jolene Moore	Consultant Anaesthetist	Extensive work in Ethiopia & partnership development. World Federation of Societies of Anaesthesiologists (WFSA) education initiatives and training across numerous African and Asian countries. Lifebox training. World Anaesthesia Society executive committee. Involved in global health research. Coordinates University of Aberdeen Global Health course, and also medical electives in Ethiopia and with the Medical Research Council in The Gambia.
Steve Stott	Consultant ICU	Anaesthesia training in Malawi.