

# UK–GHANA HEALTH FELLOWSHIP PROGRAMME

## TERMS OF REFERENCE FOR FELLOWS

### BACKGROUND

#### About the British Council

The British Council is the UK's cultural relations organization. We create international opportunities for the people of the UK and other countries and builds trust between them worldwide.

We are on the ground in six continents and over 100 countries bringing international opportunity to life, every day. Each year we work with millions of people, connecting them with the United Kingdom, sharing our cultures and the UK's most attractive assets: English, the Arts, Education and our ways of living and organizing society. We have over 75 years' experience of doing this.

The British Council's high profile work in English, the Arts and Education & Society helps hundreds of millions of people worldwide to learn about and experience creativity and excellence from the UK. Millions of talented people of all ages – but particularly younger people – engage face-to-face and online with us learning English, developing new skills, experiencing life and study in the UK and earning UK qualifications.

Our work builds mutually beneficial partnerships between UK organizations and agencies and their counterparts. In the area of Skills, we support UK skills policy reform and share best practice between the UK and in-country agencies to foster skills development, job creation and economic development.

### ABOUT UK–GHANA HEALTH FELLOWSHIP PROGRAMME

**Background:** The UK-Ghana health fellowship programme is an exchange initiative between the UK and SSA to support sustainable improvement in the health systems, through a structured skills and health gap assessment and bilateral knowledge transfer. This unique exchange programme will provide a new learning opportunity for both UK and SSA professionals to improve the healthcare delivery in their home countries. This initiative will contribute to the improvement of the health delivery system in SSA countries and the UK by providing essential skills, tools and resources to relevant areas within the health systems.

**Project Purpose:** The purpose of the project is to contribute to the improvement of the health delivery system in SSA countries and the UK by providing essential skills, tools and resources to relevant areas within the health systems.

**Scale/Location:** In implementing this pilot, 2 fellows from UK centres of excellences will work in partnership with the Ministry of health, the Ghana Health Service, the Medical and Dental Council and medical schools in Accra, Kumasi, Cape Coast and Tamale to assess the critical gaps within the health delivery system and jointly identify solutions that can be delivered through inward and outward fellowship programmes. The project will pilot in Ghana and Nigeria with scaling in Kenya and other sub Saharan countries in year 3.

## Objectives

The project seeks to:

1. Develop cost effective and sustainable solutions in health delivery systems in SSA through bilateral partnerships, commissioned research and gap analysis assessment by leading UK institutions and professionals.
2. Ensure that findings from the assessment inform innovation and support health delivery policy at a national level.
3. Engage **500,000** people in rural communities across SSA through implementing recommendations proposed in the health sector assessment.
4. Encourage diverse health fellows from the UK to help bridge identified gaps in SSA countries based on the findings of the initial health assessment to be conducted by 2 pioneer fellows from leading UK institutions.
5. Facilitate participation of health professionals from SSA at international health conferences (especially in intervention areas) across the world to raise awareness about health delivery approaches and challenges in SSA.
6. Create a network of active and skilled health professionals in the UK and SSA countries to dialogue, share medical knowledge and maintain mutually beneficial working relationships beyond the bilateral fellowship.
7. Link leading medical institutions in the UK to medical centres in SSA countries to share and exchange medical research, review and develop tools, manuals, resource guides and to document learning on-the-job to improve the health delivery systems at country level.

## Outcomes

At the end of the pilot, the following outcomes will be achieved:

1. A critical needs assessment with the fellows from the UK institutions working collaboratively with the Ghanaian health professionals
2. A published commissioned research that will feed into the health policy within the Ghanaian government
3. Bilateral support, knowledge transfer and sustainable partnerships between the counterpart countries
4. A bilateral network for counterpart countries.

**Partners:** The partners involved in this project are:

1. Director of Policy, Planning, Monitoring and Evaluation with the Ministry of Health
2. Ghana Health Service
3. University of Ghana Medical School

## **PERSON SPECIFICATION:**

### **Skills, knowledge, specialism of the research/fellows, in addition:**

1. Experience – we are certainly looking for individuals with working knowledge of SSA, its context, health systems and challenges, or with demonstrable interest in these areas
2. Demonstrate competency in building relationships with other health professionals
3. Ability to navigate complex system, where information or at least access to primary information may be difficult
4. Ability to work under pressure to tight deadlines
5. Individual must be prepared to live and work in West Africa and commit to the entire duration of the fellowship
6. Individual must comply with all the ethical requirements of the institutions
7. Be an ambassador for your home institution whilst on your fellowship

### **Communication skills:**

1. A good oral and written communication skill in English is mandatory.
2. The ability to work and collaborate with individuals from diverse backgrounds and cross cultures across institutional boundaries.

## **Terms and Conditions of the Fellowship Programme**

Starting Date: October 2016

Duration of fellowship: 4 months

### **Remuneration and benefits:**

1. Accommodation
2. Monthly stipend payment for duration of fellowship
3. Return airfare
4. Basic health cover
5. Visa fees

**NB:** The Fellow shall not accept any other appointment, or engage in private practice, professional work or employment or unpaid work or receive commission or fees in other organizations or institutions in Ghana without the prior written permission of the appropriate authority and the Ghana Immigration Service.