SCOPE OF WORK

Country: South Africa
Host site: University of Witwatersrand
Assignment title: Clinical Preceptor Mentor
Length of assignment: (3-6 months)

OVERVIEW OF VOLUNTEER ASSIGNMENT

South Africa is in need of mid-level medical professionals to provide services in rural areas where there are few practicing physicians. The clinical associates program at Wits University is the first of its kind in South Africa, aiming to increase the number of medical professionals in the country in order to provide the population better access to clinical services. The university wants to build the capacity of this new program by placing Clinical Preceptor Mentors. The Mentors will be deployed to provide onsite guidance and support to the Clinical Associates students and faculty at the University of Witwatersrand in Johannesburg and associated teaching sites.

The Wits Faculty of Health Sciences has a high reputation for scholarship in health sciences teaching, research, and clinical service. It provides undergraduate, postgraduate, and professional training — particularly in the South African and sub-Saharan context — offering modern and relevant curricula and facilities, with national and international reputations.

Teaching for clinical associates occurs mainly at several district hospitals in Gauteng and Northwest Provinces, and is generally done by family practitioners who integrate theory and practice to assure students acquire the necessary hands-on skills they need to perform clinical procedures. Teaching is patient-centered and problem-based with a strong emphasis on independent, self-directed learning. Furthermore, the program is organized into courses designed to produce the defined outcomes with the first year of study focusing on individual health, the second focusing on family health, and the final year focusing on applied clinical practice and the hospital’s role within the community. The spiral arrangement in which materials are delivered reinforces what was previously learned and introduces new information at a deeper or higher level when students have the appropriate knowledge.

The Clinical Associates Program at Wits currently has 139 students enrolled. Intakes are now approximately 60 students per year.

In-country placement site:
The volunteer will be placed at the University of the Witwatersrand and associated clinical sites.

Length of the assignment: 3-6 months, part-time or full-time (full-time assumes 40 hours per week with a variable schedule depending on program needs; part-time schedule assumes 16-24 hours per week with a variable schedule depending on program needs)

Name and title of supervisor: Dr. Audrey Gibbs

Name and title of counterpart: To be determined, depending on program needs
Volunteer qualifications:

Required:
- Experienced Physician Assistant
- Eligible for licensure/registration in South Africa (as a volunteer)
- At least 3-5 years of Primary Care experience
- Flexible, energetic, and positive attitude

Preferred:
- Can work independently with strong leadership skills
- Strong written and oral communication skills
- Previous experience working in a low-resource setting with a large case-load, international experience preferred
- Experience in providing training and hands-on support in a high case-load, primary care environment
- Experience/Knowledge of HIV/AIDS issues
- Knowledge of and familiarity with opportunistic infections and treatment
- Some experience with education and preceptorship, including providing feedback to students and bedside teaching in the clinic setting

OBJECTIVE OF THE VOLUNTEER ASSIGNMENT

Objective: The objective of the Clinical Preceptor Mentor is to provide training, support and onsite mentoring for clinical associate program staff as well as for Wits students. The Mentor should impart preceptor skills to faculty and clinicians, as well as clinical skills to students. This includes supportive supervision, mentoring, and specific technical assistance as needed.

ACTIVITIES OF THE VOLUNTEER ASSIGNMENT

Volunteer activities:

The Clinical Preceptor Mentor will be overseen by the University of Witwatersrand Health Sciences Department. The Mentor will provide capacity-building to the Clinical Associate Program specifically.

Activities could include the following, but are not limited to the list below. A more detailed Action Plan will be collaboratively developed once the volunteer is on-site. The Mentor will transit to different hospital sites, depending on the training needs of the students and faculty.

1. Provide training, advice and assistance in establishing and improving clinical care for patients with different healthcare problems or related conditions, including the following common presentations:
   - Treatment with Antiretroviral therapy
   - Tuberculosis diagnosis and treatment
   - Treatment and prophylaxis of opportunistic infections
   - Chronic diseases such as diabetes, hypertension and complications thereof
   - Trauma and emergency patients

2. Assist in ongoing teaching and training of clinical associate program students as needed. Such assistance could include the following:
- Participation in formal training sessions on different issues
- Clinical accompaniment of students at clinical sites.
- Establishing Continuing Medical Education in Healthcare: periodic lectures and clinical demonstrations to the treatment teams
- Development and participation in conferences and workshops on the management of infectious or non-communicable diseases, to teach all levels of health care workers.
- Training of specific skills in diagnostic procedures
- Training in interpreting laboratory results and/or other diagnostic procedures
- Conducting clinical case reviews
- Conducting telephone consultations with remote sites within the district as needed
- Assisting in exam and OSCE preparation and marking

3. Assist faculty to work alongside local physicians and assist local treatment teams to act as role models for appropriate use of clinical associates

4. Assist clinical associate program students to make clinical presentations.

5. Assist clinical associate program students to write case reports about selected patients managed

**EXPECTED OUTCOMES OF THE VOLUNTEER ASSIGNMENT**

**Deliverables:**
- Organizational assessment of the placement site
- Action Plan with objectives and timeline showing activities to be implemented during the assignment
- Needs assessment including an analysis of staff education and training needs
- Monthly reports (to the University of Witwatersrand Clinical Associates Program Coordinator and AIHA Twinning Center) tracking experiences, successes and challenges.
- Regular reports documenting training (including training schedules if applicable), consultation (including number of clinical case reviews), and mentorship provided
- Final report with recommendations to the University of Witwatersrand faculty regarding the Clinical Associates program and to the AIHA Twinning Center regarding future support to the program

**RESPONSIBILITIES OF PARTICIPATING STAKEHOLDERS**

**Volunteer:**
- Complete the scope of work in the timeframe outlined
- Complete and submit all deliverables to host site and the Twinning Center

**Partner organization/host site:**
- Provide resources necessary for the volunteer to carry out assignment successfully
- Identify a suitable assignment and site for the volunteer to ensure sustainability of volunteer activities
- Submit performance assessment reports on the volunteer to the Twinning Center

**AIHA HIV/AIDS Twinning Center:**
• Conduct pre-assignment orientation for volunteer and placement site staff
• Provide ongoing support of volunteer as needed