

NHS Global Health Fellowships

# Fellowship Frequently Asked Questions

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# General Fellowship FAQs

## Pre-Fellowship

### Who can apply for a Global Health Fellowship?

Applicants must be NHS employees in England and can be from both clinical and non-clinical backgrounds (depending on the Fellowship – see Current Fellowships section).

Doctors and dentists must have completed Foundation Year 2 as a minimum by the time they start their fellowship. For all other staff groups, they must have experience of working in a band 6 role in the Agenda for Change scheme by the start of their fellowship.

Some programmes have more specific applicant requirements, which are outlined in the programme sections below. Applications are considered on a case-by-case basis.

Locum healthcare workers can apply providing they are working in an NHS setting in England.

### How can I apply?

When recruitment opens for all programmes, please apply on the relevant programme page on the NHS Global Fellowships website <https://global-learning-opportunities.hee.nhs.uk/>

Once you have submitted the application form, please email your CV as a PDF, saved in your name, followed by 'CV' to the central programme team at [global.learning@hee.nhs.uk](mailto:global.learning@hee.nhs.uk).

If you would like to apply for more than one programme, please submit separate application forms. If you are shortlisted, you will be asked to attend a formal interview virtually via Teams.

Please note, you will need to have the agreement from and support of your line manager to apply and participate in the programme unless you are taking a break from training or work.

### I have not worked overseas before; can I still apply?

Yes. Support will be given to you both pre-departure and in-country to make the best use of your skills. However, previous experience of working/travelling in another country is helpful, as is working with people from a range of cultures in the UK.

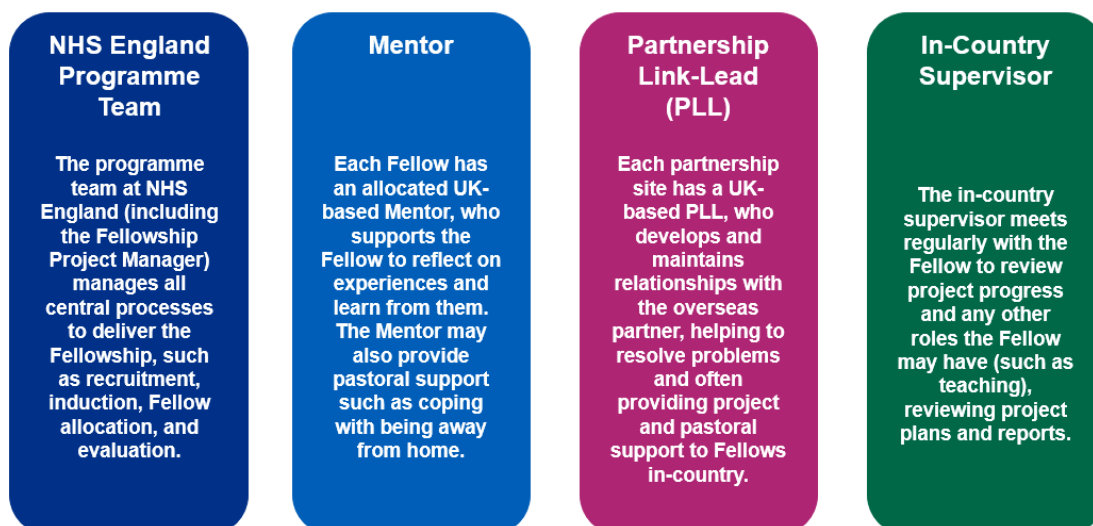
## What country could my Fellowship be in?

NHS England benefits from global health partnerships with countries in South & East Africa and Southeast Asia. Your Fellowship site is dependent on the programme you apply for. Please review the programme sections below for more information.

Please be aware that your Fellowship may be with any of our international partners and is based on their needs rather than personal preferences. As such, when applying, please be prepared to accept an offer in any of these countries.

## What support will be available to me before and during the Fellowship?

The programme team at NHS England, including the Project Manager for your programme, will support you through the recruitment process, induction, and Fellowship. Each partner country has a UK-based Partnership Link-Lead (PLL), who supports the relationship between the partner country and NHS England and the Fellow. You will be allocated a UK-based mentor, who supports your development throughout the Fellowship. You will also have an in-country supervisor, who supports your Fellowship work within the country you are allocated.



## What contact will I have with my mentor?

You will have at least one meeting, either in person or virtually, with your mentor prior to departure as part of your pre-fellowship induction. This meeting is to discuss expectations regarding your personal and professional development.

You will agree a means for making regular contact whilst on fellowship with your mentor, we suggest fortnightly. On return from your fellowship, you will have a

session with your mentor, either face to face or virtually, to reflect on your experience and review your personal development.

### **Can I take my family with me on an overseas Fellowship?**

No, it is not possible for Fellows to be accompanied by other family members when undertaking an overseas fellowship.

### **What is my pre-fellowship time commitment?**

Before departure, you will be required to participate in a mandatory induction over two days, and a two-day Leadership Development Centre course, depending on which Fellowship you are participating in. This will provide you with an insight into leadership skills, focussing on the leadership behaviour domains within the [NHS Healthcare Leadership Model \(2013\)](#), as well as team working.

### **What personal development training can I expect prior to starting my Fellowship?**

Prior to the Fellowship, you are required to complete online NHS Leadership Academy's Edward Jenner Programme; Course 0: "An introduction to personal development" and Course 1: "Exploring what leadership means to me".

You are asked to have made a start on this by the time you attend the Induction Programme, and to have completed it by the start of your overseas Fellowship. You must send your certificate of completion to your Project Manager. If you wish to undertake more of the programme, you are of course free to do so.

You will complete the online Myers Briggs Personality Type Index (MBTI) and receive individual feedback from an MBTI Practitioner.

Other leadership development is part of the induction programme, which includes some interactive practical sessions focussing on the leadership behaviour domains within the [NHS Healthcare Leadership Model \(2013\)](#).

### **Are my flights and transport paid for?**

Your return economy class flights and airport tax will be paid for. In-country transport costs to and from the airport, such as taxis, will be covered by NHS England, however, you will need to pay for the costs first and then reclaim the money back by submitting an invoice. You are expected to cover UK transport costs such as transport to the airport.

### **What is my luggage allowance?**

This depends on the airline you travel with and will be their normal economy-class allowance. If you need more than the airline allows, you will need to cover any additional cost yourself.

### How do I get the correct visa?

Please refer to the [UK Government Foreign Travel Advice website](#) for up-to-date guidance on the country you are travelling to.

### What does the NHS Global Fellowship Programme provide to fellows?

For short trips up to up to 35 days, all costs associated with the trip including flights, insurance, visa, vaccinations and anti-malarials, local transport, subsistence and accommodation will be covered.

### For a 6–12-month overseas Fellowship, we provide:

A fixed monthly living allowance\* to cover your living costs and the basic expenses associated with your fellowship, such as:

- Accommodation costs
- Utility bills
- Food
- Internet/mobile phone
- One return flight to the country and back to the UK
- Any required entry visas and/or work permits
- Local transport related to project work
- Personal accident and business travel insurance
- Any recommended immunisations and/or anti-malarials

### What you may need to cover or consider:

- Pre-departure medical examination and dental check up
- Additional insurances for high value personal items and/or additional travel insurance
- National insurance and pensions contributions (if applicable)
- Any professional memberships and registrations

*\*In some instances, the host partner provides a similar allowance or local salary*

### Will I need Indemnity Insurance whilst an NHS Global Fellow?

You must provide evidence to your NHS England project manager that you have contacted your professional organisation/body to request cover for non-medical work, including 'Good Samaritan' or 'Humanitarian' interventions. You must check with your relevant professional body to clarify what you need.

**Please provide a copy of your documents confirming your cover whilst on Fellowship prior to your departure, as per the country checklist, to your NHS England project manager. Your organisation may inform you that you do not need additional cover. If this is the case, please provide the team with evidence of this communication.**

### **Do Fellowships count as NHS employment, and will I be entitled to incremental pay rises?**

This is not an NHS employment post and therefore Fellows will not be entitled to incremental pay rises.

### **Is my GMC license valid whilst working overseas?**

Fellows who hold a licence to practice must consider their options with regards to their licence to practice whilst they are overseas, and check with their regulatory body any necessary requirements for revalidation or licence to practice.

For Fellowships longer than 6 months, do not relinquish your licence. Doctors who are not in a training post or employed by a Trust whilst on the programme should ensure that they have disconnected themselves from their last designated body on GMC Connect as they will not have a connection for this period. The GMC will write to you to confirm that you do not have a connection and will be able to provide you with further advice for when they return to training and/or employment.

**Doctors who do not have a training number** – do not give up your licence to practice and do continue collecting information to support your annual appraisal, which should happen on your return to the UK.

**Doctors in training posts** – For trainees the situation is different. You would usually take an OOPE (Out of Programme Experience). You must retain an NTN (national training number) and declare your full scope of work (including your time overseas) at your ARCP (Annual Review of Competency Progression).

There is some good guidance on the Health Education England website:

[Toolkit for the collection of evidence of knowledge and skills gained through participation in an international health project.](#)

[Health Education England guidance for trainees planning to volunteer or work overseas.](#)

### **What are the risks of participating in an NHS Global Fellowship?**

NHS England and our overseas partner organisations take your security and safety seriously. Before placing anybody as a Fellow, we make an independent judgement that security risks are at acceptable levels. Avoiding unacceptable risk and

minimising acceptable risk once you are deployed is a duty and responsibility shared by you, NHS England and our overseas partners.

By choosing to work in a different country and culture, you accept a potential increase in personal security risk posed by a new and unfamiliar environment. You are responsible for briefing yourself on security and safety and ensuring you are satisfied with the information you receive before you go. For up-to-date travel advice we advise all Fellows to regularly familiarise themselves with the latest information on the [Foreign and Commonwealth Office travel advice website](#).

### **Where can I get up-to-date information about day-to-day life in my Fellowship site?**

There is a Fellowship site handbook for each partner site, which is updated regularly and contains useful information for you whilst living in the partner country. We ask that each cohort of Fellows contributes to the handbook before the end of their Fellowship, to ensure it is relevant to the next cohort and up to date. This will be shared with you once your Fellowship site has been confirmed.

In the months prior to your Fellowship, your NHS England project manager will connect you with former Fellows who were placed at the same site. They can advise you about the living cost and practicalities of life at your Fellowship site.

## **During Fellowship**

### **How much will I pay for accommodation?**

Accommodation in all our partner sites is funded, and the monthly stipend which Fellows receive reflects this.

### **Should I take my own laptop?**

Yes, we recommend you take your own laptop. The overseas team could provide you with a laptop, but this is to be used primarily to facilitate online training/educational purposes and is not guaranteed.

### **How do I withdraw money in-country?**

All Fellowship sites have ATMs in the main towns. You may want to check that you will not be charged exchange rates and cash advance charges to use your card overseas. Inform your bank that you will be using it overseas so that your account is not 'frozen' to protect you from card fraud. Please review the Fellow's Handbook for more information on this.

### **What should I do if I need emergency care whilst on the Fellowship?**

You are required to note the 24-hour emergency number and other key numbers provided by your Project Manager, always keeping them on you. In the event of an emergency, in the first instance please contact the insurer. Then, notify the overseas partner, followed by your Project Manager. Information about the process is included in detail in the handbook and as mentioned above, will be discussed at induction. A copy of the insurance documentation will be emailed to you before your Fellowship which you must familiarise yourself with.

### **Is there a Code of Conduct for volunteers and Fellows whilst overseas?**

Yes, you are expected to abide by our Code of Conduct which is in the handbook, and you are required to confirm in writing that you have read that before starting your Fellowship.

### **What is the dress code for Fellows whilst in-country?**

The general rule for all Fellows is to dress modestly and respectfully, whether you are in the office, in health facilities or in the community – you may receive advice regarding this from the in-country partner on your arrival. If you are unclear, please ask. You might find it useful to refer to the 'Local laws and customs' section on the [UK Government Foreign Travel Advice website](#).

### **Can I socialise with local staff?**



The programme is funded by the NHS so although you are not employed whilst on your Fellowship, you are acting as an ambassador to the NHS. You are encouraged to socialise with work colleagues but in a responsible and professional manner, including out of work time.

### **Can I have a local boyfriend or girlfriend?**

Developing or seeking to develop a sexual relationship with a [primary actor](#) of any age is not acceptable and will not be tolerated since they are based on inherently unequal power dynamics.

### **Can I have visitors on placement?**

Yes, for short visits, following discussion and agreement with others with whom you are living. This might appear obvious but unfortunately, there have been incidents where this common courtesy has been ignored. Please also notify the overseas partner if you plan to have visitors.

### **Are there any occasions when my Fellowship would be shorter than planned?**

Your status as a Fellow will be reviewed in line with the obligations set out in your Letter of Commitment and the Code of Conduct, as well as any other circumstances where it is felt wise or prudent to return home, such as becoming ill, political or civil unrest in-country, a pandemic such as Covid-19.

## **Post-Fellowship**

### **Can I go travelling at the end of my Fellowship?**

Yes, however, NHS England will not alter your return flight to accommodate any travel you wish to undertake at the end of your Fellowship. You will need to make your own arrangements and cover the cost of any additional flights, insurance and visas.

### **What are my commitments post-Fellowship?**

On return to UK you will be expected to complete any outstanding assignments as detailed in the NHS Global Fellowship 'Fellow's Handbook', meet with your mentor, and make a short presentation which describes your work and personal learning to future Fellows and others allied to the NHS Global Fellowship programme. These events are usually held during an evening.

### **Can I submit my project or experience for publication?**

We support and encourage this; however, you are required to seek approval from your Project Manager and overseas partner before publishing any material connected with your Fellowship.

## **Current Fellowships**

# **Improving Global Health through Leadership Development (IGHLD)**

### **Who can apply for the IGH Programme?**

NHS employees across England, from a clinical or non-clinical background, with an interest and enthusiasm for developing their leadership skills in a challenging and unfamiliar resource-poor environment are encouraged to apply.

Applications are considered on a case-by-case basis. Please note, doctors and dentists must have completed FY2 as a minimum by the time they start their fellowship. For all other staff groups, they must have experience of working in a band 6 role in the Agenda for Change scheme by the start of their fellowship. Applicants are usually early to mid-career.

### **What models of Fellowship are available?**

The IGH Fellowship is a 6-month Fellowship spent overseas with one of our overseas partners.

### **Am I entitled to annual leave whilst deployed on the IGH Programme?**

You are entitled to 15 days of annual leave during your 6-month Fellowship. These dates must be agreed with the overseas partner. The in-country public holidays should be considered and taken as part of your annual leave allowance, because of the high number of public holidays at most Fellowship sites.

# **Gulu Diagnostic Imaging Project (GDIP)**

### **Who can apply for GDIP?**

NHS employees across England with a background in radiology / radiography / ultrasound and supporting services with an interest and enthusiasm for contributing to/supporting the development of diagnostic imaging in Gulu. Prospective

applicants for the long-term Fellowship will be based in one of two hospital sites and use their skills to support the project aims. Applications are considered on a case-by-case basis.

We are looking for senior radiographers, radiology trainees and consultants. Other staff groups (such as sonographers, biomedical engineers) should have experience of working in a band 6 role in the Agenda for Change scheme by the start of their Fellowship. Those in clinical, managerial, academic or educational roles are welcome to apply. The project is targeted at NHS employees who are mid-career, however, applications meeting the above requirements, including retirees, are welcome.

### Where will I be working?

The project is based in Gulu, which is the largest metropolitan area in Uganda's northern region. Gulu is located 335km north of Uganda's capital and largest city, Kampala. Fellows will be based in one of two hospitals.

**Gulu Regional Referral Hospital** is a 370-bed, government-funded hospital. It is one of 13 Regional Referral Hospitals in Uganda and is also a teaching hospital for medical students from Gulu University. The radiology department is staffed by a principal radiographer who is the head of department, one senior radiographer, one radiographer and three darkroom attendants.

**St Mary's Hospital** is a private, not-for-profit, 600-bed hospital, with an average of 500 patients attending outpatients per day. It is 4 miles from Gulu town. It functions as a general and a referral hospital. It is a teaching hospital for medical students from Gulu University.

### What will I be doing on my GDIP Fellowship?

In-country projects are flexible, will depend on the local needs and will be defined in partnership with the local teams.

Long-term Fellows will support the delivery of clinical care (although will not have responsibility for it), undertaking and supporting the development of managerial tasks in order to enhance diagnostic radiology services. You will be expected to collect prospective clinical and non-clinical data for audit purposes. You are also likely to be included in the education and training of local staff and development of local health systems and processes. You will be allocated an identified in-country colleague to support, adjust and optimize your contribution to the project.

Short-term Fellows will participate in educational activity which has been agreed in partnership with local teams.

All Fellows will be expected to participate in an evaluation of personal and professional development.

### **Am I entitled to annual leave whilst deployed with GDIP?**

You are entitled to 15 days of annual leave during your 6-month Fellowship. These dates must be agreed with the overseas partner. The in-country public holidays should be considered and taken as part of your annual leave allowance, because of the high number of public holidays at most Fellowship sites.

## **Diaspora Fellowship**

### **Who can apply for a Diaspora Fellowship?**

The Diaspora Fellowship is currently in its first pilot year. For this reason, it is currently open only to those from **Ugandan heritage**. This is due to the existing strong partnership between the NHS and Ugandan partners.

NHS employees across England, from both clinical or non-clinical backgrounds, with an interest and enthusiasm for developing their leadership skills in a challenging and unfamiliar resource-poor environment are encouraged to apply.

Applications are considered on a case-by-case basis. Please note, doctors and dentists must have completed FY2 as a minimum by the time they start their Fellowship. For all other staff groups, they must have experience of working in a band 6 role in the Agenda for Change scheme by the start of their Fellowship. Applicants are usually early to mid-career.

### **What is the background and aims of the Diaspora Fellowship?**

In August 2021, the Tropical Health and Education Trust published the [Experts in Our Midst](#) report, describing the contribution of diaspora NHS staff on both the NHS and global health. The Diaspora Fellowship project was set up in response to THET's findings, to address some of the gaps outlined.

The aim of the Diaspora Fellowship is to provide Fellows with personal and professional leadership development within their countries of heritage (which in its first pilot year will be Uganda only). The Fellowship will help to strengthen the connection between NHS employees from diasporan communities and their country of heritage. This will support the creation of a cadre of leaders who are part of the diaspora community, who can make a real difference to the NHS on their return to the UK and share their experience and expertise with other NHS employees.

### **What projects will I be working on as part of the Diaspora Fellowship?**

You will be working on system-strengthening and quality improvement projects, supported by the Ministry of Health, in perinatal mental health. Projects will vary and will be decided by the partners in Uganda based on local need.

### **Where will I be working on the Diaspora Fellowship?**

You will be based at Gombe Hospital which is a 100 bed rural General Public Hospital situated 70 km west of Kampala, Butambala district in Uganda .

### **How long is the Fellowship?**

The Diaspora Fellowship is a 6-month Fellowship spent overseas in Uganda.

### **Am I entitled to annual leave whilst deployed on the Diaspora Fellowship?**

You are entitled to 15 days of annual leave during your 6-month Fellowship. These dates must be agreed with the overseas partner. The in-country public holidays should be considered and taken as part of your annual leave allowance, because of the high number of public holidays at most Fellowship sites.

## **Thailand Global Health Research (TGHR) Fellowship**

### **Who can apply for the TGHR Fellowship?**

NHS doctors, who are employed by the NHS in **England**, with an interest and enthusiasm for developing their research experience in global health, together with leadership skills in an unfamiliar environment.

Applications are considered on a case-by-case basis. Please note, doctors must have completed FY2 as a minimum by the time they go on placement. Applicants are usually early to mid-career.

### **What kind of work will I be doing as part of the TGHR Fellowship?**

TGHR Fellows work in partnership with local teams, participating in existing research projects. You will join an existing research team, which is dependent on the research taking place at the time of departure. You may not know what research you will be working on until arrival on placement. There is a wide variety of global health research available to choose from. You will **not** provide direct clinical care. You will be

allocated an identified in-country research supervisor to support you with your research work.

A UK-based TGHR Partnership Link Lead will visit during your placement, usually in the first 3 months, for approximately a week. During this time, they will meet with TGHR Fellows, together and individually, to discuss your research and any challenges. They will also meet with TGHR Fellows and their research supervisor to discuss the project and the key links with our overseas partners.

You are required to submit a research plan within the first month of placement, a monitoring report at 6 months, and an evaluation report on completion of your Fellowship. You will work with our UK-based Monitoring and Evaluation Fellow on each of these documents.

### **How long is the Fellowship?**

The TGHR Fellowship is a 12-month Fellowship spent overseas in Thailand.

### **Am I entitled to annual leave whilst deployed on the TGHR Programme?**

Fellows on the TGHR Programme will be entitled to 10 days of annual leave, plus approximately 22 public holidays.