

WELSH HEALTH CIRCULAR



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Welsh Assembly Government

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Title: NHS Wales Health Links with Sub-Saharan Africa and other Developing Health Systems

For Action by: Chief Executives and HR
Directors of All NHS Organisations

Action required *See paragraph(s) :*

For Information to: See attached list

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Enclosure(s): Appendix A – NHS Wales Links

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Dear Colleague

SUMMARY

1. The purpose of this circular is to provide information, details of available funding and guidance on the Welsh Assembly Government's policy for links between health services in Wales and health services in Sub-Saharan Africa and elsewhere in the South of the world. In Wales, the partners could be NHS Wales' organisations, along with the University Schools which educate health professionals in Wales. Overseas partners could include health providers, universities, trainers, Non-Governmental Organisations, international health organisations and governments.

ACTION

2. Chief Executives are to ensure that each NHS organisation demonstrates its commitment to overseas links and its support of the Millennium Development Goals within its stated goals. Chief Executives and HR Directors are to amend continuing professional development policies to allow visits, secondments, exchanges and the management of projects to be recognised as one of the options allowed to NHS employees.

BACKGROUND

3. The First Minister launched a Draft Welsh International Sustainable Development Framework on 04 October 2006. The Framework recommends that the public sector in Wales should be better supported to create more formal links with counterparts in developing countries that are Millennium Development Goal focussed.
4. The Welsh Assembly Government has committed itself to the delivery of the UN Millennium Development Goals (see 13 below) and has decided to focus its efforts on Sub Saharan Africa.
5. Wales continues to attract qualified healthcare staff from overseas despite increases in the numbers of such staff in training in Wales. The UK code of conduct on the recruitment of healthcare staff from developing countries seeks to stem the flow of staff from these countries to the UK but has proved difficult to operate in practice.
6. There has been concern that the recruitment of health professionals from overseas is increasing the imbalance between the countries of the North and those of the South. It was agreed that there needed to be a policy for health links between Wales and the rest of the world to demonstrate that the relationship was not one-sided.
7. The cost of the training of healthcare staff recruited from overseas has not fallen to Wales. In acknowledgement of this saving to Wales, this initiative will encourage the NHS in Wales to expand its work in partnership with health care providers and trainers in developing countries to improve health care in their countries.
8. A workshop was held in Cardiff on 25 October 2005 for UK experts, academics and clinicians with established overseas links. The workshop shared best practice and identified those elements the participants would like to see within a policy
9. The workshop identified current links, useful experience, best practice and informed the policy. See Appendix A attached and the Policy below.

10. Participants asked for pump-priming money to assist in setting up new projects. This could be identified from initial training budgets. Since the NHS has 'saved' thousands of pounds worth of training for every international recruit, an amount could be put aside to be used as pump priming money to support international links. The amount identified from the central initial training budget managed by the Welsh Assembly Government is £50,000.
11. Universities have long recognised the benefits of international links for both students and staff as can be shown by the list published in Appendix A.
12. It should be acknowledged that the many existing links have developed within the charitable sector and with the strong support of staff, NHS organisations and universities. There is no intention of replacing support systems or damaging the generous impulses which have led to the many varied projects already in existence and planned. The additional support now available from the centre should be viewed as pump-priming money to support new projects.
13. The following policy has been developed to give guidance for links between the developing world and NHS Wales.

POLICY

14. The Millennium Development Goals (MDGs) are the international targets on reducing global poverty by 2015. They were agreed by every UN Member State in 1999. The eight goals are to:
 - 1. Eradicate extreme poverty and hunger;**
 - 2. Achieve universal primary education;**
 - 3. Promote gender equality and empower women;**
 - 4. Reduce child mortality by two thirds for children under five;**
 - 5. Improve maternal health;**
 - 6. Combat HIV/AIDS, malaria and other diseases;**
 - 7. Ensure environmental sustainability;**
 - 8. Develop a global partnership for development.**
15. The National Assembly for Wales first discussed Wales' contribution to the Make Poverty History Campaign after a Statement from the First Minister on 13 July 2005. This policy supports the Welsh International Sustainable Development Framework launched on 4 October 2006.
16. Every Link should support one or more of the Millennium Development Goals. While the fourth, fifth and sixth are obviously health linked, some Links may support other goals additionally. Those wishing to access pump-priming money will have to illustrate clearly which MDGs are being supported within their submission.
17. Whenever possible Links should involve the wider NHS family of clinicians including those from departments other than the one involved initially, managers, staff and academics. However, it is not the intention to be too prescriptive, especially at the initial stage and this is not a pre-requisite for funding. Mature Links have demonstrated that the wider their base in Wales and the linked country: the more successful the Link.
18. Those working in the NHS in Wales should be encouraged to consider link experience as one of their Continuing Professional Development options with funding and study leave

being allowed by their NHS employers, just as it would be for attendance at a conference or on a course. This is a better option than volunteers having to use annual leave, as often happens currently. There are benefits for staff working at all levels to see how health care is delivered in other cultural milieus with different and often fewer resources. It could be seen as particularly enriching for those working at senior levels where comparison between health services can be recognised as a significant development opportunity.

19. Links agreements should be formal with, for example, a memorandum of understanding needed to ensure that all parties are agreed about outcomes, methods and communication.
20. Links should not be set up primarily to offer replacement health care to that offered already within other countries although this may be a secondary outcome of training. Links should build capacity within the existing health services, wherever possible. For example, by training trainers or even the next generation of professionals and care givers.
21. Links can be set up from a variety of starting points, such as professional to professional, hospital to hospital, university to university. If they flourish, then they are likely to widen to include professionals, hospitals or primary care, universities and government health departments on both sides.
22. Before setting up a Link, it is worth checking whether an existing one can be expanded to include your focus. It is always easier to expand an existing link than to build one from the start. (It is hoped that a section of HOWIS will be devoted to Overseas Links.)
23. The Link should be a partnership in which the contribution of both sides is recognised as being of equal value.
24. Continuing communication to build the relationships between partners in both countries and with your own supporters and volunteers is needed whether anything is happening or not. This can include fund-raising events at home.
25. A travel fund may have to be identified within money raised to allow lower paid volunteers to participate. This will cover staff working in the UK and almost certainly the overseas partners.
26. Explore the possibility of secondments to allow more time to be spent in-country than short exchanges or projects offer.
27. Consider publicity using the press and broadcast media as well as information to your own supporters and partners. Initiatives such as this can be used to develop staff morale.
28. Every NHS organisation should demonstrate its commitment to overseas links and its support of the Millennium Development Goals within its stated goals.
29. The Tropical Health and Education Trust is a charity which aims to improve health care in poorer tropical countries by providing skills training to frontline health workers. Many of the successful links already operating in Wales have benefited from the support of the Trust. The contact details are:

The Tropical Health and Education Trust

210 Euston Road
London
NW1 2BE
Web: www.thet.org

30. Applications forms and further information and advice can be obtained from:

www.wales.nhs.uk/subsaharanafricalinkprojects

OR

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Deadline for Applications is December 15 2006

Yours sincerely



Ian Stead
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Welsh Assembly Government

APPENDIX A

Links involving NHS Organisations/University Schools for Health Professionals between Wales and Overseas as at October 2006

COUNTRY	LINKS	SOUTH WALES LINK	BRIEF DESCRIPTION
Links with Trusts and other Health Organisations in Wales			
ETHIOPIA Since 2000 ongoing	Debub University Referral Hospital	Southern Ethiopia – Gwent Healthcare NHS Trust Link	Supporting training for health officers, nurses, laboratory technicians and sanitarians with skills workshops, training trainers and teaching materials. Essential equipment for hospitals plus textbooks and training for doctors and nurses. Equipment and textbooks for rural health centres. Continuing Medical Education Programme
LESOTHO Autumn 1987	Lesotho	Lesotho Dolen Cymru and Welsh Health Authorities	Collection of surplus medical equipment from community hospitals and health centres throughout Wales begins. Visit by Dr S T Makenete, Lesotho Minister of Health (SHO in Swansea) to review equipment, prior to dispatch by container.
LESOTHO April 1994	Lesotho Ministry of Health	Powys Local Health Board	Visit to Powys NHS Trust by Dr Raditapole, Minister of Health; accompanied by Principal Secretary and the Chief Nursing Officer. The 'extended' community hospital model in Powys had a particular attraction for the Minister. Lengthy discussions led to the proposal of linking individual service areas, commencing with mental health.
LESOTHO August 1996 – October 2004	Lesotho	Powys Local Health Board Lesotho Dolen Cymru	Mental Health Project: A Powys psychologist develops a training programme after working alongside local mental health workers. A Powys psychiatrist further develops training and supports clinical work. An international lottery grant of £250,000 funds the project for three years and allows a Project Director to be appointed. Two Lesotho nurses visit Powys to prepare workshops with the support of key Welsh staff for 138 Village Health Workers. Research and an advisory visit by CAIS Drug and Alcohol Agency. The Medical Director Powys LHB makes an evaluation visit. The Nursing Lead for Mental Health in Lesotho visits Wales in preparation for counselling workshop. CAIS offers counselling workshops in Lesotho and publishes papers on <i>Cross cultural issues arising in counselling skills training</i> in the medical press. Further round of mental health training workshops offered.

COUNTRY	LINKS	SOUTH WALES LINK	BRIEF DESCRIPTION
LESOTHO June 1990 – August 1990	QEII Hospital, Maseru	Mid Glamorgan Health Authority	Announcement of contract worth £0.5m to Mid Glamorgan Health Authority to advise on management structures in QEII Hospital, Maseru. Contract lasted for a six-month period with exchanges of personnel. Includes a visit from Lesotho's Health Minister Abel Thoalane in August 1990.
LESOTHO	Lesotho Dolen Cymru	Wales Centre for Health	A Board member has close links
MALTA Sept 2003 – ongoing	St Luke's Hospital Government Health Service in Malta	Cardiff and Vale NHS Trust, St Mary's Pharmaceutical Unit, Llanishen	Advice on the design of new hospital pharmacy and a three week training in the UK for two Maltese pharmacists.
Individual Professionals and Groups of Professionals			
DESTINATION UNKNOWN	Medecins du Monde	Welsh Assembly and Bridgend Local Health Board	GP Noel Thomas has taken a Diploma in Tropical Medicine. He is waiting for a four – six month project.
LESOTHO October 1988	Lesotho	Welsh Medical Association	Visit by Secretary and Treasurer of Cymdeithas Feddygol (Welsh Medical Association) to Lesotho. Society advised of needs and potential for future links.
UGANDA 2003 ongoing	Mbale	Pontypridd Overseas Networking Trust (PONT) – a group of GPs mostly from South Wales	To develop the infrastructure within the Mbale community especially in the areas of medical services and education. Projects include: <ul style="list-style-type: none"> ▪ Primary Care – developing a training programme for community based healthcare workers ▪ Secondary care – developing educational links between Royal Glamorgan Hospital and the local hospital in Mbale ▪ Malaria control programme which distributes treated mosquito nets and how to use them.
University Student Placements from Africa to Wales			
AFRICA Ongoing	Various University Medical Schools	Cardiff University School of Medicine	Each year an undergraduate medical student is accepted on an eight week elective in Cardiff as part of their course
AFRICA Ongoing	Various Universities	UWIC, Centre for Biomedical Sciences, School of Applied Sciences	Enrols a number of undergraduate and postgraduate students, many of whom work in hospital pathology laboratories.
TANZANIA	Kilimanjaro Christian	Department of Medical	Each year an undergraduate medical student is accepted on an eight week

COUNTRY	LINKS	SOUTH WALES LINK	BRIEF DESCRIPTION
Ongoing	Medical University	Microbiology, School of Medicine, Cardiff University	elective in Cardiff as part of their course
University Student Placement from Wales to Africa			
GAMBIA 2005	Tesito (a charity)/ University of Gambia	University of Wales Swansea, School of Medicine	Three second year graduate entry students worked in a remote village studying malaria and the level of nutrition in children and supporting a health education programme. Links to share e-learning with Gambian university students also made.
KENYA Ongoing	Various: Nairobi, Malindi and Kilifi	Cardiff University School of Medicine	Each year five undergraduate medical students are accepted on an eight week elective as part of their course.
LESOTHO 2005 ongoing	Maluti Hospital	Lesotho Dolen Cymru/ Cardiff University School of Medicine	Two undergraduate medical students accepted on a five week elective as part of their course. Plans for a future expanded placement programme
LESOTHO Ongoing	Mapoteng	Cardiff University School of Medicine	Each year two undergraduate medical students are accepted on an eight week elective as part of their course.
MADAGASCAR Ongoing	Mahajanga	Cardiff University School of Medicine	Each year two undergraduate medical students are accepted on an eight week elective as part of their course.
MALAWI Ongoing	Cape Maclear and Mzuzu	Cardiff University School of Medicine	Each year four undergraduate medical students are accepted on an eight week elective as part of their course.
NAMIBIA Ongoing	Windhoek and Rosh Pinah	Cardiff University School of Medicine	Each year five undergraduate medical students are accepted on an eight week elective as part of their course.
RWANDA Ongoing	Kigali	Cardiff University School of Medicine	Each year two undergraduate medical students are accepted on an eight week elective as part of their course.
SOUTH AFRICA Ongoing	Various: Hlabisa, Kwa Ngwanase, Cape Town, Parktown, Johannesburg and Kwa Zulu Natal	Cardiff University School of Medicine	Each year twelve undergraduate medical students are accepted on an eight week elective as part of their course.
TANZANIA Ongoing	Eab-Moshi, tyanga, Lindi, Dar Es Salaam, Miranza and Kilimanjaro	Cardiff University School of Medicine	Each year twelve undergraduate medical students are accepted on an eight week elective as part of their course.

COUNTRY	LINKS	SOUTH WALES LINK	BRIEF DESCRIPTION
UGANDA Ongoing	Kasese and Mbarara	Cardiff University School of Medicine	Each year two undergraduate medical students are accepted on an eight week elective as part of their course.
ZAMBIA Ongoing	Lusaka	Cardiff University School of Medicine	Each year three undergraduate medical students are accepted on an eight week elective as part of their course.
University Departments			
BENIN	University Teaching Hospital and HOMEL Mother and Children Hospital, Cotonou	Cardiff University, Cardiff University School of Medicine, Department of Anaesthetics	Educational Project
LESOTHO June 2004 and October 2005	Dr Hurlow, Host for Medical Electives	Cardiff University School of Medicine and Lesotho Dolen Cymru	Visits by Dr Hurlow to Wales to support his role as host.
LESOTHO October 2003 – April 2004	Lesotho	Lesotho Dolen Cymru Cardiff University Dental School Dental Hospital, Cardiff	Dentistry: Initial studies, followed by national dental profiling and dental equipment being donated.
UGANDA 2004 and ongoing	Department of Dentistry, Makerere University	Cardiff University Dental School	To explore the possibility of building links at every level between the two schools: curriculum development for dental students and for professions complementary to dentistry; continuing professional development; encourage postgraduate and specialist training; development of oral surgery services; support access to educational resources; explore joint research projects.
University Academics			
TANZANIA	School of Radiography, Muhimbili Medical	Cardiff University School of Healthcare Studies,	Linda Lue Snikiwe Mutema was the External Examiner for the Diploma in Diagnostic Radiography offered in Dares Salaam.

COUNTRY	LINKS	SOUTH WALES LINK	BRIEF DESCRIPTION
1989 - 1991	Centre, University of Dar es Salaam	Department of Radiography Education	
THAILAND 2000 and ongoing	The Royal Thai army Nursing College, Bangkok, and Chulalongkorn University, Bangkok	Cardiff University School of Nursing and Midwifery Studies	Professor Philip Burnard is a Visiting Professor. Three joint research projects on Stress. Teaching and Culture. Now completing second ethnographic study of Mental Health Care. Information available through publication in journals and presentations to international conferences.
UGANDA	National Paramedical School, Kampala	UWIC, Centre for Biomedical Sciences, School of Applied Sciences	Robert G Williams is an external examiner and adviser.
ZIMBABWE	Medical School, Harare	UWIC, Centre for Biomedical Sciences, School of Applied Sciences	Robert G Williams has visited to establish biomedical science education links with Harare.
ZIMBABWE 2004 - 2007	National University of Science and Technology, Bulawayo	Cardiff University School of Healthcare Studies, Department of Radiography Education	Linda Lue Snikiwe Mutema is the External Examiner for the BSc Hons in Radiography offered in Bulawayo.
ZIMBABWE 1998 - 2003	School of Radiography, University of Zimbabwe and Parirenyatwa Hospital	Cardiff University School of Healthcare Studies, Department of Radiography Education	Linda Lue Snikiwe Mutema was the External Examiner for the Diploma in Diagnostic and Therapeutic Radiography offered in Zimbabwe.
Work of Lesotho Dolen Cymru not included elsewhere			
LESOTHO March 1985	Lesotho	Lesotho/Lesotho Dolen Cymru	Inaugural ceremony in the Welsh Office, attended by the Chief Medical Officer. Letter of support for the initiative from the WHO.
LESOTHO February 1987	Lesotho	Lesotho/Lesotho Dolen Cymru	Visit by Dr Carl Clowes as Chair of Dolen Cymru. Initial assessment of needs.
LESOTHO March 2001 – June 2002	Lesotho Society for Mentally Handicapped People	MENCAP Cymru Lesotho Dolen Cymru	Reciprocal visits plus a health needs assessment

COUNTRY	LINKS	SOUTH WALES LINK	BRIEF DESCRIPTION
LESOTHO April 2005	Central Laboratory, Maseru	Lesotho Dolen Cymru	Gift of photo-spectrometer
LESOTHO March 1995 – October 2004	Ministry of Health	Lesotho Dolen Cymru	<p>Public Health: Cr Carl Clowes, Chair of Dolen Cymru, assessed public health needs in Semonkong.</p> <p>Two doctors visit Lesotho to assess health needs.</p> <p>A nurse spends three months in Qacha's Nek working and training with health staff.</p> <p>Twelve volunteers offer work and training.</p> <p>Welsh public health trainees offered study leave in Lesotho.</p>
LESOTHO August 1994 and ongoing	Churches in Lesotho Ministry of Health UNAIDS Lesotho Red Cross	Lesotho Dolen Cymru	<p>HIV/AIDS: First of 9 annual workshops on HIV/AIDS led by Welsh expert.</p> <p>GUM consultant and two public health consultants begin HIV/AIDS project which focuses on advocacy, counselling and testing.</p> <p>Specialist Registrar in Infectious Diseases works with Lesotho colleagues in Maseru. Funding application being made for a project on the introduction of anti-retroviral treatment and clinical/laboratory skill sharing in management of HIV/AIDS.</p> <p>Preparatory work on Economic Sustainability Programme for those affected by HIV/AIDS. Further visit pending.</p>