

HEAL Initiative Fellow Role Description

Position Title: Anesthesia/Surgery HEAL Fellow

Organization: Mbale is the site of one of Uganda's 14 regional referral hospitals and a hub for medical training in the country via Busitema University. Mbale is located in eastern Uganda at the edge of Mount Elgon National Park (approximately 120 miles from the capital, Kampala). Mbale is home to two hospitals (Mbale Regional Referral Hospital and CURE Children's Hospital of Uganda). Mbale Regional Referral Hospital is a 440-bed hospital that serves 14 districts and a population of more than 4 million people in the east of Uganda. It is the busiest of Uganda's regional referral hospitals with almost 10,000 maternal deliveries and 55,000 in-patient admissions each year. The hospital performs nearly 5000 surgical procedures per year including >2000 cesarean sections, >300 laparotomies, 150 hernias, 100 ORIFs, 80 hysterectomies and more.

Departments: Mbale Regional Referral Hospital and Busitema University have 3 physician anesthesiologists and 8 non-physician anaesthesia providers, 4 obstetricians and 8 practicing surgeons (2 orthopedics, 1 OHNS, and 4 general surgeons). It has 4 operating rooms and a new high dependency unit. The hospital is home to a newly established 4-year BSc degree in anesthesia with 50 trainees, and also home to medical and nursing schools. It is accredited and runs a residency program in General Surgery under the College of Surgeons of East, Central and Southern Africa (COSECSA.) It currently has 8 residents.

Description: The position is a mix of operating room time (1-2 days per week), teaching with intern doctors, medical students and anesthesia trainees (1-2 days per week), and time spent in the high dependency unit (0-1 day per week). There are 1-2 days for elective surgeries per week. However emergency lists run every day and these are divided according to call schedules. Fellows will have at least 1 day per week protected from clinical duty to participate in project work that aligns with departmental priorities. This may include perioperative quality improvement research and advocacy for teaching and clinical infrastructure, among other potential projects. Spectrum of care may be tailored to fellow interest. Fellows may be asked to help develop or deliver structured curriculum to trainees.

Clinical Work

- **Clinical hours per week:** 40
- **Length of shifts (in hours):** 8
- **# of day shifts vs swing shifts vs night shifts:** This is flexible for fellows
- **Any 24-hour shifts?** none
- **Is there back-up for overnight call?** Yes, there is backup for night call but the fellow is probably third on call and will work alongside the site fellow or any other senior.

- **# of weekends per month:** Fellows are mostly exempted from weekend coverage but are welcome if they may wish to give a hand once in a while.
- **What is typical clinical schedule on a given week?:**
 - **Monday:** Outpatient specialist clinics
 - **Tuesday:** Major ward rounds
 - **Wednesday:** Major elective surgery (emergency surgeries run all week)
 - **Thursday:** Clinical audits/ Grand rounds etc
 - **Friday:** Ward rounds
 - **Saturday:** Interns and residents' rounds
 - **Sunday:** Interns and residents' rounds
- **Administrative hours per week:** 15

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?** Yes the fellows are welcome to participate but are given a free hand to choose which ones to be involved in.
- **Is there protected time for those activities in the schedule?** Yes

Additional Details

- **Who does the fellow go to with clinical and/or administrative questions?** It is usually first to the site fellow or HEAL alumnus, who then advises on who else to see. But administrative help is usually available
- **Is there any formal or informal mentorship for new clinicians at this site?** yes
- **How are schedules made? Is there flexibility for shift or schedule requests?** Yes it is very flexible

Job Requirements: By 1 July 2024 applicants must have completed residency training at a US based residency program. Applicants must be able to provide highly competent clinical care, be adaptable, and have a clear passion for serving the underserved. Also important is the ability to function with limited specialty consultation and to have a genuine compassionate nature to serve a disenfranchised population. Fellows must be eligible for a Ugandan medical license.

HEAL Initiative

The HEAL Initiative aims to train and support health providers to thrive in hard places by fostering a community of front line health professionals dedicated to serving the underserved. HEAL is an

immersive two-year fellowship dedicated to health equity and catalyzing life experience serving the underserved.



MBALE REGIONAL REFERRAL HOSPITAL

📍 **Uganda, East Africa**

ORGANIZATION PROFILE

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SINCE 2020

HISTORY OF HEAL

4 rotating fellows total:

Ob/Gyn, General Surgery

3 site fellow total

FOR MORE INFORMATION

<https://bufhs.ac.ug/>



HEAL Initiative
Health, Equity, Action & Leadership

