



Country: **South Africa**  
Host site: **Walter Sisulu University**  
Assignment title: **Clinical Associate Preceptor**  
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 Walter Sisulu University (WSU) 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. The Mentors will be deployed to provide onsite guidance and support to the Clinical Associates students at the district hospitals where they receive the majority of their training, as well as supporting faculty at the University of Walter Sisulu in Eastern Cape and associated teaching sites.

The WSU 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 four district hospitals in Eastern Cape Province, 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 WSU currently has 78 students enrolled. The first cohort of 23 students started in 2008 and graduated at the end of 2010. The second cohort of 30 students started in 2010 and will graduate at the end of 2012. Intakes are now approximately 25 students per year. There are approximately 8 students at each district hospital clinical site.

#### **In-country placement site:**

While some time will be spent on site at Walter Sisulu University, the volunteer would be assigned to one of four district hospitals in the Eastern Cape Province: St. Barnabas, Madzikane kaZulu, Dr Malizo Mpehle, Mthatha General.

**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:** To be determined, depending on placement site

**Name and title of counterpart:** James Ofono and Fredrick Govere, WSU Clinical Associate Directors

**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 is to provide training, support and onsite mentoring for clinical associate program for WSU students during their second and third year of training at the district hospitals. The Preceptor 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 will be overseen by Walter Sisulu University and district hospital staff. The Preceptor will provide assistance to the Clinical Associate Program by tutoring, teaching and coaching Clinical Associates while in their clinical attachment at the District Hospital.

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.

1. 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
- Assistance with ward rounds based on weekly schedule
- 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

2. 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

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

3. Participate in bed side training and assistance during the ward rounds based on a weekly schedule

4. Assist clinical associate program students to make monthly patient and clinical presentations at physician meetings.

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 WSU 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 WSU 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