



Project: Neonatal Intensive Care Hospital Unit in Mulu Aseffa Primary Hospital.

Job pack: Neonatal Nurse

Country	Ethiopia
Employer	Mulu Aseffa primary Hospital
Duration	Preferably 12months. Minimum 6 months
Job purpose	The main purpose of this placement is to strengthen the Neonatal Intensive Care Unit (NICU) service at Mulu Aseffa Primary Hospital. The job holder will provide on-the-job training, coaching and mentoring support for health care providers especially for nurses working NICU unit primarily for Mulu Aseffa Primary Hospital. The support is also expected to include health care service providers especially those with referral linkages to the Primary Hospital.

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1. Job description

Responsibilities	Key performance indicators	Competencies	Skills and knowledge
<ul style="list-style-type: none"> • On the job training of Health care providers on a specialized Neonatal care, operation and management of equipment in the NICU • Mentor the trained health care providers on a specialized Neonatal care, operation and management of equipment in the NICU. • Improve neonatal referral pathways by coaching health workers in the maternity ward • Train trainers and mentors in delivering Early Essential New-born Care (EENC) and specialized care in NICU to ensure sustainability. • Support health workers in data collection, Analysis and reporting • Train and mentor health care providers in the HCs on community support systems, such as antenatal care and emergency plans. • Strengthen skills of physicians in the management of new-born care, with the introduction of accompanied nurse-doctor ward rounds and feedback to caregivers. • Increase skills of relevant NICU staff in obtaining medical history, patient rapps and hand-over. • Roll out EENC training to health workers to improve skills in Kangaroo Mother Care, newborn resuscitation and other essential emergency newborn care interventions • Advice hospital management on standards of care, improvement programmes and clinical facilitation. • Give presentation on NICU to schools of nursing and midwifery as needed • Compile and submit monthly progress reports to VSO E 	<ul style="list-style-type: none"> • NICU staff with adequate knowledge, skill and giving the required care to new-borns admitted. • timely referral of neonates between the Maternity ward and NICU • Implementation of services informed by data and lessons learned. • Improved patient records and rapport, with scheduled hand-over and referrals. • Health care providers with adequate knowledge and skill in Kangaroo mother care, newborn resuscitation and other services. • Increased number of health care providers with competence and confidence in the operation and management of equipment in the NICU and provide newborn care. • Quality of monthly reports produced at NICU <p><i>Objectives will be confirmed in a three-way discussion between the volunteer, employer and VSO in the first three months of the placement.</i></p>	<p>Building and sustaining working relationships. Poses social skills to build and actively maintain working relationships that foster teamwork and collaboration with NICU health care providers and VSO volunteers for the benefit of a common goal.</p> <p>Open minded and respectful. A non-judgemental approach that values other people and culture.</p> <p>Seeking and sharing knowledge Recognition that learning is a two-way and continuous process.</p> <p>Facilitating positive change The ability to analyse problems and develop lasting solutions and local ownership in line with VSO approaches.</p> <p>Adaptability A flexible approach and the ability to adapt behaviour to different situations.</p> <p>Resilience The self-confidence to work with a variety of situations, diverse people and ambiguity.</p> <p>Willing to live and work with the communities to transfer skills that are generally not available locally</p>	<p>Qualified professional Nurse specialized in Neonatology</p> <p>Registered with professional board in country of residence</p> <p>A minimum of 5 years proven relevant professional experience</p> <p>Experience in training, mentoring and supervision</p> <p>Able to cope with stress and to organize and prioritise workload</p> <p>Desired: Experience in working abroad in a similar setting/context (Africa/Asia Pacific/South-Central America)</p>
<p>Responsible to:</p>	<p>Hospital Director with dotted lines to VSO Programme Officer - Health</p>		

2. Personal considerations

In addition to the job description, the following information should be used when considering whether a placement is suitable for you.

Personal health considerations

As a VSO volunteer, your medical needs are taken very seriously to ensure that you are fit and healthy before departure and remain so during your role. If you have a significant current or past medical condition and/or you have general concerns about staying healthy as a volunteer, please use this information to assess whether this placement will be suitable for you. All volunteers require medical clearance from a VSO medical adviser before they are able to take up a placement with VSO. Occasionally, VSO may consider that this placement is too great a risk for you in terms of your personal health and you would be advised to consider a different placement. For further guidance about medical assessment and volunteering with a medical condition please see the [frequently asked questions on VSO website](#).

Access to medical care and support

The standard and quality of local medical care and support available at this placement will depend on its location within the country. Health facilities are likely to be more poorly resourced in rural areas in terms of medical expertise, equipment, infrastructure and regular supplies of medication. However, this may not be the case in the capital city or in a larger town, where in some countries there may be a reasonable standard of medical care.

The following gives you an indication of where the placement is in relation to the country office and how easy it would be to make the journey if you were ill.

Mulu Asefa Hospital is in Atsbi Wenberta district, this is a small town in North Ethiopia. Most of the community members are farmers. It has basic health facilities and is about 1 hour by road away from Mekele the capital city of Tigray region. Mekele is 55 minutes flight away from Addis Ababa. Mekele has one general and one teaching hospital with all specialities. VSO Ethiopia office is based in Addis Ababa, the capital city of Ethiopia.

VSO's recommended hospital is primary hospital with the general hospital in Wukro town and referral/teaching hospital in Mekele, 30 and 60kms away from Mulu Aseffa Hospital respectively.

If you wish to discuss your personal circumstances or health concerns in confidence with VSO's medical team before you apply for this placement please contact medical@vsoint.org.

Placement location basics

- Atsbi Wenberta is a small friendly town with local market and shops selling basic but limited items, there are hotels and local restaurants.
- Social life is more limited than in larger towns. The volunteer can travel to Mekele occasionally to get some items which are not available locally. Atsbi, like many areas of Ethiopia experiences intermittent power cuts.
- There is reasonable mobile phone and internet network although it can vary in quality.
- Mini- buses run between major towns and to and from Mekele. It is advised not to use them at night due to greater risk of road accidents after dark.

Accompanying partner or family:

The placement is suitable for accompanying partner but not for children.

Security information

Atsbi town is peaceful, It is usually safe to go out before it is too dark, but with the normal restrictions that apply to any city or town. Moving very late in the night, may pose a risk to personal security. One is also advised to take sensible precautions when out after dark. The volunteer should also be conscious of his or her personal security at all times. Additional security briefing will be provided as part of the in-country training on arrival in Uganda.

3. Background and Contextual Information

About VSO

VSO's role in international development is to deliver development impact in the lives of most disadvantaged and vulnerable people by connecting international and national volunteers with local partners. VSO volunteers are embedded in local organizations, institutions and government departments providing technical advice, role model positive behaviour and professional standards, coach and mentor counterparts and colleagues, conduct and evaluate action research, support implementation of policies and procedures, promote knowledge sharing, coordinate services and strengthen new partnership. Volunteers live and work among target communities to transfer skills that are generally not available locally. With a focus on capacity building of local individuals, their work aims for sustainable outcomes with local organizations and government agencies being able to carry out the work themselves over time.

VSO Ethiopia

VSO-E has been working in Ethiopia since 1998, with the objectives of changing lives through our work in health, education and with young people. VSO Ethiopia's health programme priority is Maternal and New-born Health (MNH). The general objective of the health program is to contribute to the realization of HSTP of the country by improving the service delivery of the targeted hospitals and health institutions to enhance care and services for the patients.

Health Context

Ethiopia is the second populous nation in Africa with predominantly rural and young population which is growing by 2.6 percent annually. Ethiopia is home for a variety of nations, nationalities and peoples with more than 80 different spoken languages. The average size of a house hold is 4.7, the pyramidal age structure of the population has remained predominantly young with 44.9% under age of 15 years. The population in the age group of over 65 years account for only 3% of the total. Women in reproductive age group constitute 23% of the total population.

The major health problems of the country remain largely preventable communicable diseases complemented by malnutrition. According to federal ministry of health report the major causes of maternal morbidity and mortality are haemorrhage, obstructed labour, ruptured uterus, pre-eclampsia, and Eclampsia, and complication of abortion. And the most common causes of neonatal morbidity and mortality are sepsis, birth asphyxia, prematurity and underweight.

In the past two decades the government of Ethiopia has invested heavily in health system strengthening guided by its pro-poor policies and strategies resulting in significant gains in improving the health status

of Ethiopians. As a result Under 5 mortality rate dropped by 67% from its high child mortality rate in 1990, 69% reduction in maternal mortality rate from its 1400 per 100,000 live births, increase in contraceptive prevalence rate from 3-42% which led drop in total fertility rate from 7.7 in 1990 to 4.1 in 2014.

The Ethiopia Federal Ministry of Health has developed Health Sector Transformation plan (HSTP) with a vision of “to see a healthy, and productive and prosperous Ethiopians”. The HSTP has three key features Quality & equity, universal health coverage, and transformation and four pillars of excellence; Excellence in Health service delivery, quality improvement and assurance, leadership and governance and health system capacity.

The impact level targets by 2020 are to reduce maternal mortality rate to 199/100,000LBs, reduce under five years, infant and Neonatal mortality rates 30, 20, and 10 per 1000 live births respectively.

The project

General Objectives of the project is to contribute towards the realization of HSTP of the country by improving the service delivery of the targeted hospital. VSO has supported the physical establishment, provision of the necessary equipment and training of nurses on care for neonates at Neonatal intensive care unit in Mulu Aseffa primary Hospital. What is expected from the volunteer coming to this hospital is, on the job training, mentoring and building the confidence of the health care providers working in the NICUs on care of new-borns, operating and managing equipment in the NICUs, counselling and support to family, registration, record keeping and reporting of the activities in the unit.

VSO Ethiopia, in partnership with the Regional Health Bureau and the hospital administration, has also a plan to build a maternity waiting home in Mulu Aseffa hospital so that high risk mothers who travel long distance to get delivery service can get closer attention and effective support. Currently VSOE has launched a campaign through Crowd funding to raise funds for this initiative including a media story to increase awareness of the challenges such mothers face. The VSO volunteer is also expected to support the implementation of this project in collaboration with the Hospital administration.

Expected results:

Increased access to quality newborn health care services at Mulu Aseffa primary Hospital and surrounding health centres; coordinated implementation of national standards and guidelines in the hospital; improved knowledge and skills among health workers at Mulu Aseffa primary Hospital and surrounding health centres in basic neonatal health care services and Neonatal intensive care Unit(NICU).

Mulu Aseffa primary hospital has a 5 rooms (Nurse station/assessment room, hot room, septic room, kangaroo mothers room and maternal waiting room) NICU supported by VSO Ethiopia. There one BSc neonatal nurse and 3 nurses with short term (2weeks) training on care for neonates in NICUs. These health care providers lack the appropriate knowledge and skills in handling small and sick neonates and how to operate the equipment in the unit. So the volunteer neonatal nurse is expected to train, mentor and build their confidences on handling, taking care of the small and sick neonates and operate the equipment in the unit with full confidence.