

# Institute for Global Health at BC Children's and Women's Hospital 2024 Global Health Allies Pilot Program

## Submission Guidelines

### Purpose

The Institute for Global Health at BC Children's and Women's Hospital (IGH-BCCWH) invites nurses to submit their applications for the 2024 Global Health Allies Pilot Program at BC Children's Hospital and Women's Hospital+Health Centre. The purpose of the Global Health Allies Pilot Program is to empower nurses to advance their roles as global citizens and utilize their clinical expertise in a global health context, while aiming to build capacity and promote leadership development in low- and middle-income countries ([LMICs](#)).

Nurses and allied health professionals (NAHPs) are an integral part of the global health workforce and have unique insights and knowledge that are invaluable to global health initiatives. The IGH-BCCWH 2020-2024 Strategic Plan established that it is crucial for NAHPs at BCCWH to be better supported and represented in both global health initiatives and research.

### Overview

IGH-BCCWH has an extensive and long history of expertise in global pediatric and maternal health and has a wide array of global partners. This pilot program will serve to assess the feasibility and sustainability of an annual Global Health Allies Program that is open to both nurses and allied health professionals at BCCWH in the coming years.

The first phase of the Allies Program will be a pilot project, in which one Registered Nurse with experience in pediatrics will be selected to participate on a 10-day trip to Holy Innocents Children's Hospital in Mbarara, Uganda. The selected candidate will receive a comprehensive pre-departure training before going to Uganda and a debriefing once they return back to Canada. They will be given an initial in-country orientation to the Ugandan healthcare setting to better inform the hands-on training in pediatric nursing skills that they will deliver to the Ugandan clinical staff. The specific activities/training that will be delivered while in Uganda will be determined by the needs expressed by IGH-BCCWH's partners in Uganda at Holy Innocents Children's Hospital, as well as the strengths of the successful candidate. This content will be developed in advance of departure and can be refined once in country. For the inaugural trip, the trip costs and accommodations will be funded by the Institute for Global Health. Travel will take place between the months of May and August 2024, with flexibility within that time period.

### Background

There is a well-known global shortage of healthcare workers, particularly in LMICs and particularly in areas of specialty including pediatrics. In 2023, Uganda was listed by the WHO among 54 other countries with the "most pressing health workforce needs"<sup>1</sup>. In 2015, Uganda had 261 pediatric nurses to serve their population of 18.7 million children below the age of 15 years old<sup>2</sup>. Pediatric nurses

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<sup>1</sup> WHO health workforce support and safeguards list, 2023. Geneva: World Health Organization; 2023. Available from: <https://www.who.int/publications/i/item/9789240069787> [cited 2023 November 30].

<sup>2</sup> North, N., Shung-King, M., & Coetzee, M. (2019). The children's nursing workforce in Kenya, Malawi, Uganda, South Africa and Zambia: generating an initial indication of the extent of the workforce and training activity. *Human resources for health*, 17(1), 30. <https://doi.org/10.1186/s12960-019-0366-4>

make up 1.58% of their nursing workforce, resulting in an acute lack of specialized nursing services for pediatric patients in Uganda.<sup>3</sup>

Holy Innocents Children's Hospital is a private hospital in Mbarara, Uganda and is the country's only pediatric hospital. The hospital has a demonstrated need for specialized pediatric training among their nurses. Of note, they have recently opened a brand-new infant critical care ward. With a nursing school across the road, this hospital is an excellent location for the Global Health Allies pilot program. Colleagues at the Holy Innocents Children's Hospital have expressed an interest in developing more opportunities for reciprocal learning between Ugandan and Canadian clinical staff.

*Please review the Eligibility Criteria prior to sending in your Letter of Intent.*

#### **Eligibility Criteria:**

- Practicing registration with the BC College of Nurses and Midwives
- Minimum of 18 months of employment within PHSA
- Strong background in pediatric nursing\*, with critical care experience
- Experience in global health, working/living in a low- and middle-income country and/or working in a remote setting
- Teaching experience
- Canadian citizen/Permanent resident
- \*Can be currently employed at either BC Children's or BC Women's Hospital

#### **Preferred Qualifications:**

- Pediatric-specific emergency nursing skills
- PALS certification in the last 3 years

#### **Submission Requirements**

The following documents should be submitted electronically to [rebecca.goertzen@cw.bc.ca](mailto:rebecca.goertzen@cw.bc.ca)

1. Application form
2. Copy of your resume, including your work history and teaching experience
3. Letter of Intent (LOI) (please review the LOI guidelines below)
4. Program Manager Approval Form signed by your Program Manager with approval

#### **Evaluation Criteria and Review Process**

Application forms and LOIs will be reviewed and assessed by IGH-BCCWH's leadership staff and relevant partners in Uganda from Holy Innocents Children's Hospital.

Each application will be equally assessed based on the following criteria:

1. Professional Development: Participation in this program provides an opportunity to gain important personal growth and professional development that the applicant has not previously had opportunity for.
2. Significance: The applicant has a plan for the potential contribution of this program to advance or create new knowledge to improve care at BCCH and/or BCWH.

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<sup>3</sup> North, N., Shung-King, M., & Coetzee, M. (2019). The children's nursing workforce in Kenya, Malawi, Uganda, South Africa and Zambia: generating an initial indication of the extent of the workforce and training activity. *Human resources for health*, 17(1), 30. <https://doi.org/10.1186/s12960-019-0366-4>

3. Feasibility: The applicant has manager approval and access to vacation time, education hours, self-scheduling or other means of leave to navigate participating in this program without causing significant disruption to the operational needs of their unit.
4. Global health experience: More experience is not necessarily better, however it is helpful to have some experience in LMIC-contexts.
5. Conceptualization of Global Health\*: The applicant has demonstrated awareness that global health initiatives should be undertaken using an equity-centered approach within authentic reciprocal partnerships and requiring collective action to address our shared risks and responsibilities.
6. Clinical Experience: The applicant has relevant clinical experience that will ensure an adequate and safe scope of practice while participating in this program.

\*The IGH-BCCWH embraces a broad definition/conceptualization of Global Health. Global Health is:

- Understanding global systemic factors that affect health
- Addressing not only biomedical factors, but also the root social, economic, and environmental determinants of health
- Eliminating disparities in health systems and improving quality of care
- Eliminating disparities in access to care and preventive services
- Placing a priority on addressing health inequities
- ***Working to achieve equity in health for all people worldwide***

#### **Selection Process**

Applications and Letters of Intent will be reviewed, select candidates will participate in 1 interview.