

FELLOW & VOLUNTEER POLICIES

Global Emergency Care asks fellows and volunteers to adhere to the following policies while living at Nyakibale and Masaka Hospitals.

General Expectations of Visitors:

1. **Water, electricity, internet, and cell phone networks** are not guaranteed.
2. **Photography:** GEC believes strongly that all people deserve to be treated in a respectful and ethical manner in all situations. This extends to photographing patients. Patients in any setting are emotionally vulnerable, especially when they are acutely ill. Would you imagine taking photos of patients in your home institution without their permission? The patients we serve at Nyakibale and Masaka are not only ill, but also socioeconomically and culturally distinct from western GEC medical fellows and volunteers, and therefore more vulnerable. Fellows and volunteers are absolutely not permitted to take photos of patients in clinical areas of the hospital without verbal permission from the patient or attendant and the Program Coordinator (or designated GEC staff).
3. **Research:** GEC has multiple research projects ongoing in the Nyakibale and Masaka Hospitals Emergency Departments. These studies have been designed to measure patient safety and determine how we can modify the Emergency Care Practitioner (ECP) model to improve patient care, or to address a specific question that we have noted. Any research suggestions by fellows or volunteers will be assessed on case-by-case basis by our Board. [Please see separate research policy]. No projects can be conducted without approval of GEC's Board of Directors prior to your arrival at Nyakibale or Masaka Hospitals.
4. **Communications:** If a volunteer wishes to publish (whether in print or electronic/internet format) personal experiences or impressions or data about time spent at Nyakibale or Masaka Hospital or other projects with GEC, he/she must get written approval to do so by GEC's Board of Directors.
5. **Donations & Community Living:** Those who come to share their professional skills should do so without giving money to any individuals. If one is compelled to cover someone's hospital bill or help with school fees – please give anonymously through the hospital – ideally, to be given after you leave. We have found this to be one of the most disruptive activities despite best intentions. This philosophy includes paying the appropriate price- not more- when having help with housecleaning or laundry. Your actions may set up others, and those who come after, to look less generous. Do not offer employment out of the country. While someone may be saying, "I will look into an opportunity for you," what is often heard is, "I can guarantee an opportunity for you."
6. **Visitors:** If you have anyone coming to visit you while you are in Uganda, please note that only spouses are permitted to stay on hospital grounds. **All other visitors** will need to pay for accommodations in town. Families are considered on case-by-case basis.

Rotation Hours and Work Expectations:

7. All fellows and volunteers serve as role models within the Emergency Department. If you choose to attend a lecture, please arrive on time (especially for 8:30 am lectures, Mon-Thurs) or do not attend at all. Visiting Medical Residents are expected to attend two lectures per week to show support for the ECP's learning and for your own benefit.
8. The ED hours are currently 8:00 am- 2:00 am (in reality, it is often open later). The busiest period of day in the ED is late morning until late evening. Come prepared to experience long work days though every effort will be made to be sure you receive meal breaks for lunch and dinner.
9. If desired, fellows and volunteers are expected to go to town to conduct errands first thing in the morning on a day when you do not need to be present for the 8:30 lecture, in order to be ready to work as soon as you are needed by midday.
10. Volunteers who commit to work for one month have one weekend off for travel during their stay; this is scheduled around Emergency Department staffing. **Volunteers whose rotation is for up to three weeks in length are not guaranteed a scheduled weekend off but may travel before and after your rotation.**
11. Volunteer physicians need to help the ECPs prepare 1 morbidity and mortality lecture per month. The cases should be pulled from ED cases the ECPs identified as difficult or had unexpected outcomes on follow-up.
12. **Database:** ALL fellows and volunteers, including physicians, are expected to maintain the research database in order to allow the Research Coordinator to maintain a reasonable schedule. Staff will enter some data, but their primary responsibility is patient care. All of their data should be cross-checked by the Research Coordinator or medical volunteers, when needed. The database should be backed up every night by the on-site Research Coordinator.