

FAMILY MEDICINE SPECIALTY TRAINING PROGRAM



**GOVERNMENT OF LESOTHO
MINISTRY OF HEALTH
IN CONJUNCTION WITH
BOSTON UNIVERSITY, USA AND
THE UNIVERSITY OF THE FREE STATE, RSA**



FAMILY MEDICINE SPECIALTY TRAINING PROGRAM (FMSTP) AT MOTEBANG HOSPITAL – LERIBE

LESOTHO BOSTON HEALTH ALLIANCE (LEBOHA): ALLIANCE BETWEEN THE GOVERNMENT OF LESOTHO MINISTRY OF HEALTH AND BOSTON UNIVERSITY (USA) www.bu.edu/lesotho
TWINNING PARTNERSHIP WITH THE UNIVERSITY OF THE FREE STATE (RSA)

DEVELOPMENT OF THE FMSTP

The Family Medicine Specialty Training Program was created to strengthen district health services in Lesotho. Lesotho faces many health challenges, including the highest prevalence of TB and the second highest HIV globally. At the same time the country suffers from an extreme shortage of physicians, as there are less than 40 Basotho doctors practicing in Lesotho, with a large majority of these physicians located in Maseru.

The purpose of the Lesotho Family Medicine Specialty Training Program (FMSTP) is therefore to increase the number of well-trained physicians in the country who have the knowledge, skills and commitment to meet the health needs of the people of Lesotho, with special attention to the clinical and management skills which are required in government district hospitals.

The program runs over a period of four years. We accept young Basotho doctors after they have completed internship and who intend to stay in Lesotho long term, and are ready to work towards a decentralized Health Care System. Registrars/ Family Medicine students are assigned to various district hospitals. Among the group of 2015-2018 these are Mokhotlong, Butha-Buthe, Leribe and Mafeteng. They return once a month for a week-long Contact Session, organized by the FMSTP faculty based at Motebang Hospital in Hlotse, which is the main teaching and learning site of the program. The three Faculty members also visit the districts for supervision visits on a quarterly schedule.

The first two of the four years focus intensely on primarily district based clinical training, introduction to concepts of Family Medicine and patient centered care, and basics of district health management. The third and fourth years have a greater focus on Community Orientated Primary Care (COPC) with a supervised project. In addition they do clinical rotations and attend quarterly contact sessions in Leribe. During their training registrars conduct a relevant Operational Health Systems Research Project.

The FMSP is the first and only physician specialty training program in Lesotho and the only medical higher education program in the country which has received a full 5 year accreditation by the Council on Higher Education (CHE) of Lesotho (in December 2015). This came following a rigorous 3-year accreditation probation period during which the program further developed and transformed its curriculum and policies to ensure compliance with the Lesotho higher education quality assurance processes.

Today the FMSTP focuses on 4 pillars; Clinical Family Medicine, Community Orientated Primary Care, District Health Management, and Operational Health Systems Research. The program can accept 4-6 new registrars per year.

The specialty training program operates in an academic partnership with the Lesotho Ministry of Health, Boston University School of Medicine (BUSM), the University of the Free State in Bloemfontein, Maluti Seventh Day Adventist Hospital in Mapoteng, the Consortium of New Medical Schools in Southern Africa (CONSAMS), the World Organization of Family Doctors (WONCA), the Primafamed Conference for Africa with Ghent University in Belgium, and the Wales Royal College of General Practitioners. Our academic network is rapidly expanding in a digitally supported environment.

Boston University also conducts (together with FMSTP) training workshops for faculty development for Lesotho physicians to help them update and improve teaching skills.

In the absence of a fully established Lesotho School of Medicine, in which FMSTP would ideally become a Department, Boston University School of Medicine certifies the graduates who have successfully completed the 4-year training.

THE CURRICULUM IN MORE DETAIL

This specialty training program is designed to increase the number of well-trained family medicine physicians in Lesotho who have the knowledge, skills, and commitment needed to meet the health care needs of the Basotho people. Training involves registrars working directly with practicing faculty and emphasizes the development of the full spectrum of clinical skills and knowledge to manage very ill in-patients of all ages. Furthermore, knowledge of public health essentials, such as applied epidemiology and basic biostatistics are taught so as to facilitate an integrated view of family medicine and community health. The combination of high quality clinical, management, and public health training will provide the necessary skills and knowledge needed for graduates of this program to serve as leaders in Lesotho's district hospitals as well as to equip registrars to successfully manage community-oriented practice in a decentralized health care system.

- ❖ **Maternity, Obstetrics, Gynecology** - including management of labor, emergency and operative obstetrics, and limited operative gynecology.
- ❖ **Pediatrics** – including neonatal care, well child care, and the management of acutely ill or injured children, with limited surgery
- ❖ **Adult and geriatric medicine** – the full range of ambulatory care and in-patient management of acute illnesses and chronic disease exacerbations which require in-patient care.



- ❖ **HIV/AIDS and tuberculosis** - ambulatory and in-patient management of HIV/AIDS and tuberculosis serving all age groups.
- ❖ **Surgery** - definitive management of minor and moderately severe trauma, including burns, common orthopedic and general surgical procedures such as the management of compound fractures of the extremities, puncture wounds to the abdomen, acute bowel obstructions and appendectomies.
- ❖ **Mental Health** - integration of ambulatory management of mental illness into general primary care and management of acute conditions requiring hospitalization.
- ❖ **Public health and district health management skills** - including practical approaches to prevention, applied epidemiology, program evaluation and related statistical methods. Continuous Quality Management and District Health Management are emphasized.
- ❖ **Community Orientated Primary Care-** extensive rotations in selected Community Health Centres with exposure to health care at the community level. In order to assure that physicians in FMSTP training understand and are committed to community-orientated care, each registrar will be assigned a health center in her /his district and work as a vital team member at community sites throughout the training.
- ❖ **Personal qualities and micro-skills development** – excellence in patient-doctor relationship, ability to be a consultant and teacher for patient, family, community and staff; ability to be team member with leadership skills.
- ❖ **Operational Health Systems Research** - Registrars have the opportunity to work consistently on a health research project with focus on decentralization in health.



FACULTY

Rudolf Schumacher, MD, MPH, PHD

Director, Lesotho Family Medicine Specialty Training Program ruschumac@gmail.com m.+266 62678663



Dr. Rudolf Schumacher MD, is a specialist in Family Medicine with a Master of Sciences degree in Community Health and Health Management from Heidelberg University/Germany. He also acquired a PhD in History of Medicine from Mainz University in Germany and is Assistant Professor of Family Medicine of Boston University School of Medicine. Over the last 35 years he has worked in over 20 countries in Africa, Asia and Europe. After specializing in Family Medicine in Germany he was for 5 years the District Medical Officer and Hospital Director of Mokhotlong in Lesotho. Thereafter Dr. Schumacher worked as Public Health and Health Management Consultant for the German Development Bank and other bi-and multi-lateral organisations over a

period of 15 years. His focus was predominantly on reproductive health and health systems research on which he has also published. At the same time he was continuously involved in active family medicine practice.

From 2004 to 2006 he was the team leader for a country-wide Maternal Mortality Study in Turkey which was funded by the European Community. The team consisted of researchers from Hacettepe University in Ankara, ICON Institute in Colone and the London School of Hygiene and Tropical Medicine. In 2007 and 2008 Dr. Schumacher was advisor to the Reproductive Health Program of the German International Cooperation in Nairobi. In 2009 he became the Director of the DFID funded Maternal and Newborn Health Program in Zimbabwe. Since July 2011 he is Director of the LeBoHA Family Medicine Specialty Training Program in Leribe/Lesotho. Until mid 2014 his position was supported by the German Government. Today he is a civil servant of the MoH of Lesotho. He felt attracted to the LeBoHA training program because of the commitment of the MoH and the team members in Boston to make a real difference towards health of the Basotho.

Sebaka Malope, MD

Sebaka.malope@gmail.com

Deputy Director, Lesotho Family Medicine Specialty Training Program



Dr. Sebaka Malope grew up in Mafeteng. He graduated from medical school at the University of the Free State, South Africa in 2004. After graduation, Dr. Malope interned at Mofumahadi anapo Mopedi Hospital in Witsieshoek, South Africa, then was a senior houseman at Queen Elizabeth II Hospital. Following his work at QE II, Dr. Malope worked as a general practitioner at Maseru Private Hospital. Dr. Malope has been called a terrific and honest physician. He always wanted “to be part of the team that is meant to revolutionize health care services in Lesotho either through teaching or practicing in the country” and hoped that “everyone would aspire to better standards always for Basotho.” He joined the Lesotho Family Medicine Specialty Training Program as a registrar in 2007 and when he graduated in November 2011 he became the first medical specialist ever who completed postgraduate training in Lesotho. Since January 2012 he is the LeBoHA-FMSTP Deputy-Director.

Douglas W. Keene, MD, MPH, DTMH

Faculty, Lesotho Family Medicine Specialty Training Program douglaswkeene@gmail.com



Dr. Douglas Keene is a U.S. trained and board certified family physician. After completing his training in Rhode Island at the Brown University/Memorial Hospital program, he served 2 years in northern Alaska with the Alaska Native Indian Health Service. Following this he worked for 25 years with the Dartmouth-Hitchcock medical facility in Keene, New Hampshire. For 23 of those years he performed hospital work, including ICU and CCU, at The Cheshire Medical Center. He has always had an interest in global health and in 2000 began making trips to Haiti once or twice a year to help provide medical care for 1 or 2 week intervals, which he continued through 2012. This spurred his interest of health care in resource limited

settings further and in 2013 returned to full time student status. He earned a Masters in Public Health at Yale, in New Haven, CT., through an accelerated program, graduating in May of 2014. In preparation for working in Africa he applied and was accepted to the London School of Hygiene and Tropical Medicine which offered a Diploma in Tropical Medicine and Hygiene, a 3 month intensive course in African medicine, taught in Tanzania and Uganda. Upon completion he joined the faculty at FMSTP in Lesotho.

He was attracted to the program because of the effort to strengthen the national health care system by recruiting and retaining Basotho physicians to work in Lesotho and providing them with the highest level of post graduate education and experience possible.

LESOTHO ADMINIRATIVE STAFF

Limakatso Elizabeth Nkabane- Nkholongo is the Country Director for the Lesotho Boston Health Alliance. Elizabeth provides strategic guidance to all LeBoHA programs. She holds a clinical instructor appointment from Boston University School of Medicine and virtual faculty member for Boston University School of Public Health. Mrs Nkholongo received her Master's in Public Health from the University of Limpopo, MEDUNSA with a focus on Health systems Management and Policy.

Moretlo Thulo has been appointed as the FMSTP Administrator. She holds a Diploma in Information Communication Technology and is a Microsoft Certified System Administrator. Moretlo has extensive knowledge of Customer Service, Telephone Etiquette, Secretarial skills and Personal Assistant. She has worked for Vodacom and Quadrant for the past four years. She loves to spend time with her family and is passionate about her work.

Taole Mangope is the Finance & Admin Officer of LeBoHA, he holds an Bachelor's Degree in Management Leadership from University of Free State and a Licenced Accountant certificate from Lesotho Institute of Accountants. His experience involves having worked for the government of Lesotho for 2 years, 16 years in the NGO and 2 years in the private sectors. Touring and wild life is part of Taole's hobbies.

Current Enrollment

Faculty and Registrars:

Front row L to R; Lisebo Mojaje, Mamakhala Chitja, Kabelo Matjeane, Sechaba Makiti, Sebaka Malope and Lebohang Sao. Second row; Rudolf Schumacher, Liketso Mochochoko, Tilo Namane and Douglas Keene. Not pictured: Moseme Makhele



LeBoHA - Boston University Administration

DR. BRIAN JACK

Director of the Lesotho Boston Health Alliance brian.jack@bmc.org

Brian Jack, MD, is Associate Professor of Family Medicine, Chair of the Department of Family Medicine at Boston University School of Medicine and Director of the Lesotho Boston Health Alliance. Dr. Jack received his medical degree from the University of Massachusetts and completed his residency training at the Brown University where he was Chief Resident. He completed a fellowship in Obstetrics at the University of Washington. He has an active family medicine practice that includes high risk OB and cesarean section. He has authored over many articles and book chapters, reviewed papers for major medical journals, served on grant review panels and currently is principal investigator on several federal grants. Dr. Jack has also been active in the worldwide development of family medicine and is a founding member of the AAFPs Center for International Initiatives. He spent a sabbatical year in Budapest, Hungary in 1995 where he received a special citation from the mayor of Budapest. He taught the first ALSO courses in Jordan and Pakistan. Dr. Jack has served as a consultant to USAID, the World Bank,

the US Department of State and the Rockefeller and Kellogg Foundations on the development of family medicine in Lesotho, Albania, Jordan, Romania, and Vietnam.

Kristin Shaw is the senior program manager for the Boston University Global Health Collaborative (GHC). Kristin provides strategic guidance and financial oversight for GHC's health system strengthening projects in Lesotho and SE Asia. She is also an adjunct professor in the Boston University School of Public Health, teaching "Financial Management for Global Health Programs." Kristin received a MPH from Boston University and a Bachelor's Degree in International Health from Georgetown University. Before joining GHC, Kristin worked on the global operations team at Google.

Chelsea Marie McGuire, MD is a third year family medicine resident at Boston University and recently joined the LeBoHa team working with the FMSTP registrars on developing and implementing individual scholarly research projects. She was awarded her Doctor of Medicine with Distinction in Research from Albert Einstein College of Medicine of Yeshiva University.

ACCOMPLISHMENTS

- 2 Physicians have graduated from FMSTP and are the first Lesotho-trained specialists in the country, one now a Program Director, the other is Superintendent of QE II Hospital.
- After promotion the Family Medicine Specialists receive a higher specialist salary.
- Full program accreditation by the Lesotho Council of Higher Education in 2015.
- Opening of the 'Bill Bicknell Memorial House' in January 2015 to accommodate registrars during Contact Sessions and visiting lecturers



FMSTP Group of 2015-2018 Registrars with Faculty



Bill Bicknell Memorial House

<i>FMSTP Curriculum 2015-2018</i>			
Year 1			
Monthly week-long Contact Session (Block-seminars, Workshops)			
2015-I	2015-II	2015-III	2015-IV
<i>1: The Principles of Family Medicine (FM)</i>		<i>2: Epidemiology and Operational Research Methodologies</i>	
<i>Introduction: A different concept of care</i>	<i>Community Oriented Primary Care (COPC)</i>	<i>Key Concepts and Definitions in Epidemiology</i>	<i>Operational Research Methodologies</i>
<i>Patient Centred Care</i>	<i>Different Leadership Models</i>	<i>Nine Epidemiology Questions</i>	<i>Research Guidelines of the Lesotho MoH</i>
<i>Family Oriented Primary Care</i>	<i>Critical literature review and evidence based learning</i>		
<i>Prevention and Promotion</i>			
<i>Ethics of Family Medicine</i>			
Adult Medicine I	Paediatrics I	Surgery I	Maternity/Gyn/ Psychiatry II
Evidence based Medicine (bi/ Weekly Grand Rounds Presentations under supervision, at least partly done at individual workplace and as internet based assignments.)			
Clinical rotations at Motebang and other District Hospitals			
Year 2			
2016-I	2016-II	2016-III	2016-IV
<i>3: Quality Improvement in Health</i>		<i>4: District Health Management</i>	

<i>Quality Management</i>	<i>The concepts (Health Policy, Health Sector Reforms, Decentralization)</i>	<i>Management, Leadership, Partnership, Communication</i>	<i>Community Health and Community Oriented Primary Care (COPC)</i>
<i>Health Management Information</i>	<i>The District Health System</i>	<i>The Planning/ Management Cycle</i>	<i>Management of Private Practice</i>
<i>Evaluation Methods</i>		<i>Management of Resources</i>	<i>Operational and Systems Research</i>
<i>Hospital/Health Facility Improvement Projects</i>			
Adult Medicine II	Paediatrics II	Surgery II	Maternity/Gyn/ Psychiatry II
Evidence based Medicine (bi/ Weekly Grand Rounds Presentations under supervision, at least partly done at individual workplace and as internet based assignments.)			
Operational Research Project (integrated)			
Midterm exam			

Year 3

Evidence based Medicine (bi/ Weekly Grand Rounds Presentations under supervision, at least partly done at individual workplace and as internet based assignments.)
Surgery, OB/Gyn, Paediatrics and Internal Medicine rotations are presently being negotiated and locations fluid.
Operational Research Project (integrated)
Community Health Centre Assignments/ Practical Community Medicine
Year 4
Evidence based Medicine (bi/ Weekly Grand Rounds Presentations under supervision, at least partly done at individual workplace and as internet based assignments.)
Surgery, OB/Gyn, Paediatrics and Internal Medicine rotations are presently being negotiated and locations fluid.
Operational Research Project (integrated)
Community Health Centre Assignments/ Practical Community Medicine
Final exams and Graduation

APPLICANT INFORMATION

The Family Medicine Specialty Training Program was created to strengthen district level health services in Lesotho. Lesotho faces many health challenges, including epidemic incidence of HIV/AIDS and tuberculosis, high maternal and under 5 mortality rates, and excess violent deaths due to RTA's, suicide and domestic abuse.

TRAINING SITES

Clinical training takes place primarily on district hospital level. Presently Leribe, Mokhotlong, Butha Buthe, Qacha's Nek, Berea and Mafeteng districts have FMSTP registrars. The program is also partnering with Maluti Adventist Hospital (Mapoteng). Some specialist rotations take place at Queen Mamohato Memorial Hospital in Maseru, which is the main referral hospital for the districts. Other sites are the Mohlomi Psychiatric Hospital and the Baylor International Pediatric AIDS Initiative.

EMPLOYMENT CONTRACTS

Registrars benefit from a multi-year contract with a 25% bonus upon completion of their contract. Registrars are on Grade I or J employee status under contract of the Government of Lesotho. Housing is part of the contract. Other benefits include membership in the Lesotho Medical Association, Internet access, online access to the Boston University library system, as well as monthly teleconferences with Boston-based family medicine faculty.

ELIGIBILITY

Any Lesotho national (and now international physicians) who has completed medical school and an internship of two years inside or outside Lesotho can apply for admission.

ACCREDITATION AND CREDENTIALS

The program was accredited initially by the Lesotho Council of Higher Education in 2013. Upon successful completion the graduates qualify as Specialists/Masters in Family Medicine. The credentials are awarded by Boston University School of Medicine.

We wish to thank the Lesotho Ministry of Health and the Global Fund Coordinating Unit for the financial support. The MoH pays the salaries of the faculty members and present registrars as well as providing housing, as are all civil servants, while the administrative and teaching costs are covered by the Global Fund Coordinating Unit.

Rea Leboha!

