

FAMILY MEDICINE SPECIALTY TRAINING PROGRAM



GOVERNMENT OF LESOTHO MINISTRY OF HEALTH

IN COLLABORATION WITH

BOSTON UNIVERSITY, USA



LESOTHO-BOSTON HEALTH ALLIANCE

FAMILY MEDICINE SPECIALTY TRAINING PROGRAM

(FMSTP)

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 one of the highest HIV prevalences globally. At the same time the country suffers from a shortage of physicians, especially those with specialty training.

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



ABOUT THE PROGRAM

The academic program runs over a period of four years. We accept doctors after they have completed their internship who intend to stay in Lesotho long term, and are ready to work toward a decentralized health care system. Registrars are employed by various private, government and Christian Health Association of Lesotho (CHAL) facilities across the districts of Lesotho. They attend week-long contact sessions organized by the faculty at Motebang Hospital, which is the main teaching and learning site of the program. The faculty members also visit the districts for supervision on a quarterly schedule.

The first two of the four years focus intensely on community-oriented primary care and district-based clinical training, with monthly contact sessions as well as core clinical rotations at Motebang Hospital with FMSTP faculty. The third and fourth years have a greater focus on

health management with additional clinical rotations at Motebang Hospital, Queen 'Mamohato Memorial Hospital, Queen Elizabeth II, and Baylor College of Medicine Children's Foundation – Lesotho. During the last two years, trainees also conduct a relevant Primary Care Research project.

The FMSTP is the first and only physician specialty training program in Lesotho and the only higher education program in the country which has received a full five-year accreditation by the Council of Higher Education (CHE) of Lesotho. The program is currently undergoing re-accreditation.

FMSTP focuses on clinical family medicine, community orientated primary care, district health management, and primary care research. The program can accept 4-6 new registrars per year. It operates in an academic partnership with the Lesotho Ministry of Health (MOH), Boston University School of Medicine (BUSM), the University of the Free State in Bloemfontein, Lesotho Medical and Nurses Association, the World Organization of Family Doctors (WONCA), Primafamed, and the Wales Royal College of General Practitioners. Our academic network is rapidly expanding in a worldwide internet-supported environment.

Funding support has been received from the MOH, American Schools and Hospitals Abroad (ASHA)/USAID, Kellogg Foundation, PEPFAR, and the Global Fund. Local faculty members are employed by MOH as consultants.

CURRICULUM

Training involves registrars working directly with practicing faculty and emphasizes the development of the full spectrum of clinical skills and knowledge to manage patients of all ages. Furthermore, knowledge of public health essentials, such as applied epidemiology and basic biostatistics, 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 rural and district hospitals as well as to equip registrars to successfully manage community-oriented practice in a decentralized health care system.

- ❖ **Care of Women and Reproductive Health** - including management of labor, emergency and operative obstetrics, obstetric and gynaecologic ultrasound skills, and limited operative gynaecology

- ❖ **Care of the Newborn and Child** – including neonatal care, well child care, and the management of acutely ill or injured children, including limited surgery



❖ **Care of Adults** – the full range of ambulatory care and in-patient management of acute illnesses and chronic diseases

❖ **HIV/AIDS and Tuberculosis** - ambulatory and in-patient management of people living with HIV and tuberculosis, serving all ages



❖ **Surgical Care** - 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, certain 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, as well as quality management and district health management.



❖ **Community Orientated Primary Care** - extensive rotations in selected community health centres with exposure to the community level. To assure understanding and commitment to community-orientated care, each registrar will identify a health center in their district to support and will work as a vital team member at community sites throughout the training.

❖ **Personal qualities and micro-skills development** – Training to achieve excellent patient-doctor relationships, act as consultant and teacher for patient, family, community and staff, and ability to be team member with leadership skills.

❖ **Primary Care Research** - Registrars have the opportunity to work consistently on a health research project with focus on decentralization in health.

FACULTY

Lesotho based faculty

Sebaka Malope, MBChB, Family Medicine Specialist

Director, Lesotho Family Medicine Specialty Training Program sebaka.malope@gmail.com



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 Manapo 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 2018 he has been the FMSTP Director.

Radiance Ogundipe, MBBS, MMed (FamMed)

Faculty, Lesotho Family Medicine Specialty Training Program rogundipe@leboha.org.ls



Radiance Ogundipe is a Family Medicine specialist with LeBoHA since January 2021. He graduated from University of Ilorin, Nigeria, with M.B. B.S. degree. He then completed postgraduate training as a family physician at Stellenbosch University, Western Cape, South Africa in Family Medicine in 2014. He has worked in Nigeria, Zambia, and Botswana prior to joining LeBoHA – in both clinical and academic medicine. His hobbies include music, reading, chess and photography.

Jill Sanders, MD

Faculty, Lesotho Family Medicine Specialty Training Program jsanders@leboha.org.ls



Jill Sanders, MD, is a pediatrician. She is originally from Texas, USA, and completed her undergraduate training in Biochemistry at the University of Texas. She also completed medical school at University of Texas Houston Health Science Center. She completed pediatric training at the University of Arkansas for Medical Sciences, where she also served as Chief Resident. She then joined Baylor College of Medicine International Pediatric AIDS Initiative as a Pediatric AIDS Corp physician. She remained with Baylor College of Medicine for 11 years, serving in both Tanzania and Lesotho. She is currently pursuing a Master of Public Health from the University of

London, London School of Hygiene and Tropical Medicine.

INTERNATIONAL FACULTY

BRIAN JACK, MD

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



Brian Jack, MD, is Associate Professor of Family Medicine, former 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 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.

Chelsea McGuire, MD

Research Director, Lesotho Family Medicine Specialty Training Program chelsea.mcguire@gmail.com



Chelsea McGuire, MD is an assistant professor of Family Medicine at Boston University and Research Director of the Lesotho-Boston Health Alliance Family Medicine Specialty Training Program. She is currently pursuing a Master of Science in Health Services and Systems Research and her research interests are in research capacity building, peer and e-mentorship, and burnout prevention. She has published on the integration of mind-body medicine into primary care and is a former US Fulbright Research Fellow on HIV prevention in the Dominican Republic. In addition to her work with the FMSTP, she is currently working in collaboration with AfriWon Renaissance to pilot a web-based research training and mentorship program.

Rudolf Schumacher, MD, MPH, PhD

Former Director, Lesotho Family Medicine Specialty Training Program ruschumac@gmail.com



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 served as 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 organizations for 15 years. His focus was predominantly on reproductive health and health systems research. 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. 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. He served as Director of the LeBoHA Family Medicine Specialty Training Program in from 2011 until 2018. Although retired, Dr. Schumacher provides ongoing support to registrars and faculty.

Benjamin Bryden, MD, MPH



Dr. Benjamin Bryden worked in Lesotho from 2018 to 2020. Previously, he worked as a faculty physician at a family medicine program in Colorado, USA. Dr. Bryden is originally from Iowa and completed his pre-medical studies at Iowa State University, where he earned a BS in Anthropology. He went on to medical school at University of Iowa Carver College of Medicine and earned an MD. During his medical training he also completed public health studies and was awarded an MPH as well, with a practicum that focused on insecticide-treated bednet distribution in a rural area of Mali. After medical school, he completed family medicine residency at John Peter Smith Hospital in Fort Worth, Texas, and after residency did a fellowship in Maternal-Child Health at the same institution, also earning a Certificate of Knowledge in Clinical Tropical Medicine and Travelers' Health. Throughout his medical training, he took many opportunities to complete global rotations in sites including Honduras, Thailand, Bangladesh, Uganda, and Zambia. Before coming to Lesotho, he worked as a faculty member at Southern Colorado Family Medicine Residency in Colorado, USA.

Mariel Bryden, MD



Dr. Mariel Bryden worked in Lesotho from 2018 to 2020, along with her husband Ben Bryden. She is originally from Iowa, USA, and completed both undergraduate training and medical school at the University of Iowa, earning a BA in International Studies – Global Health and an MD, with an emphasis on Global Health, respectively. Following medical school, she also completed family medicine residency and Maternal-Child Health fellowship at John Peter Smith Hospital in Fort Worth, Texas. She then went on to work as a faculty physician at Southern Colorado Family Medicine in Pueblo, Colorado, USA before coming to Lesotho as faculty.

Dr. Bryden also holds a Certificate of Knowledge in Clinical Tropical Medicine and Travelers' Health. She has worked as a physician in many sites throughout the world including Honduras, Thailand, Bangladesh, Uganda, and Zambia.

ACCOMPLISHMENTS

- Nine family physicians have graduated from FMSTP and are the first Lesotho-trained specialists in the country
- Recruitment of registrars from public and private facilities
- Full program accreditation by the Lesotho Council of Higher Education in 2015.
- Opening of the Bill Bicknell Memorial House in January 2015 for visiting lecturers and to accommodate registrars during Contact Sessions
- Plans and funding to expand to a full academic center with the support of ASHA



APPLICANT INFORMATION

The Family Medicine Specialty Training Program was created to strengthen district level health services in Lesotho.

EMPLOYMENT CONTRACTS

Registrars employed by the Lesotho MOH are on Grade I or J employee status, with housing included as part of the contract. Registrars may also be employed by CHAL, with similar salary and benefits.

ELIGIBILITY

Any doctor practicing in Lesotho who has completed medical school and an internship of two years can apply for admission. Once accepted, enrollment is subject to approval by the employer, MOH or CHAL. LeBoHA has memoranda of understanding with both entities.

APPLY NOW!

The FMSTP is now recruiting for our next class to enroll in July 2022. Please contact Mme Moretlo Jasong, FMSTP administrator, at mjasong@leboha.org.ls or +266 2232 4262 for details and application materials.