

NURSING NOW CHALLENGE FELLOWSHIP PROGRAMME CALL FOR APPLICATIONS

1 BACKGROUND AND PURPOSE

The Nursing Now Challenge Fellowship Programme aims to build the leadership of early-career nurses and midwives in Africa and Asia, in alignment with the Nursing Now Challenge. Funded by [the Burdett Trust for Nursing](#) (BT) and managed by [the Tropical Health and Education Trust](#) (THET), the Fellowship will engage early-career nurses and midwives, working through health partnerships, in low-and-lower middle-income countries (LMICs), sharing ideas with UK nurses and midwives.

LMIC and UK nurses and midwives consistently testify to the added value of cross-border cooperation in their daily work, and to their institutions, by demonstrating improved confidence, leadership, morale, learning and innovation. The Fellowships will combine structured leadership training with the delivery of Quality Improvement (QI) projects led by nurses and midwives.

Successful applicants to the programme will undergo leadership training, alongside which they will be supported to identify a QI project within their health partnership which will be implemented in close collaboration with other nurse and midwife Fellows to ensure mutual learning, and with support from the training provider and THET.

The institutions and Health Partnerships involved in the programme will be engaged throughout the duration of the programme, supporting the nurse and midwife Fellows, ensuring organisational buy-in to the programme, facilitating the adoption of the QI initiative(s). By working within an established health partnership, the leaders of the institutions will have demonstrated their commitment to the leadership development of the nurses and midwives and be more likely to embed the QI initiatives they develop. Through this approach we aim to raise the profile of nurses and midwives within their institution and the wider LMIC health systems but also to amplify nurses' and midwives' voices beyond the Fellowship, within the wider Health Partnership community and the wider health workforce.

PROGRAMME OBJECTIVES:

- Increase leadership (confidence, competence and capability) of participating nurses and midwives, enabling them to be more effective and increase their leadership, influencing and decision-making abilities.
- Raise the status of nursing and midwifery within Health Partnerships and within their multi-disciplinary teams.
- Raise the status of women, who comprise the majority of the nursing and midwifery cadres, within the health workforce.
- Improve quality of global health projects undertaken by health partnerships, and thus partnerships' outcomes and impact.

The Fellows' QI projects will be closely linked to the aims of each individual Health Partnership as well as feeding into their Partnership global health projects' outcomes and goals, ensuring a clear contribution to the country's health priorities and more specifically the nursing and midwifery priorities identified within these.

It is against this background that THET invites established Health Partnerships, and nurses and midwives within those, to apply to the Nursing Now Challenge Fellowship Programme.

2 FOCUS COUNTRIES AND APPROACH

ELIGIBLE COUNTRIES

Early-career LMIC nurses and midwives from established Health Partnerships operating in Bangladesh, Ethiopia, Sierra Leone, Ghana, Myanmar, Nepal, Somalia/Somaliland, Tanzania, Uganda and Zambia, are eligible to apply for a Fellowship, so long as other eligibility requirements are met.

HOW THE SELECTED FELLOWS WILL BENEFIT

LEADERSHIP TRAINING

Once selected, nurses and midwives will engage in a structured leadership programme, involving workshops, mentorship and peer-to-peer support. This leadership programme will enable them to learn new skills and connect with each other, ultimately supporting

Fellows in designing and implementing Quality Improvement projects (see details below) within their partnerships and/or institutions, offering them an opportunity to actively demonstrate and apply their leadership skills.

The delivery of the leadership training will be delivered virtually by a LMIC technical partner with expertise in leadership and education.

QUALITY IMPROVEMENT (QI) INTERVENTIONS

The leadership training will support the development of leadership skills which would enable Fellows to deliver QI projects related to their partnerships' projects and overall objectives.

Within each of their Health Partnerships, Fellows will identify particular goals they want to work on, together or individually, and will take ownership of these goals within the wider Health Partnership team. This ensures Fellows have specific targets to work towards and makes their contribution to the wider partnership, and their institutions, more tangible, thus increasing accountability.

COMMUNITY

[Pulse](#), a global community platform launched in the spring of 2021 by THET, will be used to further develop and facilitate learning opportunities and global connections within the nursing and midwifery community.

Pulse will provide a central hub for Fellows to collaborate and share best practice and learning from across their projects and wider roles. The platform will also host the training sessions and allow for the wider nursing and midwifery community engaged with THET's portfolio of programmes to connect, allowing Fellows to act as role models, mentors and sources of expertise for colleagues and peers.

CONTRIBUTING TO WIDER INITIATIVES

THET sees the potential of this funding very much through the lens of the Nursing Now Challenge campaign. Fellows will be encouraged to engage in the [Nursing Now Challenge](#) to further increase their leadership skills and with a view to maximise efficiencies and learnings across programmes. Additionally, THET, in coordination with the Nursing Now Challenge team, will organise a yearly event to celebrate the Fellows' contribution and disseminate learning beyond the Fellowship programme.

3 SIZE AND DURATION

The Fellowship programme will last for 12 months, from early November 2021 to late November 2022.

Fellowship grants of up to £8,000 will be available to successful Health Partnerships participating in the programme¹ for the implementation of the Quality Improvement projects and other Fellowship-related costs.

THET expects to award around 40-80 Fellowships to up to 10 established Health Partnerships.

4 IMPACT AND M&E

EXPECTED OUTCOMES AND IMPACT

This project would contribute towards outcomes across four levels;

- Individual: improved leadership skills, confidence and motivation of participating nurses and midwives.
- Institutional: improved retention and recruitment of nurses and midwives.
- Health systems: improved management of health services and quality of care in the LMIC institutions.
- Health service users: improvements in health outcomes as a result of a strengthened health workforce.

Other outcomes will be specific to the Health Partnerships and Fellows' QI projects.

QI project outcomes will be designed by the Fellows in collaboration with their Health Partnerships, and closely align to the programme's objectives as outlined above.

¹ Please note that the amount available to each Partnership will depend on the number of successful Fellows from that Partnership. E.g. a Partnership with 10 Fellows will be awarded more funding than a Partnership with 5 Fellows. The budget requested should be proportionate to the number of Fellows nominated and the number of QI projects the Partnership expects to implement.

MONITORING, EVALUATION AND LEARNING

The Fellowships will be included in THET's ongoing evaluation of volunteering models and analysed to ensure that the positive impact on the Fellows, the LMIC health system and the NHS is demonstrable and sustainable.

To measure the impact of the Fellowship programme at the individual level, THET requires Fellows to take part in:

- Pre-Fellowship surveys, which will be in the form of a self-assessment questionnaire to establish a baseline across key competencies and capacities the programme is seeking to improve;
- A '360' feedback process where Fellows would be asked to identify peers within the health service who would appraise the changes they see in the Fellows every six months;
- Post-Fellowship surveys, which will measure change across key competencies and capacities from baseline as well as gather qualitative information on the Fellowship's impact at the four levels of change from the Fellows' perspective. These assessments will be triangulated with the Health Partnership's structured feedback on the Fellowship, which will be incorporated into project-specific reporting templates, including providing evidence of completion of specific deliverables assigned to the Fellows.

Additionally, Health Partnerships will monitor and report on the Fellowship's contribution to developing the leadership of nurses and midwives, improving retention and recruitment of nurses and midwives, management of health services and quality of care as well as improvements in health outcomes as a result of a strengthened health workforce through their project reporting system.

5 ELIGIBILITY CRITERIA AND APPLICATION REQUIREMENTS

CORE REQUIREMENTS AND COUNTRY ELIGIBILITY

The core requirements for the Fellowships are as follows:

- Applications must be made by Health Partnership leads from eligible organisations and partnerships under this programme², collaboratively with the nurses and midwives who will take part in the programme
- The Health Partnership applying to the programme must be an established partnership
- The nurses/midwives must be registered in their country of intervention, with a license to practice in their professional field, and will remain employed by the LMIC Health Partnership Lead institution for the duration of the programme
- The nurses/midwives must be early-career professionals³
- Each Partnership must present at least four LMIC Fellows⁴
- Partnerships applying to the programme must operate within one of the LMICs listed above
- Applications must be submitted in English and using the templates provided

PARTNERSHIP AND NURSE/MIDWIFE APPLICANTS REQUIREMENTS

If the core requirements and country eligibility are met, applications will then be judged throughout the application process against the following criteria:

- The applicants have the capacity to take part in the Fellowship programme and deliver the QI project, demonstrated through past successes⁵
- The Quality Improvement activities are deliverable within a year by late November 2022
- The applicants clearly demonstrate how their involvement in the Fellowship programme will result in measurable outcomes for the nurses/midwives and partnership involved.
- The applicants show how they will evidence the Fellowship's contribution to their own personal and professional development as well as their partnership.
- The impact of the Fellowship will be sustained once the life cycle of the Fellowship programme has come to an end.

² See Q&A document for additional details.

³ See Q&A document for additional details.

⁴ Each Health Partnership can nominate between 4 to 8 nurses and midwives. However, applicants should be aware that THET does not guarantee all nominated nurses/midwives from the same Partnership will be awarded a Fellowship.

⁵ See Q&A document for additional details.

- The partners pay careful attention to gender equality and social inclusion (GESI) issues, e.g. access of women and people with disabilities to capacity development and services, and takes a GESI sensitive approach.
- The application clearly demonstrates a mutual exchange of learning between LMIC nurses and midwives involved in the Fellowship programme.
- Applications that are clearly rooted in a sustainable partnership which can demonstrate the partners are championing nurses and midwives in all aspect of their partnership work will be prioritised.
- LMIC institutions that have signed up or are willing to sign up to the Nursing Now Challenge will be prioritised

6 FUNDING RESTRICTIONS

THE FELLOWSHIP CAN FUND:

- Training and workshop costs, e.g. venue costs, refreshments and training materials (but not paid as per diems, please see below)
- Local travel in economy class and associated costs, e.g. train tickets, travel insurance, accommodation, subsistence
- Activity communication costs (cost related to activity overseas) e.g. Data bundles, teleconferencing subscription
- Publications
- Project management or admin/support costs (e.g. office costs, staff time for financial management), and costs related to M&E (e.g. staff time for data collection), to a maximum of 40% of the grant total
- Other costs related to the implementation of the Fellows’ Quality Improvement projects⁶.

THE FELLOWSHIP WILL NOT FUND:

- Entertainment costs (costs associated with entertaining individuals and/or groups of people, usually involving eating, drinking and other hospitality)
- Costs relating to the delivery of health services
- Equipment, consumables and capital costs (costs which cover the building or construction of new facilities or infrastructure)
- Per diems (while travel, accommodation and food costs can be refunded to training participants, THET does not support per diems being paid to training participants solely for attending the training)
- First or business class travel, and international travel.

7 TIMEFRAME, APPLICATION AND SELECTION PROCESS

The selection of Fellowship applications will be a one stage process. The table below provides an indicative timeframe for the selection and award process as well as the implementation phase.

Timeframe	Stages
8 th September 2021	Call for applications opens
16 th September 2021	Pre-application Q&A session on Zoom, from 9-10am (UK time), please register for this session here .
4 th October 2021	Application submission deadline
October 2021	Submission of supporting documentation (if required), review of applications by selection panel
Late October 2021	Notification of application outcomes, Fellowships awarded and contracts signed
Early November 2021	Fellowship begins, and inception meetings with THET
Late November 2022	Fellowship activities end

Following the submission of the project application, THET will assess whether the health partnership and their nominated nurses/midwives are eligible for a Fellowship and grant under this programme (see core requirements under Section 5 and Section 6 funding restrictions above) and eligible applications will be reviewed by a joint THET-external selection panel. The selection will be

⁶ Partnerships will be required to submit a detailed breakdown of the costs related to their QI projects before starting implementing these projects. THET aims to be flexible on the costs related to the implementation of QI projects but applicants should get in touch with THET if they would like to confirm whether their QI project-related costs can be covered by this grant.

based on an assessment of the application against the application criteria (see project requirements under Section 5 above). Applications that best meet the criteria will be awarded.

Applicants must be prepared to provide additional documentation and further clarifications to support their application as requested by THET.

Applicants will be notified of the outcome of their applications in October 2021. **THET's decision to award the Fellowship will be final.**

HOW TO APPLY

Applicants are required to submit the following, using the templates⁷ provided:

- Application form completed by the Health Partnership lead institutions
- Annex 1 completed by the LMIC nurses/midwives nominated by the Health Partnership for a Fellowship
- The nominated nurses' and midwives' CVs
- Letters of support from the lead partner institutions employing the nurse/midwife nominated for a Fellowship. This letter should confirm they are part of a Health Partnership with the relevant partner and that the nurses/midwives nominated are currently employed by the lead institution and will remain so over the duration of their Fellowship.

The application forms should be completed collaboratively and sent in one email to grants@thet.org by noon on 4th October 2021. Applications received after this date will not be considered.

If you do not receive an acknowledgement email from us within two UK working-days of submitting your application, please assume we have not received it and re-submit.

This fund is generously provided by



Data protection

We will use the information provided within the application forms only to assess and review these applications to the Fellowship programme. We will use your contact details in order to keep in touch with you about the programme. Your details will be kept safe and secure, only used by THET, our technical partner and those who work with us on this programme, and will not be shared with anyone else.

You can read our full privacy policy [here](#) for additional information on how we collect and process your data.

Safeguarding

We expect all applicants to comply with our Safeguarding policy. This policy aims to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with THET.

You can read our full Safeguarding policy [here](#).

⁷ All information should be included in the Application Forms within the stated sections and word limits. Additional documents, external links or footnotes will not be considered by the selection panel.