



WOUTER NOLET
SCHOLARSHIP FUND

Wouter Nolet Scholarship Fund (WNSF)

Policy Document for Website

Date: 03-22-2022

Version 1.1



STP Program I

- 2011-2022: CapaCare Surgical Training Program (STP) (dark blue cells)
 - Purpose of program: to educate medical professionals in emergency surgical and obstetric care
 - 2-year surgery/obstetric training and clinical rotations by CapaCare
 - 1-year houseman ship in the 2 largest tertiary governmental hospitals in Freetown by CapaCare

| | | | | | Year 1 (CapaCare) | Year 2 (CapaCare) | Year 3 (CapaCare) | |
|--|--|--|--|--|--------------------------------------|----------------------|---|----------------------|
| | | | | | STP training Surgery / Obstetrics | | Housemanship by tertiary hospitals: <ul style="list-style-type: none"> • PCMH • Connaught • ODCH | Certificate of SACHO |
| | | | | | | | | |
| | | | | | | | | |



STP Program II

- Planned 2023 onwards: integration with MSCS (light blue cells)
 - 2 years basic education by MSCS
 - 3-year specialization in surgery and obstetrics
 - Leading to bachelor's degree
 - Becoming Surgical Clinical Officer
 - School leavers additional 1-year pre-basic education

| Entry requirements | Year 0 | Year 1 (MSCS) | Year 2 (MSCS) | Diploma of clinical medicine | Year 3 (CapaCare) | Year 4 (CapaCare) | Year 5 (CapaCare) | Bachelor Surgical Clinical Officer |
|---|----------------------------|--------------------------------|-------------------------------|------------------------------|--|-------------------|--|------------------------------------|
| Nominated by partner hospitals: <ul style="list-style-type: none"> • Community Health Officers • Nurses • Midwives | | Basic Medical Education | Basi Medical Education | | STP training Surgery / Obstetrics | | Housemanship by tertiary hospitals: <ul style="list-style-type: none"> • PCMH • Connaught • ODCH | |
| School-leavers | Pre-basic education | | | | | | | |
| | | | | | | | | |

Strategy

Goals

To contribute to the improvement of the health care system in Sierra Leone by:

- Providing scholarships to pre-selected health care workers, who do not have sufficient financial means to follow the CapaCare STP training to become assistant surgeon or obstetrician.
- Assisting graduates from the STP training to be employed into the (government) hospitals.
- Supporting Outreach projects that focus on prevention campaigns and diagnostic facilities to build capacity and make health care accessible for people in rural areas.

Strategy

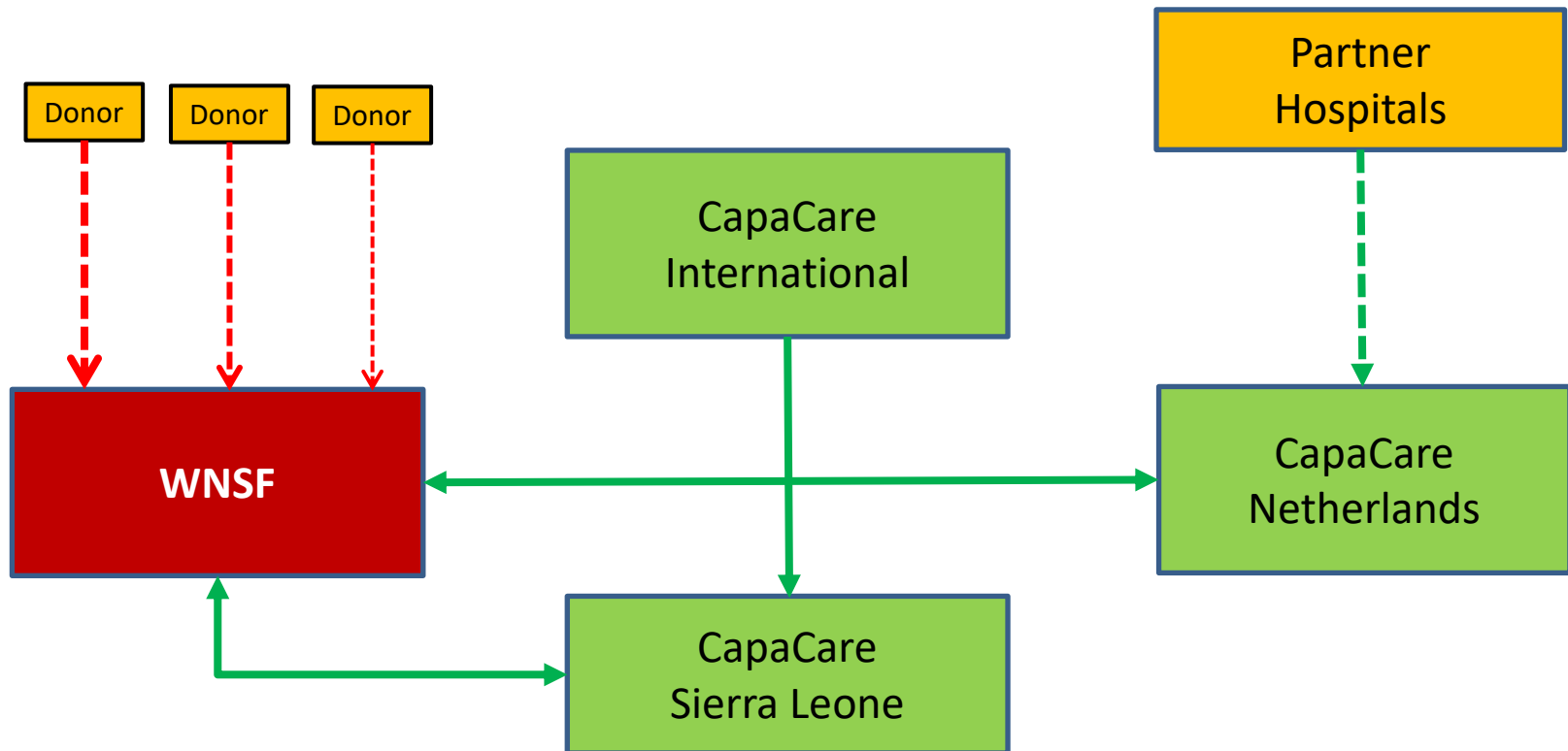
- Positioning WNSF in Sierra Leone as an independent entity, separate from CapaCare
- Collaborating with local partner hospitals that take care of the pre-selection of candidates
- Applying a system of processes and organization structure to issue scholarships
- Using checks & balances on critical points to create optimal transparency
- Ensuring that at least 95% of all donations are used to offer scholarships

Note: guided by the Sustainable Development Goals (SDGs) of the United Nations:

- Target 3: Good health and well-being
- Target 8: Decent work and economic growth
- Target 5: Gender equality and empowerment of women and girls



Organization Chart





3-Phase Development

The development of the scholarship program will be in 3 phases:

- Phase 1: Start-up
 - Start october 2021 with 2nd batch of STP students of october 2021
 - Scholarship for 3 year STP program
 - 2 pilot CHO's
 - Intake via current STP assessment
- Phase 2: Full-scale operation
 - 2022: full year of operations
 - Scholarship for 3 year STP program
 - 4 CHO's coming from partner hospitals
 - Intake via digital application process
 - Trying out of Nomination, Selection, Allocation, Issue and Feedback processes
- Phase 3: Extension
 - 2023 onwards: Scholarship for 5 year MSCS/STP program
 - In principle 4 health care workers (nurses, midwives, health care officers) coming form MSCS
 - In principle average of 2-4 new students per half-year batch, with a maximum of 12 students per year



Amount of Scholarship

- Current CapaCare STP program (3 years)
 - Cost of living allowance: € 1.450,-
 - Training allowance: € 250,-
 - Travel allowance: € 300,-
 - Average rent allowance: € 210,-
 - Total per student per year € 2.210,-
 - * STP school fees paid by CapaCare
- Additional MSCS program (2 years)
 - MSCS school fees: € 600,-
 - Cost of living allowance: € 725,-
 - Total per student per year € 1.325,-
- **Amount of scholarships**
 - 3 year STP program: 3 x € 2.210,- = **€ 6.630,-** (€ 2.210,- per year)
 - 5 year MSCS/STP program: € 6.630,- + € 2.650,- = **€ 9.280,-** (€ 1.856,- per year)



Planning of Students and Scholarships

| 3 year STP training | | | | | | | | | |
|---------------------|--------------------|---|---|---|---|---|-------|-------------------|----------------|
| Years | Number of students | | | | | | total | Scholarships in € | |
| 2021 | 2 | | | | | | 2 | 4.000 | |
| 2022 | 2 | 4 | | | | | 6 | 12.000 | |
| 2023 | 2 | 4 | 6 | | | | 12 | 24.000 | |
| 2024 | | 4 | 6 | 8 | | | 18 | 36.000 | |
| 2025 | | 4 | 6 | 8 | 8 | | 26 | 52.000 | |
| 2026 | | 4 | 6 | 8 | 8 | 8 | 34 | 68.000 | |
| 2027 | | | 6 | 8 | 8 | 8 | 8 | 38 | 76.000 |
| total | | | | | | | | | 272.000 |



Risk Analysis

- The following general risks need to be addressed and mitigated:
 - CapaCare lacks the funds or the tutors to continue the STP program
 - Masanga Hospital is closed due to outbreak of infection disease or lack of funds
- Risks specifically related to the sponsorship system:
 - Not enough applicants nominated by partner hospitals
 - Application too complicated for candidates to complete
 - Students withdrawal due to:
 - illness
 - bad behaviour
 - low performance results, absence in trainings