

**Selection of a Consultant to Develop a Capacity Building Plan for Primary
Healthcare System Strengthening Project**

Package No: PSSP/PROC/CONS/2019/05

Applications along with the CV and Technical and Financial Proposals are invited from eligible candidates for the above consultancy by the **Project Director Primary Healthcare System Strengthening Project, 3rd Floor, J.R. Jayawrdene Centre, Dharmapala Mawatha, Colombo 07.**

Duly filled application and Technical and Financial Proposals in two separate sealed envelopes should be submitted on or before **02.00 pm, 23rd July 2019** to reach the below address by hand/post. “Application for the Selection of a Consultant to Develop a Capacity Building Plan” shall be indicated on the top left hand corner of the envelope.

Terms of Reference (TOR) for the above consultancy is published here with.

**Project Director,
Primary Healthcare System Strengthening Project,
Ministry of Health Nutrition and Indigenous Medicine,
191, 3rd Floor, J R Jayawardena Centre,
Dharmapala Mawatha,
Colombo 07**

Terms of reference

Individual Consultancy to develop the Capacity Building Plan of the Primary Health Care System Strengthening Project (PSSP) and a consolidated Human Resource Development Plan for the MoH and 9 provinces

1. Background

The Primary Health Care System Strengthening Project (PSSP) under the Ministry of Health, Nutrition and Indigenous Medicine is seeking an Individual Consultancy to develop the Capacity Building Plan of PSSP for next 5 years (2019-2023).

The Primary Health Care System Strengthening Project is primarily aimed at reorganizing the primary health care delivery system in Sri Lanka with a special emphasis on the detection and management of non-communicable diseases. As a result of the proposed PHC reorganization, the quality and utilization of primary healthcare by all citizen of the country is expected to be enhanced. The proposed reorganization will also focus on improving the capacities of primary health care providers while addressing following thematic areas;

1. PHC policy and standards defined to improve comprehensiveness and coordination,
2. PHC provider functions and capabilities strengthened for more comprehensive and quality service provision,
3. Supportive systems developed to facilitate improved PHC delivery,
4. Health system empowers and becomes more responsive to demands of the population and
5. Increase the utilization and quality of PHC services, with an emphasis on the detection and management of NCDs of high-risk population groups, in selected areas of the country.

Improving capacities of staffs relevant to primary healthcare delivery in line with the above thematic areas relevant to primary healthcare delivery system strengthening is a key function of the project under component II of the PSSP. The focus areas include (a) strategic planning and project management; (b) dissemination of new evidences, good practices, and innovations in service delivery; (c) economics and finance; (d) private sector participation in health sector delivery; and (e) M&E. Accordingly, development of a capacity building strategic plan for the PSSP for next 5 years (2018 to 2023) is a key priority.

2. Objectives

- 2.1 To identify training needs/ capacity gaps among the health & related work force.
- 2.2 To identify key areas for capacity building
- 2.3 To identify key training modalities (Local, Foreign, Individual, Group.... Etc. learning events in cognitive, affection & psychomotor)
- 2.4 To identify staff categories to be trained in order to ensure the building their capacities
- 2.5 To develop a monitoring frame work for capacity building
- 2.6 To develop a consolidated human resource development plan for the MoH and 9 provinces

3. Scope of work

1. Propose a plan of action for the development of the capacity building strategic plan of Primary Health Care System Strengthening Project, under component II.
2. Facilitation & Moderating the consultations/ Focal group discussions to develop capacity building strategic plan for the PSSP
3. Propose a Monitoring & Evaluation framework for the capacity building program
4. Propose a consolidated human resource development plan for the MoH and 9 provinces

Following documents may be reviewed by the consultant

1. Concept paper of the PSSP titled "Reorganizing Primary Health Care in Sri Lanka: preserving our progress, preparing our future".
2. Project Appraisal Document of the PSSP; Procedures & Standards for the implementation of Capacity Building Program of PSSP is stated in paragraph 46 of page number 25. The proposed module should not be deviated from the procedures & standards sated in the above.
3. Proposals submitted by various stakeholders.

4. Deliverables (Expected outputs)

- 3.1 Submission of the plan of action
- 3.2 Submission of the Strategic plan & Monitoring framework
- 3.3 Submission of the consolidated human resource development plan for the MoH and 9 provinces

5. Qualifications/ Experience

- Bachelor degree or professional qualification.
- Experience in a senior position related to management in the public service not less than 10 years
- Experience in capacity building, trainings, etc.
- Experience in similar exercises
- Experience in decision making for health at higher managerial level

No	Activity	Due date	Deliverables	Payment terms
1	Signing contract	As soon as signing	Signed contract	10
2	Initial meeting with Project Director , Other relevant officers & Reviewing documents	Commencement date + Week 1	Meeting Minutes	-
3	Submission of the plan of action	Commencement date +week 2	The plan of action	20%
4	Implementation of the action plan	Commencement date +week 5	Minutes	-
5	Submission of the draft Strategic plan & Monitoring framework	Commencement date +week 7	Draft report	50%
6	Submission of final the Strategic plan & the Monitoring framework	Commencement date +week 8	Final report	20%

6. Client Inputs

- Provisions of facilities for meetings with relevant parties and officers
- Provide relevant documents and guidelines to be referred by the consultant
- Provision of expert assistance to integrate health inputs

7. Marking scheme for the selection

Item No	Description	Marks
01	Bachelor degree or professional qualification.	10
02	Experience in a senior position related to management in the public service not less than 10 years	30
03	Experience in capacity building, trainings, etc.	20
04	Experience in similar exercises	20
05	Experience in decision making for health at higher managerial level	20
	Total	100