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15/02/18

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15 Feb 2018

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Feb 15 2018

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TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT (NATIONAL)

TERMS OF REFERENCE	
Hiring Office:	UNFPA Country Office, Mongolia
Purpose of consultancy:	The aim of the consultancy is two-fold: to provide technical support to the Ministry of Health (MOH), <b>firstly</b> , in the assessment of the implementation status of the Maternity Home National Standard MNS 6188:2010 to identify the operational challenges and gaps, and their root causes, and provide recommendations to improve the standard and, therefore, the compliance with the standard; and <b>secondly</b> , to propose the criteria for the competency-based remuneration scale system to be applied in the obstetrical and gynecological services based on the skills and attitudes of service providers.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>As part of its Sixth Country Programme of Support to the Government of Mongolia, UNFPA provides support to the Ministry of Health to revise and improve the standards of sexual and reproductive health and formulate standard operating procedures (SOP) for adolescent and youth-friendly health services. Also, the "Exit Phase" of the Telemedicine for Maternal and Newborn Health Project, 2017-2019, is designed to ensure the sustainability of interventions introduced by the project.</p> <p>The revision of the structure and functions standard of the maternity homes (or "Амаржих газар" referring to the three maternity hospitals in Ulaanbaatar and 11 maternity homes with separate buildings in aimags) and the introduction of competency-based remunerations are the MOH priorities in 2018 and included in their workplan. With this Terms of Reference, UNFPA is looking for a national consultant who will provide technical assistance to the MoH in two above mentioned areas, and will complete the following tasks for the period of two months:</p> <p>A. <u>Revision of the maternity home standard</u></p> <ol style="list-style-type: none"> <li>1. In close coordination with the MOH and UNFPA technical team, review the implementation status of the MNS 6188:2010 standard covering the delivery of reproductive health services, including family planning and youth-friendly services;</li> <li>2. Provide recommendations for the revised standard that shall include the following innovative approaches instituted by the telemedicine project: <ol style="list-style-type: none"> <li>a. Having a distinct outpatient consultation or scheduled time for non-pregnant women on diverse SRH issues, including family planning;</li> <li>b. Having a telemedicine facility with the color Doppler ultrasound machine connected to a computer with internet access enabling the download and exchange images using a teleconsultation platform (MnObstetrics);</li> <li>c. Having an intensive care room with a high resolution internet protocol (IP) camera for direct teleconsultation with the tertiary-level facilities on severe maternal and newborn cases;</li> <li>d. Having a training station equipped with the anatomical models for training and rehearsal of emergency obstetrics and newborn care skills; and</li> <li>e. Providing adolescent and youth-friendly Maternal and SRH services to girls referred by the adolescent and youth outpatient services.</li> </ol> </li> <li>3. Lead the consultative process among stakeholders for the inclusion of the above commodities in the structure and functions of the maternity homes of</li> </ol>

	<p>Ulaanbaatar City and aimag maternity homes;</p> <p>B. <u>Develop and propose the criteria for the competency-based remuneration scale system that shall include:</u></p> <ol style="list-style-type: none"> <li>1. Clearly defined surgical skills that required for the senior, lead and consultant level specialists;</li> <li>2. Documenting the involvement in the decision making on severe complications;</li> <li>3. Proven record of providing teleconsultations for aimag/district doctors based on the MnObstetrics and Campus Medicus archives, and</li> <li>4. Proven involvement in the facilitation of undergraduate and graduate training, including competency-based trainings, etc.</li> </ol>
Duration and working schedule:	The consultancy period will be from 16 March to 15 May 2018, following the same office hours of UNFPA Country Office (CO), but regularly working at the MoH.
Place where services are to be delivered:	Ulaanbaatar, Mongolia
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<ol style="list-style-type: none"> <li>1. Detailed assessment report with recommendations developed on addressing the challenges and gaps, and their root causes, and on the necessary amendments to the standard to ensure the sustainability of the project interventions;</li> <li>2. At least one consultative workshop on improving the structure and functions standard of maternity homes is organized and facilitated during the assignment period;</li> <li>3. Competency/performance based remuneration criteria developed for the obstetricians and gynecologists that includes, among others, the provision of advice on severe complications of pregnancy, childbirth and postpartum as a criterion;</li> <li>4. Final report – by May 31, 2017</li> </ol>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	<ol style="list-style-type: none"> <li>1. Bi-weekly update on progress made in the deliverables, as per a template jointly agreed upon at the start of the consultancy; and</li> <li>2. Other updates and reports as needed in UNFPA CO programme team meetings, other meetings with stakeholders, and as inputs into project reports and updates;</li> </ol>
Supervisory arrangements:	The consultant will be under the direct supervision of the Telemedicine Project Manager and receive overall guidance from UNFPA Assistant Representative.
Expected travel:	Some in-country travel may be required as part of field missions.
Required expertise, qualifications and competencies, including language requirements:	<p><b>Required Skills and Experience</b></p> <p><b>Education</b> Advanced degree in health, social sciences, or related fields.</p> <p><b>Experience</b></p> <ol style="list-style-type: none"> <li>1. At least 10 years of experience of working in the maternal, newborn and/or reproductive health sector (primary experience requirement);</li> <li>2. Experience working in complex, multi-stakeholder environments, and delivering timely results under pressure; and</li> <li>3. Extensive knowledge of setting international standards for maternity homes and health sector remunerations.</li> </ol> <p><b>Language</b></p> <ol style="list-style-type: none"> <li>1. Mongolian native speaker</li> <li>2. Fluency in English (reading and writing), including ability to review recent evidence based professional literature.</li> </ol> <p><b>Competencies</b></p> <ol style="list-style-type: none"> <li>1. High-level of understanding of human rights, adolescent and youth-friendly, and client centered health services;</li> </ol>

	<ol style="list-style-type: none"> <li>2. Excellent skills in development of policy documents, clinical guidelines and standards, facilitation of workshops and consultative processes;</li> <li>3. Excellent skills in participatory methodologies and working with diverse stakeholders; and</li> <li>4. Ability to work under pressure and adhere to strict timelines.</li> </ol>
<p>Inputs/services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>It is anticipated that the consultancy will be governed by an Individual consultancy contract under standard UNFPA/UNDP terms and conditions. UNFPA will pay a consultancy fee according to the current UNFPA/UNDP approved schedule of rates at a level to be negotiated.</p> <p>UNFPA reserves the right to withhold up to 30% of the total fee in the case that the deliverables are not submitted on schedule or do not meet the required standard. Copyright and ownership of all documents produced will remain with UNFPA.</p> <p><b>Logistical arrangements</b>  The UNFPA Country office with its support to the MoH will be responsible for arranging all logistical matters related with the field missions, consultation meetings, and working group sessions including venue, stationery and refreshments.</p>
<p>Other relevant information or special conditions, if any:</p>	<p>The consultants needs to be familiarized with the recent developments in the field e-Health in Mongolia (e.g. The World Bank project)</p>
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	

