



Terms of Reference

Expert support to health system reform and policy implementation with emphasis on PHC development

Date: May 2018

Consultancy: International expertise in health system reform with emphasis on PHC development

1. Context

Embedded into the Swiss Cooperation strategy 2014-2017 for Albania, as well as in the New Cooperation Strategy 2018-2021, the overall goal of the Health for All Project (HAP) is:

- The Albanian population benefits from better health thanks to improved primary health care services and health promotion activities.

Expected outcomes are:

1. Central government, donors and other relevant actors' engagement in the health system reform leads to better management and provision of services through qualified health professionals;
2. Citizens in target regions have increased access to more decentralized, affordable, quality primary health services. More health conscious citizens contribute through increased participation towards an accountable and responsive health system.

The governance and steering of the health sector has positively evolved through the elaboration, approval and implementation of key strategic documents. A master document in this respect – the National Strategy of Health, 2016-2020 - has been approved and launched in May 2017. The direct contribution of HAP was for elaboration of the national Action Plan on Health Promotion, 2017-2021. The challenge ahead will be the implementation of these strategic frameworks and plans in the short- to medium term, including in respect to Primary Health Care (PHC) development.

As result of its engagement in the improvement of the Primary Health Care of Albania, HAP has identified weaknesses in the System that require a coordinated, comprehensive and articulated approach, tackling all aspects of PHC, nominally, HR qualifications, integration of the network of facilities, facilities standards, package of care, finance and management of the networks, governance and accountability lines at different levels, etc.

Swiss TPH, Socinstrasse 57, Postfach, CH-4002 Basel, T +41 61 284 81 11, F +41 61 284 81 01, www.swisstph.ch



2. Main objectives of the consultancy

Taking into account the aim of Ministry of Health and Social Protection (MOHSP) to establish universal health coverage, the national health strategy 2016-2020 calls for a stronger primary health care that provides a full range of quality services with a people centered approach.

The objective of this consultancy is to advise and to technically assist the MOHSP (Minister and close collaborators) on reform elements in order to strengthen PHC services in Albania and beyond the Albanian public health system, in respect to: regulatory framework, infrastructure, human resources, quality and list of services provided, financial resources, management, monitoring and accountability mechanisms and when necessary provide recommendations including concrete actions for improvements. Specifically the consultancy will focus on;

- Advise and guide the Ministry of Health and Social protection on health policy implementation with a focus on primary health care leading to health system strengthening
- Provide technical advice, recommendations and analytical opinions for the progress in implementation of selected priorities in the Albanian National Health strategy 2016-2020 particularly related further specific aspects relating to PHC development such as services packages and referral patterns to hospitals, health management information system, and health management in general, health governance, quality improvement, and human resources.
- Guide on development of action plans for a synergistic implementation of cross sector policies and programs on health
- If appropriate identify and facilitate specific additional technical assistance to the MoHSP in the area of PHC development
- Advise the Ministry of Health and Social protection on establishment and governance of donors meetings

The expected results of this assignment are:

- The Ministry of Health and Social Protection is opinionated how to progresses with the implementation of its national Health Strategy 2016-2020.
- Specific health policy priorities relating to PHC development are identified by MoHSP and discussed and agreed on with relevant stakeholders
- Priorities in the regulatory framework, infrastructure, human resources, quality and of services, financial resources, management, monitoring and accountability mechanisms relating to PHC development are identified and brought forward to relevant stakeholders
- Regular inclusive consultation meetings on the health strategy 2016-2020 and its implementation are organised by MoHSP

3. Approach and sequence of activities of the consultancy

The assignment will be carried out by a long-term expert attached to the MOHSP.

The assignment can be carried by an individual consultant or a consultancy firm. For carrying out the assignment the selected Consultant/Organization will take into account the recent evaluations and studies carried out by various organisations, international best practices, and reforms introduced in the Balkan countries.

The assignment shall be implemented over the period June 2018 to March 2019. It is acceptable to propose an intermittent or permanent arrangement over the 10 months period.

The approaches can be summarised as follows:

- The deployed expert will consider all relevant documents related to the Albanian health sector such as policies, action plans, regulatory frameworks, standards and studies and reviews.
- The deployed expert will regularly interact with the Minister of Health and Social Protection and if the need be with the assigned persons. The expert(s) will present the findings of the situation analysis conducted for different aspects, highlighting identified priorities, and will initiate the process of consultations in relation to alternative strategies to tackle the identified weaknesses;
- The deployed expert will compile the contributions and observations collected through an interactive process of discussion with Ministerial staff and key stakeholders in the health sector, and will prepare draft proposals to be shared, discussed and agreed with Ministerial staff, HAP team members and selected stakeholders. All relevant comments and indications of changes will be reflected if necessary in the final output.
- The final version of the policy documents and action plans will be presented and agreed with the Minister of Health and Social protection. When necessary summary of these documents may be considered for presentation.
- If for specific areas warrant additional technical assistance, the deployed expert shall outline and agree on with MoHSP and HAP additional support, including possible experts and further assist/facilitate the complementary assignments
- Beyond the present assignment, the deployed expert will make him/her/themselves available for any additional discussion with the Minister and other high level authorities in the Health sector.

4. Albanian counterparts

The deployed expert(s) will work closely with the Minister of Health and Social Protection or if the need be the adviser/technical director formally appointed by the Minister of Health. The Director/Adviser will facilitate the interaction of the deployed expert with all senior staff working at the Ministry and other institutions and stakeholders.

5. Profile of the deployed expert(s)

Applications from individual consultants as well as from organizations/consultant companies are welcome. In case that this assignment is granted to an Organisation, this has to appoint a *leading expert* who is able to deal with most of the work respectively is able to address most of the outlined objectives and who has the following experience and background:

- Long (10 years minimum) experience in planning, management and evaluation of health reform and/or Primary Health Care services networks in low and middle income countries, preferably in Eastern European countries, the Balkans and Central Asia;
- Post-graduation degree in Public Health or related fields;
- Proved experience in writing Health Policy, strategy and action plan documents and coordinating processes of preparation of such documents;
- Knowledge of Health Systems and PHC in transition countries;
- Proved competence in working and leading large teams of experts in Health fields;
- Strong ability to coordinate teams of experts with governmental counter-parts;
- Fluent in English (knowledge of Albanian language will be an advantage);

In the case of a consultancy organization, a backstopping approach should be proposed in order to explain how the organization will deploy the backstopping consultants and who they might be.

6. Timing, place and duration

The deployed expert should be available to start the work in June 2018, and should be available to stay in the country for a maximum of 10 months spread over the period June 2018 and March 2019. Complementary short-term missions can be organized by other expert(s)/team members for specific assignments based on the identified needs by the main expert/team leader, in close consultation with MOHSP, SDC and the HAP team.

The Ministry of Health will provide an office space for the deployed expert(s) during the duration of the assignment, but they should make their own arrangements in terms of computer.

7. Reporting

The team leader has the responsibility for the final compilation of all the reports (policy papers/analysis and action plans) delivered by him/herself and possible additional experts involved.

Changes to this TOR have to be discussed and agreed with the Ministry of Health and Social Protection, Director of HAP and HAP Manager in Tirana.

8. Application

The application should include the following documents:

- 1) Letter with expression of interest
- 2) Budget with expected remuneration for the main expert or the team leader and time availability to start the assignment (budget should not include travel and accommodation expenses, which will be directly covered by HAP, and should not include per diems);
- 3) Updated detailed CV of the main expert or team leader;

- 4) Two to three pages technical proposal on how the Individual Expert or the Organization intend to approach the mandate, detailing eventually the time allocation of each component of the team (backstopping approach) and respective deliverables;
- 5) Name and contact details of three referees for the Individual Expert and the proposed members of the team, including the team leader in the case of a Consultancy Organization (should inform when referees can be contacted);

Only the short-listed Individual experts or Consultancy Organizations will be contacted and should make the proposed team leader available for phone interview with the selection panel.