



TERMS of REFERENCE

Technical expertise for the elaboration of new profile Physiotherapist, in Primary Health Care (PHC), in Albania

Background

Health for All (HAP) is a project of the Swiss Agency for Development and Cooperation (SDC) of the Swiss Government and is being implemented in Albania since 2015. Its overall goal is that the Albanian population benefits from better health due to improved primary health care (PHC) services. Since April 2019, the second Phase of HAP is being implemented by the Swiss Tropical and Public Health Institute (Swiss TPH) through the HAP Centre.

Phase 2 of HAP supports among others the initiative of Ministry of Health and Social Protection (MoHSP) and other partners of the health sector for implementation of the Primary Health Care (PHC) Strategy, 2020-2025. This Strategy outlines key health reform aspects including a change towards a health system giving higher attention to PHC services and control of Non-Communicable Diseases (NCD).

One of the objectives of this strategy is redefining the profiles of professional and piloting new types of services in PHC that will contribute to make PHC services more able to respond to the unmet health and social needs of the Albanian population regarding Aging and Non-communicable diseases (NCDs).

PHC requires a multidisciplinary approach, integrating different types of health care professionals (HCPs), such as physicians, nurse, social workers, and rehabilitation professionals. Incorporating these healthcare professionals into PHC may require a change in or expansion of roles and methods of service delivery. Then, PHC can provide a wider range of services including home care, Preventive Care, Health Promotion and Prevention and Rehabilitative Care

Physiotherapists offering Rehabilitative Care in Albania work across the health care system, including in hospitals, private clinics, long-term care facilities. Their integration into PHC is lacking. In a PHC team, physiotherapists can assume several roles: they can work one-on-one with patients suffering from musculoskeletal and neurological conditions, provide fall prevention training, educate patients and caregivers about prevention and management of chronic disease etc.

In this context, HAP will support the elaboration of a new profile of the Physiotherapist in PHC. The experience of the “physiotherapist in Patos HC” (but not only) can be used as a starting point in order to draft the Profile of the “Physiotherapist in PHC”. The HCs already have an “Internal Regulation on the Organization and functioning of the Health Center”. The possible changes of internal organization of work should be reflected in this document on a case-by-case basis.

In this frame, HAP is looking for a local consultant to propose the profile description, including the modalities of operation and functioning of the new Profile of “Physiotherapist” in different contexts of PHC.

Objective

The main objective of this consultancy is to provide technical expertise to elaborate the description of the new profile of “Physical Therapist”, including the functioning frame in different contexts of PHC.

Specific objectives are:

- Develop the template/s with the profile description of “Physiotherapist in PHC” according to different organizations of PHC services.



- Propose an organizational frame and modalities of operation and implementation of the profile of “Physiotherapist” or alternatively “professional in charge for physical rehabilitation” with the existing personnel of various health centres. Several scenarios should be proposed for discussion.
- Propose models of the technical and administrative forms and other documents required by HCs for internal use, regarding the organization and functioning of the service of “physical rehabilitation”, in close collaboration with the personnel of selected health centre, representatives of important partners and HAP.

3. Methodology and Approaches of the consultancy:

The consultancy will be carried out in two phases:

Phase 1 will include the following activities:

- Desk / review of the documents below: Strategy of PHC 2020-2025, Albania, Basic Package of Services in PHC, 2015 and other materials in relation to the scope of this mandate
- Carry out meetings and consultations with selected HC teams, namely Director of HCs, Physical therapist of Patos HC, representatives of HC (public and private) where this service might be provided and other representatives of central stakeholders.
- Propose the draft of the template/s with the description of profile “Physiotherapist”
- Propose the draft of the template with the description of the profile “professional in charge for physical rehabilitation” as an alternative for PHC centers
- Propose a realistic organizational frame and modalities of implementation of the profile “Physiotherapist” and alternatively “professional in charge for physical rehabilitation” with the existing personnel of health centers

Phase 2 will include the following activities:

- Broad discussion of the profile(s) and modalities of implementation of the new profile(s) within the health center(s)
- Identify the most realistic and suitable modalities of implementation in close consultation with partners.

This template/s includes description of these elements but not limited:

- a) definition of scope of practice of ‘Physiotherapist’ in PHC.
- b) definition of scope of practice of the “professional in charge for physical rehabilitation” in PHC (as an alternative for health centers)
- c) target population of beneficiaries
- d) personalized job description, supporting complementary roles between physiotherapist and other members of multidisciplinary of PHC team.
- e) the competencies and list of skills and knowledge that will be needed for the professional role,
- f) list of equipment needed,
- g) documentation and reporting,
- h) propose monitoring indicators
- i) plan of training (only topics)
- j) other features.

4. The consultant/s are expected to satisfy the following criteria:

- Proven experience with PHC in Albania (organization, functioning and practice)- s
- Proven experience in one of the following fields:
 - ✓ a) physical therapist with at least 3-5 years of experience, in health care services,



- ✓ b) public health expert with at least 5 years of experience in organization and management of PHC services or outpatient health care services including physical rehabilitation,
- ✓ c) health management expert with at least 5 years of experience in organization and management of PHC and/or outpatient health care services including physical rehabilitation,
- ✓ d) physician with at least 5 years of experience in organization and management of PHC or outpatient health care services including physical rehabilitation,
- Proven previous experiences with similar consultancies
- Record of synthetic capacities and report writing skills

5. Logistic aspects of the consultancy:

- The consultant will provide the technical expertise as defined in the objectives' section of these ToRs.
- The consultant will keep HAP informed about any difficulties during the implementation of these ToRs.
- The consultant will be supported by HAP staff on the technicalities of background of this consultancy, namely Nursing Specialist.

6. Deliverables

The provider has the responsibility to submit the following:

- Template/s of description for Physiotherapist, in compliance of the requests in the Part nr 3 of this ToRs.
- Frame for organization of work and modalities of implementation of the profile "Physiotherapist", with the existing personnel of various health centers

Attached with the:

Short report summarizing all the process implemented/work done (signed and submitted to HAP electronically and in hard copy)

7. Deliverable Time:

This consultancy service will be conducted within January 2022.

The interested individuals shall submit, the following documentation:

1. The updated CV, highlighting the required experience as per ToR-s, and the relevant degrees and qualifications
2. A list of similar jobs in providing similar consultancies
3. The financial offer, **with a daily fee, in Albanian Lek**, VAT (where applicable) / taxes included