

Consultancy: Desk-Based Capacity Assessment of Ministries of Health and Health Workforces in 11 Pacific Island Countries

The Royal Australasian College of Surgeons (RACS) is a Department of Foreign Affairs and Trade (DFAT) accredited, non-government organisation working on health and development programs with partners across Asia and the Pacific. RACS' Global Health Program focuses on strengthening health systems and building capacity of health work forces to improve the quality and accessibility of surgical treatment and post-operative care.

Background to the Consultancy

RACS has been working with DFAT since 1995 to address gaps in specialised clinical service (SCS) provision in the Pacific region. The current phase of this work is conducted through the Pacific Islands Program (PIP) which will be implemented up to 30 June 2022. Anticipated end of program outcomes include:

1. Prioritised clinical service professionals have improved competencies
2. Priority clinical and training needs within Pacific Island Countries met through the deployment of Visiting Medical Teams (VMTs)
3. Capacity of Pacific Ministries of Health to identify, prioritise and plan for specialised clinical service and training strengthened
4. Pacific specialised clinical education institutions and Pacific professional clinical organisations have improved educational resources.

The PIP forms part of the broader DFAT Pacific Regional Clinical Services and Health Workforce Improvement Program which aims to contribute to the following high-level goal; *'health care in Pacific island countries is affordable, appropriate to local needs, of good quality and accessible'*. The PIP is one of three programs implemented under this regional program. The other components are managed by Fiji National University (FNU) and Pacific Community (SPC).

Scope of the Consultancy

Limited baseline data was collected during the design of the PIP. Therefore, to strengthen program monitoring and evaluation, RACS is seeking to engage a consultant with expertise in health systems strengthening, to undertake desk-based capacity assessments which focus on:

1. **Ministry of Health (MoH) Capacity** - Assessment of current MoH capacity in 11 Pacific Island Countries to effectively prioritise and plan for the delivery of specialised clinical services and professional development of the health workforce. These assessments will review relevant secondary data such as existing MoH Strategic and Business Plans, other key MoH planning documents and WHO data to identify trends over the last five years and to document current capacity. Ministries of Health to be assessed include: Cook Islands, Fiji, Kiribati, Marshall Islands, Federated States of Micronesia, Nauru, Samoa, the Solomon Islands, Tonga, Tuvalu and Vanuatu.
2. **Health Workforce Capacity** - Assessment of the capacity of the current health workforce in 11 PICs (listed above) to meet the needs of the population. These assessments will consider numbers, skills, and professional development opportunities available to the health workforce and document trends in the health workforce of each PIC over the last 5 years. The consultant will use existing MoH and WHO data to undertake health workforce assessments.

Consultancy Deliverables

- **Country Capacity Assessment Reports** documenting completed desk-based capacity assessments of Ministries of Health and health workforces in 11 Pacific Island Countries which will supplement limited baseline data collected during the initial design of the PIP.

Timeframes

1. A capacity assessment plan confirming the methodology to be used, key primary and secondary data sources, proposed global standards to be applied and confirmation of reporting structure by **15 December 2020**.
2. Draft Country Capacity Assessment Reports to be submitted on **15 February 2021**.
3. Completed Country Capacity Assessment Reports to be submitted on **1 March 2021**.

The Consultant

RACS is seeking to engage a suitably qualified consultant. Therefore, the consultant should have the following skills and experience:

- Post-graduate qualifications such as a Master of Public Health or Master of Health Administration
- Expertise in health systems strengthening research and programming
- Experience of work in health and development programming in low and middle-income countries
- Excellent written communication skills with the ability to produce high quality and accurate reports and assessments.

Expression of Interest

To apply for this consultancy, please submit an Expression of Interest providing the following:

- Estimated cost based on the number of days required to complete the consultancy within the nominated consultancy period (15 December - 1 March 2021).
- A brief outline of the methodology to be used to undertake the capacity assessments.
- Evidence of relevant skills and experience demonstrating capacity to undertake the consultancy, including provision of two examples of recent written work.
- Two professional referees that can substantiate your claims and capability to undertake the consultancy.

Expressions of Interest are to be emailed to Robyn.Whitney@surgeons.org, RACS Global Health Programs and Operations Manager by COB on the 18 November 2020.