

MINISTRY OF HEALTH AND FAMILY

Male'
Maldives

**LOCAL CONSULTANCY FOR THE DEVELOPMENT OF
HUMAN RESOURCE HEALTH PLAN FOR MINISTRY OF HEALTH AND FAMILY**

Background

In order to pursue a planned development for human resources for health, MoHF is interested to develop a National Health Workforce Plan for a 10 year period. Human resources are critical for strengthening and improving the efficiency and effectiveness of the health system.

Planning the human resources for health is a complex process. It needs to consider both the technical aspects related to estimating the number, skills and distribution of health personnel for meeting population health needs, and the political implications, values and choices that health policy and decision makers need to make within given resources limitations.

According to the change in government health policy, the government has restructured the health sector and redefined the human resource norms more specifically at the Regional and Atoll levels. Hence the present Health Workforce Plan has become almost irrelevant in the wake of changing priorities, policy directions and the new health master plan (2006-2015). Moreover, a comprehensive human resource plan is necessary for planning the manpower development of the health sector, for the operationalization of the government manifesto.

Ministry of Health and Family considers development and rational deployment of adequately trained and competent human resources of various categories at various levels of health services. Therefore the Ministry is interested to develop a human resource for health plan that includes all categories of personnel required to deliver the health services.

The proposed plan will be reviewed periodically with regard to the progress made in attaining the proposed staffing targets, and would be revised in the context of changes in health policy, health infrastructure, demography and health needs of the population, and socio-economic developments.

The purpose of this health workforce plan will be to provide guidance for the staffing of the health services and the training of health service personnel (professional, technical, support and administrative staff) over a period of time.

Problem statement

There are several issues and problems associated with the health workforce in Maldives. The most prominent among them is a severe shortage of health professionals and paramedical

staff, such as medical doctors, specialists, nurses and lab, physio, and x-ray technicians. The health system of Maldives depends largely on expatriate staff and staff trained from different institutes. Most of these expatriate staff experience cultural and language problems, and lack of challenges at workplaces and with the lack of capacity building and skill development opportunities there is high turnovers. Properly trained and well- motivated staff are crucial to the effective functioning of health systems.

There is an over dependence on highly specialized professionals in certain areas, due to lack of pre planned task and skill mix matrix. Ministry of Health and Family (MoHF) needs to identify tasks and functions and clearly define their span of control and reporting relationships.

Suggested methodology

The HRH plan should cover all categories of health personnel at various levels of health system. While presenting the estimate of human resource requirements, various factors such as losses from workforce due to retirement, resignation and other causes such as attrition, emergent health needs over a period of time, should be considered.

Keeping in view the new restructured health system, and the proposed staffing norms, it will be helpful to note the huge gap in almost all categories of personnel, the severe shortage of critical health workforce such as doctors and nurses, overdependence on expatriate medical, nursing and allied services personnel. Further, the expanding network of the health services in the regions and atolls should be considered.

It is helpful to perceive of the major stakeholders in the review process, which include policy makers, doctors, nurses and administrators of the health system, patients and other significant people. Further, the methodology should be developed in consultation with the MoHF.

The proposed plan should be a rolling plan that could be reviewed periodically with regard to the progress made in attaining the proposed staffing targets, and would be revised in the context of changes in health policy, health infrastructure, demography and health needs of the population, and socio-economic developments.

Outputs

- a) A draft review report which outlines the present staff status with broad level of qualifications, both local and expatriate staff separate, with the gaps and services of different categories. This report should be submitted within 1 month of contract acceptance.
- b) A report that shows new innovative suggestions to fill the gap through appropriate skill mix matrix and task shifting methods, and the training requirements with the levels and areas.
- c) A report that addresses the phasing out of the expatriate staff, based upon the training capacity locally and abroad. The report of b & c should be submitted within the second month of contract acceptance.
- d) All final reports must be provided in bound triplicates with soft copies in Microsoft Word Format, and submitted at the end of 2nd month.

Reporting

- The consultants must provide a time table of consultancy implementation and tentative dates for the activities, by the end of the first week of consultancy.
- The consultant will work in collaboration with the head of Human resource division of MoHF, and is required to brief the head of the HRD on the status of the project.

Qualifications

Educational Background:

Preferred:

- The consultant will possess a post graduate degree in Human Resource management, or an equivalent combination of credentials, knowledge, skills and abilities.

Professional experience:

- At least 3 years experience in the health sector.

Language requirements:

- The consultant(s) will possess excellent written and verbal skills of English, and Dhivehi.

Duration:

Two months. Targeted start date for the consultancy is from the date of acceptance.

Remuneration and terms of payment:

The consultant(s) will be paid as per the government regulations after submitting the deliverables acceptable to MoHF.

Submission of applications:

All applications for this consultancy should be addressed to the Training Division, Ministry of Health and Family. The bids must be received before 5th December 2009.

Selection criteria:

- Qualification of the consultant.
- Experience: the area of HR and health services.

If working in a team the leader's qualification and experiences will be given priority in the selection.

8th Nov. 2009
