



## **Human Resource Division**

Ministry of Health

Male' Maldives

### **Terms of Reference**

#### **Primary Healthcare pilot project in islands with a population <1000**

**04th April 2021**

#### **1. Background**

Government of the Republic of the Maldives is undertaking a restructure of the national health service to strengthen primary health care on the islands of the Maldives. The islands of the Maldives are widely scattered and therefore present a unique challenge in delivering excellence of healthcare to the population.

As part of the planned restructure, a project is being developed to deliver an immediate package of continuing medical education to existing island healthcare staff, which will focus on the priority needs of the island populations. In addition, a longer term aim is to develop a cadre of primary care specialist doctors for the islands.

#### **2. Goal**

To strengthen primary care on islands in the Maldives to meet the current health needs of the population through capacity building for

- ✓ Doctors
- ✓ community health workers
- ✓ Nurses & Midwives
- ✓ Other Relevant Health center staff

#### **3. Objectives**

3.1. To develop a training package, training activity plan, and train primary healthcare teams including community health officers, family health officers and nurses to improve primary care services.

3.2. To develop a post-graduate training scheme for doctors with a basic medical qualification to become specialist primary care physicians, also known as family physicians or general practitioners (GPs).

3.3 To develop a training package for ToTs (Training of Trainers) for rollout

3.4. To deliver training package according to training activity plan and schedule agreed with MoH

#### **4. Tasks**

4.1 To develop and deliver a training package and training activity plan for primary healthcare teams including community health officers and nurses. The Training should include but not be limited to the below mention priority topics.

- prevention and management of non-communicable diseases
- prevention and management of communicable diseases
- prevention and management of Population Health Issues
- Environmental Health issues
- Community Health issues
- Occupational health issues
- Quaternary healthcare issues
- patient-centered primary care for island communities
- domestic violence and child abuse

#### *4.2 Primary care training*

A number of priority islands (76 islands) has been selected to receive training initially. The project team will set up and run a course for medical officers (MOs), nurses and community health workers (CHWs) in healthcare centers on these islands. Total number of staff to be trained will be 228.

The course will cover the priority areas listed above, and train the entire healthcare team, with role-specific appropriate detail for doctors, nurses and CHWs. Proposals should outline the curriculum for MoH approval.

Primary health Care teams should have Job Aide competencies as prescribed by the MOH.

Monitoring and evaluation of the effectiveness of the training in improving patient outcomes should be carried out.

#### *4.3 Post-graduate specialist training*

The consultancy team will establish a postgraduate vocational training scheme for doctors to become specialist primary care physicians, including establishment of curriculum and supervision of the first intake, leading to Qualification that will be registered and licenses by MRCGP or Equivalent international body.

## **5. Methodology**

### *5.1 Primary Healthcare training*

Current management of primary healthcare will be audited in selected island health centers and staff trained how to carry out an audit. The audit will provide a baseline for evaluating the primary healthcare training.

- ✓ A six-month blended learning course in primary healthcare comprising of online modules and face-to-face skills workshops will be delivered to CHWs and other relevant Health center staff. (The course may extend over seven or eight months in order to accommodate a break for the month of Ramadan).

Successful tenders will outline an appropriate methodology for training in remote islands:

- using technology-enhanced learning appropriately
- taking into account the need to maintain service provision on the islands during the training period
- incorporating evaluation of training in terms of impact on patient outcomes
- taking into account the available evidence base
- capable of being scaled up to reach further islands and atolls at a later stage.

### *5.2 Postgraduate primary care specialist training*

The program will consist of two years of six-month hospital training posts in Indira Gandhi Memorial Hospital and other training hospitals, Malé, in specialties common in primary healthcare, and one year of supervised primary care practice in selected islands.

Working with the Maldives National University School of Medicine, the team will organize the hospital training program and undertake training of consultants for educational supervision of the hospital posts. During hospital posts, trainees will attend monthly primary care training days.

The team will also conduct on-the-job training in specialist primary care over one year, in the atolls. This will be done through joint

consultations, regular patient reviews, personal feedback and weekly tutorials.

Trainees will complete a two-year blended learning course (online and face-to-face workshops) in primary care.

The exit qualification for the program will be an International Qualification that will be registered and licensed by RCGP (Royal College of General Practitioners) or equivalent international body.

Successful tenders will outline an appropriate methodology for postgraduate primary care specialist training for doctors:

- using technology-enhanced learning as appropriate
- taking into account the available evidence base
- adapting international norms of training for family physicians/GPs/specialist primary care doctors to the needs of the Maldives healthcare system
- including hospital rotations, supervised primary care practice and access to appropriate study materials
- incorporating recommendations for exit qualification process

## **6. Outputs**

### *6.1 Primary Healthcare Training*

The following will be delivered within one year:

- Audit baseline report following initial audit
- Delivery of training to all atolls' CHWs, all MOs and all primary care nurses through trained trainers
- Three-Month post-training audit with progress indicators
- Evaluation of training using audit and trainee feedback data
- Training of trainers plan for rollout
- Delivery of training package according to plan and schedule agreed with MoH
- Quarterly progress reports
- Post-training evaluation report.

### *6.2 PG specialist training*

The following will be delivered within one year:

- Training of hospital consultants at IGMH to supervise and train PG trainees
- First cohort of 6 trainees will have begun training

- Primary care-orientated training plan for trainees
- Course training materials
- Exit qualification and certification approval
- Quarterly progress reports on training

## **7. Inputs**

Selection and recruitment of any trainees for either component of the project will be the responsibility of the Ministry of Health.

An online platform capable of supporting SCORM packages will be made available either from MoH or MNU, for delivery of the technology-assisted components of the training. Online enrolment onto the platform will be handled by MoH.

## **8. Team composition**

The following skills and experience are required within the team:

- internationally recognized qualification in Family Medicine/General Practice
  - recognized postgraduate qualification in medical education and/or community health education
  - experience of technology-assisted education
  - experience of writing training materials and delivering training for health
  - experience of health systems in low and middle income countries
  - relevant experience in the South Asia region or similar
- Specific experience of the Maldives health context and knowledge of Dhivehi would be an advantage.

## **9. Reporting**

### *9.1 Primary care training*

The team will liaise regularly with the appointed lead for training within Ministry of Health and make written reports quarterly to the Ministry of Health project sponsor.

### *9.2 PG Specialist training*

The team will be in regular contact with the College of Medicine, MNU, and submit written quarterly progress reports.

## **10. Skills and experience**

### **10.1 Education:**

- MBBS or Equivalent
- MRCP or Equivalent
- Master in Management
- Master in Public Health or educated in areas to do with primary healthcare, community health and/or family medicine

### **10.2 Skills:**

- Number of Research Done and publication) (5 Publications in reputable international journals)
- Teaching (minimum 5 Years)
- Having a practicing License as a General Practitioner
- Developing teaching material on primary healthcare and public health
- Auditing (clinical and non-clinical)
- Reporting
- Training skills (minimum 5 Years)

### **10.3 Experience:**

- Doctors preferably with experience as General Practitioners.
- Doctors preferably having a Current registration and practicing license in an international recognized regulatory body
- Trainers and educators should be familiar with South East Asia Community Health program
- Trainers and educators must have teaching experience in medicine (specifically in areas concerning public health, primary healthcare, community health and or family medicine)
- Trainers and educators must have developed teaching material in areas concerning public health, primary healthcare, community health and or family medicine)
- Doctors preferably to have practiced as general practitioners in any international medical system
- Doctors preferably registered in the Maldivian Medical and Dental Council
- Educators and trainers must have published research material.

**11. Selection: An appropriate party shall be chosen by evaluating the quotations/ proposals using the following grading system.**

**Qualification and Experience: 80 (Eighty) points;**

**Experience and skills 50 (Fifty);** The Longest duration of experience and the more skills in the field gets the highest point. Therefore, points will be given according documents submitted. 5 marks per documents received. Maximum documents to receive is 10 (documents submitted should be in related to skills and Experience mentioned above in to 10.2 and10.3)

**Qualification: 30 (Thirty);** External documents related to Education and qualifications. Marks will be given accordingly.

- MRCGP or Equivalent -10
- MBBS or Equivalent -7
- Master in Management - 7
- Educated in areas to do with primary healthcare, public health, community health and/or family medicine- 6

**Price: 20 (twenty) points;** Lowest proposed price to receive maximum marks, and the rest will be graded by the ratio.

**12. Submission Documents:**

- Internationally recognized qualification in Given Areas
- Practicing license (optional)
- Company Registration
- ID card copy / Passport copy
- CV and referee details  
(All the documents should be attested from relevant authorities)

**13. Contact:** [bureau@health.gov.mv](mailto:bureau@health.gov.mv) / 3014462

**14. Deadline for Submission:** Interested parties must email quotations and other required documents before **14:00pm** of **20<sup>th</sup> April 2021** to [tender@health.gov.mv](mailto:tender@health.gov.mv). Late Submissions cannot be considered under any circumstances.

