Terms of Reference (TOR) For Local Consultant to Revise and Develop the National Nursing and Midwifery Policy and Strategic Plan

General Background

The Ministry of Health Nursing and Midwifery Division policy was developed in 1999 long before the formulation of the National Health and Social Welfare Policy and Plan 2011 - 2021. This means that nursing division policy does not captured the focus and direction of the Ministry of Health national health care delivery agenda. In an effort to align the National Nursing and Midwifery policy with the healthcare delivery agenda and other policies of the Ministry of health, the Division of Nursing and Midwifery in collaboration with the Unit of Policy and Planning with support from the Global Fund have embarked upon the revision of current Nursing and Midwifery Policy that will clearly articulate the vision and goals of the division that will be aligned with the overall mission of the Ministry of Health.

This Policy will also be the core structure of the National Strategic Plan that will be used to strengthen the Nursing and Midwifery services in Liberia and align the Country with the SDGs

The Nursing and Midwifery Policy and Strategy will serve as a roadmap to the Nursing and Midwifery Division which seeks to articulate the mandate and functions of the Division.

Therefore, the revision of the Nursing Policy that is 19 years old is a sine qua non for effective and integrated healthcare delivery at all levels of the Liberian health sector.

Objectives

The general objective of this consultancy is to revise and develop the National Nursing and Midwifery Policy and strategic plan

The specific objectives include:

1. To review, revise, upgrade and lead the validation process of the National Nursing and Midwifery Policy and Plan 2019 – 2024
2. To support the Departments of Planning and Nursing and Midwifery Division develop a roll-out plan for orientation on the revised Policy

Approach

The approach that will be taken in the revision of the Nursing and Midwifery Division Policy and Strategy will entail the following: Gathering and revision of supporting literature (Investment Plan, Liberia Nursing Board Policy, and Human Resource for Health policy) relevant to the policy revision:
The methodology to be used in revising the National Nursing and Midwifery Policy and Strategy document will be divided into three sections:

1. Preparation of Inception Report
2. Revision and development of Strategic Plan
3. Policy Development, Finalization and Submission

Specific tasks

- Review the MOH “National Nursing and Midwifery Policy and plan
- Collate inputs from various stakeholders both external and internal such as County Health Teams, NGOs national and international Health organizations
- Provide regular feedback to an oversight committee on the progress made in the finalization of the Policy and plan.
- Prepare final Nursing and Midwifery policy and plan
- Develop a roll out Plan for implementation of the Policy

I. Deliverables

- Copy of Final revised National Nursing and Midwifery Policy and strategic plan
- Final Copy of the Nursing and Midwifery policy and Roll out Plan

Inputs from the MOH

- Availability of the current National Health Policy
- Inputs from various stakeholders in the MOH as necessary
- Detail information from various stakeholders (regulatory boards and training institutions)
- Provide financial resources to support the consultant work.

Resource Persons

- Director Nursing and Midwifery Division and other staff as necessary/MOH
- Director of Policy and Planning and Team
- Asst. Minister for Policy and Planning
- Head of Health Training Institutions
- Director HRH/MOH
- Health Financing Unit
- Research
- Monitoring and Evaluation
- Health Management Information System
- Supply Chain
- Quality Management

Reporting Obligations:
The consultant will work closely with the Assistant Minister for Planning, Director for Policy and Planning, Nursing Division Director and team, along with other stakeholders within the Ministry of Health.
Qualifications and Required Skills
Master degree in Health sciences, human rights, or related discipline; At least 5 years of relevant work experience, particularly in the areas of Health Care Delivery, Policy and Regulation of Nursing and Midwifery and Other allied health workforce. Experience in National Research studies in similar relevant topics

Duration of the Assignment: 20 Days working days

All applicants interested in the Consultant positions are kindly asked to submit applications to:

Human Resource Department
Attn: James M. Beyan, Human Resource Manager
Ministry of Health, Congo Town
Monrovia, Liberia
Ref: MOH/GF/NSG-MD/ICS/002/2019

Or via email: proumohsw@gmail.com

ALL INTERESTED APPLICANTS SHOULD SUBMIT THEIR APPLICANTION ON OR BEFORE THE Wednesday, July 10, 2019 at 2:00pm. Interested applicants can also access this vacancy on the Ministry’s website: www.moh.gov.lr

A multi-disciplinary selection committee shall convene immediately upon the closure of the application window to review submissions. It should be noted that only shortlisted candidates shall be contacted for further interviews. The successful applicant shall be notified through a written notification letter or phone call.