Terms of Reference

Rapid assessment on health workforce (HWF) needs to implement proposed primary health care (PHC) service delivery reforms in the context of the unprecedented economic crisis

1. Background

1.1 Introduction

Sri Lankan health system is facing dual challenge of a prolonged global pandemic and an unprecedented economic crisis of the country. COVID-19 has changed the healthcare system substantially on both the supply and demand sides. The extent of the impact - the combined direct and indirect implication for health is yet to be understood. The effect of the pandemic on the health system is remaining. The effects of the long COVID have not been fully understood. Therefore, recovery efforts must include continued preparedness and response.

Pre-COVID, WHO South-East Asia Region had some of the fastest growing economies. Even early during the pandemic, for 2020, the average per capita economic contraction in countries of the Region was projected to be 5.3%. For Sri Lanka, superimposed on this now is the most catastrophic economic and financial crisis to hit the country since independence.

In order to maintain uninterrupted essential health services across the country which are accessible for all tiers of the population, short term, midterm and long-term measures must be taken immediately.

While addressing the urgent issues such as continues supplies of essential medicines and consumables, it is crucial to generate evidence to make recommendations for informed policy decisions. Scientific evidence to identify immediate problems and to propose the solutions.

Of the health system building blocks the Health Workforce plays a key role in the service delivery and it is critical to pay attention on the effect of the dual challenges on the HFW and to propose solutions with scientific evidence.
6. formulate policy brief with recommendations on HWF to support the Ministry of Health for informed decision making to implement proposed primary health care (PHC) service delivery reforms.

3.2 Deliverables
1. Review report of NHWA
2. Updated Health Labour Market Analysis
3. Policy Brief with recommendations for HWF

4. Expected characteristics of the contracting agency
The contractual agency shall;
1. have a consultant with an advanced university degree in Public Health / Community Medicine with minimum 10 years of experience in working on health systems/ primary care/UHC
2. have a consultant possessing expertise in the fields of public health /human resources for health/ health systems/ primary care/ and related fields
3. have a thorough understanding and experience of work in Sri Lankan context especially on the human Resources for Health and PHC reorganization process
4. have previous experience of conducting similar assessments at national/subnational level
5. have experience in working with WHO and having proven track record.
6. have proven experience in documentation and technical reporting

5. Place of assignment
Sri Lanka