

SAMOA

HEALTH SECTOR PROGRAM

STRATEGIC LONG-TERM OUTCOME 1:

Improved Health Systems, Governance and Administration

Terms of Reference:

Contract No. 28:

PEN Fa'a Samoa Consultant / Public Health Physician

A. Background :

The Government of Samoa's NCD policy is founded on Samoa's priorities which identifies health as a priority and highlights the priorities of the health sector with the vision of a "Healthy Samoa." This vision translates into the overarching goal for health sector development which calls for building an inclusive, people-centered health service with emphasis on prevention, protection and compliance. Samoa's previous Health Sector Plan (HSP) 2008-2018, identified the rapidly increasing levels of NCDs as a major challenge to the health system, community mortality and morbidity and the economy of Samoa.

To face the NCD challenges, the Government of Samoa (GoS) started the formulation of the National NCD Policy and corresponding Action Plans in 2010 and implemented them on a multi-year rolling basis. The recently adopted National NCD Policy 2019-2023 is the 2nd multi-year National NCD policy, which was developed in line with the strategic goals of the Health Sector Plan 2019/20 to 2029/2030. The new NCD policy is operationalized through an Action Plan, which details five key strategic areas (KSAs).

The proposed Program for Results (referred as PforR or "Program") will support a subset of the government's National NCD Policy and Action Plan 2019-2023 over a 7-year period (March 2020-December 2027) with the focus on scaling up the essential interventions of NCD control at the primary health care and community setting. The PforR, which is expected to become effective in late March 2020, will support the scaling up of NCD interventions from June 2020 to June 2025. Thereafter, the Program will focus on knowledge generation, dissemination of lessons learned, and evaluation in the second half of year 2025, with the closing date of December 31, 2027. The PforR will continue to be implemented until December 2027 after the completion of the government's NCD Policy and Action Plan in 2023, because the government's 5-year NCD policy and action plan is a rolling program and a new 5-year program will start when the ongoing program (2019-2023) closes.

B. Objective of the Assignment:

To provide technical advice and recommendations, and leadership based on expert policy to ensure that public health strategies, programs and interventions meet population health goals and national health development plans, with a particular focus on non-communicable diseases (NCDs).

C. Scope of Work:

- (1) *Clinical Governance* - planning and organizing health care services to reflect and assure:
1. The best practices are implemented using current, evidence-based guidelines/protocols to meet the functional health needs of diverse populations/people/patients.
 2. Clinical/treatment/health care requirements are translated or interpreted for patients to facilitate their informed involvement/decision making in their own care.
 3. Channels of communications enhance and support people-centered care.
 4. A safe, positive and caring environment of care is provided that upholds professional and ethical standards protecting patient safety, dignity and privacy.
 5. Risk management pathways and strategies are functionally established to support high quality people-centered care.
- (2) *Technical/Operational:*
1. To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health and with special focus on NCDs. Giving appropriate technical advice and services towards the implementation, monitoring and evaluation of the:
 - a. Health Sector Plan
 - b. All Relevant Policies and Legislations.
 2. To provide public health leadership as required for the development and implementation of all short-, medium-, and long-term public health strategies/programs/interventions including multi-agency, based on identification of areas of potential health improvements, the diversity of local needs and the reduction of inequities and inequalities.
 3. To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.
 4. To provide appropriate technical advice and services related to primary health care and population health with a priority focus on NCDs prevention and control, to maximize opportunities for health
 5. To contribute strategic guidance and leadership in the planning and implementation of district and national emergency, including outbreak/epidemic/pandemic, preparedness and response
 6. To assume a leading role in multi-disciplinary health teams engaging with communities (villages) regularly to implement and evaluate prevention and control activities and strategies, conduct community assessments and screening programs.
 7. Oversee, implement and contribute to the collection, analysis and dissemination of data/information for early warning trends and thresholds of NCDs for timely and appropriate primary health response.
 8. Identify and provide technical advice to ensure the availability of relevant up-to-date, evidence-based and appropriate guidelines/protocols to address situations requiring prompt public health response.
 9. Strengthen the health facility collaboration through regular provision of public health medical advice for front-line staff (i.e. environmental health officers, health promotion officers, community nursing staff, etc.) carrying out public health response actions
 10. Ensure the effective and efficient provision of surveillance requirements for both the hospital as well as the ports of entry.
 11. To liaise and work closely with consultants and medical officers within the National hospital and district health facilities, responding to referrals and queries.
 12. Establish, develop and implement appropriate registers and evidence-based programmes for screening and early interventions

13. Contribute to the development and effective use of public health surveillance information- epidemiology system.
14. Ensure the promotion of health literacy through the provision of relevant public health information and advice for awareness programs
15. Conduct public health research that would provide value, information and justification to health sector decisions, policies, strategies and interventions.

(3) Monitoring and Evaluation:

1. Promote and assist systematic monitoring and evaluation of all services provided by public health divisions.
2. Lead and oversee the monitoring and compliance of health care professionals with relevant policies and frameworks.
3. Identify and ensure that preventive health services and activities meet statutory requirements under prevailing legislations.

(4) Leadership and Management:

1. Advise the Deputy Director General of Public Health Services (DDG) and Management of the NCDs development work and progress.
2. Ensure that preventive health services staff have access to regular, relevant, high-quality continuing education on non-communicable diseases as well as other public health topics.
3. Lead and role-model the Public Service Values for Multi-Disciplinary team members, organization and wider Public Community Health Service.
4. Provide on the job support, mentoring, coaching as well as training for team members, particularly junior medical officer staff, to ensure their continuous development
5. Ensure that internal systems are in place for effective and efficient planning, implementation, monitoring, evaluation and reporting on team performance.
6. Lead and manage the core functions of the NCD prevention and control response in order to foster quality assurance and ethical standards of all services and be accountable for the effective and efficient usage of resources throughout the health system.
7. Lead and assist in the development and implementation of the following Ministry Reports/Plans:
 - a. Workforce Plan,
 - b. Corporate Plan
 - c. Management plan
 - d. Annual Reports
 - e. Performance Management Plans/Appraisals
 - f. And any other relevant Plans/Reports
8. Work with other technical divisions to develop training resources and materials as necessary.
9. Identify priority budgetary requirements for the NCD activities annual submission of performance measures and budgetary provisions and ensure that the allocated resources are managed in accordance with prevailing policies.
10. Ensure that NCD resources are managed in accordance with relevant/ prevailing policies.

F. Deliverables:

1. Develop/review and implement disease registries.
2. Develop/ review and implement systems strengthening strategies to improve NCD prevention and control.

3. Conduct regular clinical/non-clinical audits and evaluations of NCD services, programs and activities etc.
4. Conduct research that adds value to the Samoa health sector and can be utilised to inform public health decisions, policy, strategy, and interventions.
5. Assist with compiling and ensure timely submission of relevant reports on
 - Regular health surveillance (NCD, Mortality, etc.)
 - NCD program/intervention development
 - National level measures relating to NCD KPIs

G. Scheduling:

All work is to be undertaken in Samoa. The duration of the assignment aligns to that of the Program timeframe and will be undertaken part time job annually then review by midterm. Part-time consultant typically doesn't need the time commitment of a full-time position.

G. Qualifications and Experience:

The following specialized inputs are essential;

- Must hold a Bachelor Degree in Medicine from a recognised University.
- Must hold a Masters of Public Health degree from a recognised University.
- Hold a Current Practising Certificate.
- A minimum of ten years working experience as a Full Registered Medical Practitioner with at least five years spent in the area of Public Health.
- A minimum of two (2) years working as a Public Health Physician in the specialty of Public Health.
- Additional training and/or qualifications in the area of NCDs (Desirable).

H. Institutional Arrangements

The selected **Consultant/Public Health Physician for PEN Fa'asamoa** is responsible and will report to the Director General of Health through the Deputy Director of Public Health Services. The Consultant will be located at the Public Health building. The interest of Government is to be upheld in all circumstances by the Consultant, whilst under contract arrangement with MOH.

Male faaaloalo lava

Aiono Dr Alec Ekeroma
Director General/CEO
Ministry of Health