**Title**

Consultant – Human Resources for Health

**Scope of Work**

HSTP intends to support the Government of Meghalaya to generate information and validate solutions for Human Resources for Health (HRH) issues in the state. The work will put forth a set of options to improve availability of health workers in the public sector rural and remote facilities, their strengths and likely challenges, and details of the pathways and requirements for implementing them. Towards this effort, HSTP intends to seek the services of a Consultant who has considerable experience and expertise on the issue in focus.

The Consultant is expected to deliver the following tasks:

1. Review national and international norms and guidelines for health facilities, medical officers in service, production of doctors and so on.
2. Desk Review of global/ Indian/ state specific literature on existing strategies for increasing availability of medical officers, identify strategies adopted, decision making tools/ frameworks used, facilitators and barriers to strategy adoption, experiences with strategies, challenges, impact assessment.
3. Engage with state government and participate in state consultations.
4. Collect relevant state level data from the concerned state departments.
5. Facility level data collection in identified peripheral facilities in the state.
6. Conduct key Informant Interviews and group discussions with state level officials and medical personnel.
7. Transcribe data, conduct analysis and finalise the study report.

**Compensation**

A fee of INR 10,000 per working day inclusive of all taxes is agreed upon. The engagement is for 75 working days, amounting to INR 750,000 during the contract period. Payments will be released based on the deliverables mentioned in the work plan.

**Term**

This engagement shall commence upon execution of this agreement. The agreement shall beginwith effect from **October 15, 2022** to **January31, 2023.**