

PHCC staff care - Call for consultancy

Background about the consultancy request

Under the project funded by Agence Française de Développement (AFD) called SAQIRH (“Strengthening Access to a Quality, Inclusive and Resilient Healthcare System”), Médecins du Monde (MdM), Première Urgence Internationale (PUI) and Amel association are working in improving access to quality primary health care for vulnerable populations in Lebanon, and ensuring continuous access to care.

Since war began in Gaza in October, violence and ongoing clashes have been escalating on the Southern border of Lebanon, including ongoing cross-border attacks and raids targeting villages in Lebanon which has led to: 213 persons wounded and 45 killed as of 2 November 2023, as reported by the Ministry of Public Health (MoPH).

In this situation, continuity of care in Primary Health Care Centers (PHCCs) in the South but also in other regions of Lebanon, which are providing affordable, essential and comprehensive health care for individuals and families in the community, needs to be maintained.

With the current emergency situation, the consortium is launching a call for staff care consultants to provide staff care sessions to their supported PHCC staff. Several consultants can be selected to cover the different locations.

Duration of the consultancies: three months (subject to funding availability)

Targeted population: Staff of 18 PHCCs.

Location: Beirut-Mount-Lebanon, Zahle, Tripoli, Akkar, Tyre & Nabatieh (movement will only be allowed in safe areas).

OBJECTIVES AND RESPONSIBILITIES

Consultancy objectives:

- To provide the PHCCs employees group staff care sessions during the current period of stress (Expected group session twice per month for each PHCC for three months)
- To provide individual psychosocial support sessions and orientation to staff who need it.
- To come up with tailored key messages about self-care during the times of conflict for the frontline health workers.
- To provide a monthly report with recommendations to mitigate the current psychosocial risk at level of the staff well-being, while maintaining strict professional standards, including standards of confidentiality.

Staff care consultants' responsibilities:

- To conduct participatory assessments (FGDs, KIIs, or one on one meetings, as relevant) to be able to understand the current MHPSS focused needs among the health staff of PHCCs
- To provide maximum two pager report including the summarized and categorized result of those participatory needs assessment exercise.
- To prepare the methodology for the group and/or individual sessions
- To provide the sessions based on an agreed schedule with the PHCC focal points
- To provide a report addressed to the consortium partners including recommendations.

DELIVERABLES:

- Two pager of needs assessment report
- The proposed methodology for the sessions
- Monthly reports with recommendations to mitigate the current psychosocial risk at level of the staff well-being while maintaining standards of confidentiality.

REQUESTED PROFILE:

- Master's Degree in Psychology.
- MoPH License to practice
- At least three-year experience as a psychotherapist
- Trained in staff care
- Experience in provision of staff care in humanitarian organizations
- Very good knowledge of written and spoken Arabic and English.
- Very good communication, analytical and teamwork skills

SELECTION PROCESS:

A competitive selection process will take place taking into consideration the entire offers including CV, technical and financial aspects.

Required documents

- CV and Cover Letter
- The technical and methodological approach for the staff care consultancy including the possibility to have the sessions online or on site.
- A copy of legal documents (MOF registration, VAT registration, Commercial Circular ...)
- References of previous experience
- Financial offer (Price including taxes, the validity of the offer, terms of payment, payment modality, etc).

Deadline to apply: 03/12/2023, 11:59 PM

Expected date to start the consultancy: middle of December 2023

The proposal must be sent by email to: logmanag.lebanon@medecinsdumonde.net and must mention in the subject of the email "193MR - PHCCs staff care consultant", before 03 December 2023 at 11:59 PM.