



SUPPORT TO THE SAFE MOTHERHOOD PROGRAMME (SSMP)

JOB RESPONSIBILITIES MATERNITY INCENTIVES SCHEME ADVISER

POSITION:	Maternity Incentives Scheme Adviser
EMPLOYER:	OPTIONS CONSULTANCY SERVICES
RESPONSIBLE TO:	SSMP Team Leader
DURATION:	1 year, full time
LOCATION:	Based in Kathmandu with district travel

General Background

DFID has been supporting safe motherhood activities in Nepal since 1997, initially through the Nepal Safe Motherhood Project (NSMP; 1997-2004) and currently through its support to Government of Nepal (GON) National Support to Safe Motherhood Programme (SSMP).

The National Support to Safe Motherhood Programme is a central component of GON Health Sector Strategy. It aims to meet the goals described in the 10th 5-year Plan/PRSP and the health sector targets set out in the Millennium Development Goals (MDGs). It proposes to do this by scaling-up interventions which impact positively on maternal and neonatal health, and by promoting important health care sector reforms.

Specific Background

The high financial cost of delivery is an important barrier to accessing skilled attendance at birth in Nepal. To help mitigate this barrier, the government has put in place a policy, known as the Maternity Incentive Scheme (MIS), to provide financial assistance to women seeking skilled delivery care. The scheme officially started nationwide from the 1st July 2005.

There are three main components to the MIS:

1. A cash payment to women presenting for delivery at a recognised BEOC or CEOC facility. These vary according to ecological area; NRS 500 in the Terai, NRS 1,000 in hill and NRS 1,500 in mountain areas
2. A payment of NRS 300 to staff classified as trained health workers for attending a delivery either at home or in a facility
3. In selected districts (25 classified as of low human development) free delivery services at facilities for both normal and complicated deliveries. In these districts there is a payment of NRs1,000 to the institution for each delivery attended.

In the 20 months since the MIS began in Nepal, almost 145,000 women (19% of total expected pregnancy in one year) have benefited from the scheme. Even so, the existing MIS system faces significant challenges at a number of levels - from management, through implementation and the monitoring of the scheme itself.

DFID has allocated significant resources to fund the scheme (£5m until 2009), and the MIS is a major policy of the Government of Nepal, which is committed to allocate a certain amount of matching funding also. Both partners are concerned about the effectiveness of the scheme, financial probity, and the extent to which the scheme has any effect in terms of helping to make maternity care more accessible to underprivileged groups in society.

Options supports this view and intends to work closely with the Government of Nepal and DFID over the remaining life of SSMP to support the development, implementation and monitoring of the MIS.

Purpose of this Post

The overall purpose of this post is to provide practical support to the Family Health Division (FHD) of the Department of Health Services (DoHS) and the Ministry of Health and Population (MoHP). The MIS Adviser will act as a focal person on MIS for FHD, DFID and SSMP. They will coordinate activities necessary to support the smooth implementation of the programme particularly with the Finance Section; commission an independent evaluation of the scheme; help push through recommendations from the ICH evaluation and the Way Forward Paper; help ensure that the new monitoring system through regional and district levels functions effectively and ensure reporting to FHD and DFID is timely. The post holder will liaise closely with the MIS Consultant.

Deliverables of the Post

- **Independent Evaluation of the MIS:** Develop the Terms of Reference for the study, shortlist and recruit evaluation team members, support the design and implementation of the study, supervise reporting of the evaluation.
- **Implementation of recommendations from ICH evaluation and successive independent evaluations of the programme:** a six monthly independent rapid appraisal of the scheme is proposed (see above) to provide FHD and DFID with regular information about the process and progress of the MIS and with recommendations as relevant.
- **Co-ordinate Awareness Raising Activities of the MIS:** including increasing demand through community awareness activities of SSMP partners (eg, ActionAid Nepal and JHU-CCP), liaison with NHEICC for design, production and dissemination of specific IEC materials related to the MIS.
- **Support to Regional Co-ordinators of the MIS:** support FHD to recruit, train and provide support supervision to regional and district level staff responsible for the implementation and reporting of the MIS.
- **Technical Support to FHD M&E Team:** to provide support supervision to FHD/SSMP staff in the management of the MIS implementation in coordination with the Finance Section. To provide support to FHD/SSMP in the management of the MIS monitoring data, including the database design and upkeep, analysis of MIS data, and the production of high quality evaluation reports of the ongoing implementation of the scheme.
- **Dissemination:** to provide key personnel from FHD, SSMP and DFID with technical briefings, and analytical reviews and updates on the development of the scheme

Key Areas of Responsibility (which may be reviewed over time)

Support to implementation, evaluation and monitoring of the Maternity Incentive Scheme

1. Support FHD/MoHP to assure the financial management arrangements in order to ensure that mothers and practitioners are paid in time.
2. Provide technical support for a new monitoring and reporting system that needs to be finalised and rolled out across the country to operationalise the new guideline. Support FHD/MoHP to prepare quarterly monitoring reports containing the new indicators proposed following the review of the monitoring system and submit to FHD, and SSMP. On the basis of this report, support FHD/MoHP to prepare progress reports to be presented at quarterly meetings of the Maternity Incentive Scheme Working Group and Joint Annual Review meetings of the MoHP.
3. Liaise with the Monitoring and Evaluation Adviser of SSMP to provide technical support to the staff of the Health Management Information System and the Management Division of the DoHS to ensure the effective analysis of socially disaggregated data, in order to study the extent to which the poor and socially excluded are benefiting from the scheme.
4. To drive forward the implementation of recommendations from the ICH evaluation and The Way Forward Paper to help improve the strength and integrity of the scheme.
5. Provide on-going support to Regional Co-ordinators of the MIS: support FHD to recruit, train and provide support supervision to regional and district level staff responsible for the implementation and reporting of the MIS.
6. Co-ordinate Awareness Raising Activities of the MIS: including increasing demand through community awareness activities of SSMP partners (eg, ActionAid Nepal and JHU-CCP), liaison with NHEICC who are responsible for design, production and dissemination of specific IEC materials related to the MIS.
7. Provide strategic advice and guidance to the Maternity Incentive Scheme Working Group. Lead the development of regular issues briefings to ensure the members are aware of progress, challenges and key events and to facilitate quarterly meetings
8. Provide strategic input to FHD/MoHP to support the preparation of the annual work plan and budget for the Maternity Incentive Scheme.
9. Other work assigned by the Director, Family Health Division and Senior Adviser of SSMP regarding monitoring and support to implementation of the scheme

Research

1. Work with the Family Health Division (FHD) to develop guidelines as to the types of research and survey work that the Division might commission as a contribution to the Maternity Incentives Scheme.
2. For research studies contracted by SSMP, take prime responsibility for coordination of activities, and liaison with the researchers and government entities.

3. Support the research team for fieldwork logistics and administration, and developing linkages between monitoring and research/ evaluation.
4. Support FHD and SSMP in its work on information dissemination, working in conjunction with the Communications Working Group to be responsible for this, and working collaboratively with other team members as appropriate.
5. Consider how best to improve the existing access of DoH/ MoHP to global information regarding research evidence in relation to demand-side incentives schemes and to help share the lessons of the MIS scheme in Nepal with a wider audience.
6. Work in collaboration with contracted researchers and other team members to utilise the findings of the monitoring and evaluation of the MIS in sample districts, and on this basis develop a long - term approach to monitoring the scheme.
7. Encourage FHD to write a research budget into its own annual budget and also assist government in learning how to locate external funding sources for further research on the MIS if this is considered necessary.
8. Other work assigned by the FHD Directors/Senior Adviser of SSMP in relation to support for research around the MIS.

Person Specification

Qualifications

Degree at Master's or doctoral level, or other appropriate qualification, in public health, social science, economics, management studies or other related discipline from recognized university / institute. .

Core competencies and experience required for all SSMP technical staff:

- A sound appreciation of Nepal's development agenda
- An understanding of the issues affecting women's health and access to service in Nepal
- A commitment to participation by stakeholders, and the promotion of gender equality and voice within a Nepali context
- Some experience of the impact of conflict on access to and uptake of services
- Some experience of using consultants, preparing TORs and monitoring progress and outputs
- Basic budgeting, logistics and computer skills
- Excellent and demonstrable written and spoken English and Nepali
- Excellent interpersonal skills
- Willing to work closely in a team
- Willing to travel to rural areas

Professional experience and skills for this post

Essential:

- Significant research and/or monitoring and evaluation experience
- Demonstrated organisational skills
- Report writing skills
- Knowledge of GON's financial procedures/systems

Desirable:

- Previous work experience within the Nepal Government Public Service,
- Previous work experience with international donor agencies or donor - funded projects or programmes
- Previous experience of dissemination to a wide and varied audience
- Knowledge of health policy and/or health economics and financing
- Familiarity with the concerns of maternal and neonatal health
- Knowledge of the fields of poverty monitoring and social inclusion
- Experience of managing research