

## REQUEST FOR PROPOSAL

### Consultancy work for a report on the health workforce for NCDs

**About the NCD Alliance:** The NCD Alliance (NCDA) is a registered non-governmental organisation (NGO) based in Geneva, Switzerland, dedicated to supporting a world free from preventable suffering, disability and death caused by noncommunicable diseases (NCDs). Founded in 2009, NCDA brings together a unique network of over 400 members in more than 60 countries into a respected, united and credible global civil society movement. The movement is unified by the cross-cutting nature of common risk factors including unhealthy diets, alcohol, tobacco, air pollution and physical inactivity, and the system solutions for chronic NCDs such as cancer, cardiovascular disease, chronic lung disease, diabetes, mental health and neurological disorders.

NCDA maintains strategic relations with the World Health Organization (WHO), UN and governments, putting it at the forefront of elevating NCDs onto the global health and development agenda. NCDA also leads on a variety of initiatives and in-depth tailored programmes to develop civil society capacity to deliver progress on NCD prevention and control. NCD Alliance is uniquely placed to drive the NCD agenda forward. We are a recognised global thought leader on NCD policy and practice, a convener of the civil society movement, a partner to governments and UN agencies, and an advocate for people at risk of or living with NCDs.

**Context:** WHO estimates a projected shortfall of 10 million health workers by 2030, mostly in low- and lower-middle income countries. Without a robust, resilient, and well-equipped health workforce, there can be no progress on the prevention and control of NCDs. Regional disparities, gender inequalities, retirement, migration, and mental health issues pose challenges to an effective global health workforce and have been exacerbated by the COVID-19 pandemic. However, the pandemic has also brought health and care workforce (HCWF) issues to the forefront of the international agenda, stimulating the promotion of innovative solutions.

NCDA addressed health workforce issues in 2019, in the report '[Protecting Populations, Preserving Futures](#)'. Now, the NCDA is preparing for the fourth High-Level Meeting (HLM4) on NCDs at the UN General Assembly in 2025, including updating this report to reflect changes since 2019, including the impact of the Covid-19 pandemic, and to align with NCDA's policy priority to strengthen the healthcare workforce for effective NCD management.

**Purpose of consultancy:**

NCDA would like to research and analyse the current key challenges facing the global health workforce, including the impact of the Covid-19 pandemic on the workforce, and the Bridgetown Declaration which highlights health work force challenges, and scoping out potential solutions, to help inform the development of an updated report that will support advocacy towards the HLM4 on NCDs at the UN General Assembly in 2025.

This information and the resulting report will be used by the NCDA:

1. To inform NCDA's key advocacy asks for HLM4.
2. To support global, regional and national advocacy efforts from NCDA and regional/national NCD alliances and during the World Health Worker week in March 2025.

The report that the selected consultant will develop, should contain:

1. Executive summary
2. Introduction
3. A section on **'optimizing existing systems'**, including research and analysis into:
  - (a) how to use human resources for health (HRH) more efficiently, showing the value of task-shifting, or the redistribution of tasks among HCW teams to optimize investment and efficiency. This should be based on insights from the Treat Train Retain framework by WHO, the WHO Global Code of Practice on International Recruitment of Health Personnel; and the Service Package Delivery and Implementation (SPDI) tool by WHO.
  - (b) include a case study demonstrating best practices on how to optimize systems, e.g. through task-shifting, and/or more effective referral pathways from community to specialised care and/or the use of digital tools. If possible, find an example of the implementation of the SPDI tool and/or the World Health Organization's Package of Essential Noncommunicable Disease Interventions (WHO PEN-Plus) framework.
4. A section on **'Creating supportive work environments'**, including research and analysis into existing or proposed policies and strategies to promote:
  - (a) Gender equality
  - (b) Mental health support
5. For both topics, include a case study demonstrating best practices for investing in gender equality policies and mental health support policies, and, if possible, demonstrating the economic value of investing in this type of strategy.
6. A section on **'Sustainable financing'**, which should include:
  - (a) an overview of the financing needed to address the global shortfall of health workers by 2030
  - (b) an overview of existing proposals and policies in place for sustainable and sustained investment in the health workforce, including an analysis of which would be most effective.
7. Areas to explore under this topic could include: public private partnerships (including for e.g., the use of health workforce bonds) as well as an assessment of the pros and cons of this kind of financing; investments in community health workers, etc.
8. Policy recommendations
9. Based on the case studies, the report should contain at least 3 policy recommendations linked to each section that the NCDA can use for its advocacy efforts in the lead-up to HLM4. If possible, make them SMART.
10. Conclusion

*NB: The report should engage with existing inputs to HLM4 that mention workforce issues, including the 2023 [Bridgetown Declaration](#)'s mention of 'reverse foreign aid' (resulting in workforce 'brain drain') and the technical background [paper on workforce](#) issued in the context of the International dialogue on sustainable financing for noncommunicable diseases and mental health.*

**Timeframe:**

Start: 01 September 2024

Completion: 15 January 2025

**Deliverables:**

1. Identifying and establishing a group of key stakeholders for feedback and consultation on the report, with the aim of obtaining their sign-on / support for the report. *Beginning in September, and regular contact throughout the development of the report.*
2. Identifying case studies for the report with the support of NCD Alliance Capacity Development Team and stakeholder group *by end of September.*
3. Outline for report to be submitted *by 01<sup>st</sup> October.*
4. First draft of report *by 01<sup>st</sup> November.* NCD Alliance will provide feedback and comments by mid-November.
5. Draft 2 of report incorporating feedback *by 20th December.*
6. Final draft incorporating feedback *by 15th January 2025.*

**To apply:**

Interested consultants should send their application to Rosalind Turkie [rturkie@ncdalliance.org](mailto:rturkie@ncdalliance.org) by **COB 16<sup>th</sup> August 2024:**

- A one or two-page proposal of how you plan to undertake the scope
- A writing sample on a similar piece of work
- The CVs of the consultants that would be involved in the process
- Full budget with breakdown of costs, and days required