

TERM OF REFERENCE (ToR) FOR THE RECRUITMENT OF INDIVIDUAL CONTRACTOR (IC) - Radiologists

GENERAL INFORMATION

Services/Work Description: ICs _____
Project/Program Title: UNHCC/UNECA _____
Post Title: Radiologists (National Consultant -NC)
Consultant Level: **Level B** (Specialist)/**Level C** (Senior Specialist)
Duty Station: Addis Ababa / Home-based / _UNDP_ Country Office
Expected Places of Travel: None _____
Duration: 199__ working days distributed over __12__ months
Expected Start Date: Immediately after Signing the Contract the consultancy assignment will commence

I. BACKGROUND / PROJECT DESCRIPTION

Briefly describe the project rationale / background and the **objectives** of the project

- a. The UN Health Care Center has the responsibility to provide both core and non-core services to all UN staff and the eligible dependents based in Ethiopia.

The core services are provided by the regular staffs that include physicians and a few supportive para-medical staff. The non-core services also known as curative services are provided both by regular physicians and consultants who are recruited in different fields of medicine. The radiology unit of the clinic is required to provide both types of services within the mandate of what is permissible in an outpatient setup.

The present ToR is intended to guide the consultants in the dispensation of their duties at UNHCC to ensure clients' satisfaction and respect the organization's rules and regulations from the health standpoint of view

- b. Briefly describe the context of the required services
 - Undertake day-to-day radiological consultations within the assigned period to the UN Staff and dependents.
 - Performs Ultrasound/X-ray investigations using the available equipment in UNHCC with the scope to arrive at optimal diagnosis and management of each case, as per the request from attending physicians.
 - Recommends and refer complicated cases to specialized services in the city.
 - Interprets radiological images performed in UNHCC and comments on images done outside clinic as quality control and appropriate diagnosis.
 - Gives second opinions on other imaging modalities such as CT Scans and MRI and discusses findings with the attending physicians

- Discuss cases referred to Health care facilities with fellow Radiologists for the interest of the patient.
 - Carries out the above service with the best ethical considerations to maintain confidentiality and avoid sharing patients' medical conditions with anybody in any form (using data for research purpose or in public lectures) without prior written consent of the patient and without duress.
 - Informs the CMO/Deputy or head nurse of cases referred to other medical facilities in the city for proper follow up.
 - Writes detail medical reports for the purpose of referral to other services in the city, obtaining medical approval from the different UN Medical Directors.
 - Conducts radiological medical examination for the purpose of employment as entry/periodic and exit medical examinations.
 - Populates information in EarthMed to enable medical clearance for travel and transfer to other duty stations within the organization.
 - Confers with other physicians and Radiologists whenever necessary to facilitate the conclusion of a diagnosis for a patient.
 - Participates in writing newsletters in the consultant's specialty for the purpose of educating the public.
 - Attends the continuous monthly medical education sessions and be prepared to research and present such on topics of radiology to UNHCC personnel.
 - Presents public lectures to the general staff body in order to sensitize them on occurring radiological issues of concern to the UN Staff and their dependents.
- c. Emphasize the relevance/purpose of the work required and how it is linked to the project context
- The purpose of these consultancy is to provide radiology services to UN staff and their dependents.
 - In the event of mass casualty the consultants might be called up to assist the UNHCC regular team in conducting imaging to the victims before moving them to different hospitals in the city.
- d. List and describe the stakeholders for the project.
- The key stakeholders are the CMO and the administration of UNHCC with whom the IC deals with on a daily basis.
 - The different committees of the clinic (Executive Committee, Management Support Committee and Technical Committee)
 - External stakeholders include UNMSD and Medical Directors of UN Agencies who might request specific information at any time on the management of a case.
- e. If applicable, explain thoroughly the peculiarity of the setting of the project or the work required, if any (e.g., security risks involved in conducting the work in certain communities, certain cultures and practices unique to the stakeholders, etc.)
- UNHCC provides health care services to the UN staff and dependents who form a selection from a diversified cultural, religious and ethnic groups.
 - The ICs must be aware of this diversity and treat each client with respect and dignity of these aspects.
 - The ICs might be exposed to health risks such as infectious diseases in the process of dispensing their duties. When this happens beyond the context regular seasonal flus and common illnesses peculiar to the country, the UN Agencies should be prepared to support them with medications to regain their healthy status.

II. SCOPE OF THE WORK

- a. List the results that the IC should achieve, and the major tasks expected to be undertaken by the Contractor.
 - As elaborated under item “b” above, the IC should achieve results by promptly attending to the imaging needs of the UN Personnel and families, to re-establish their general wellbeing.
 - By contributing in performing preventive procedures, the IC ensures early detection and management of potential life-threatening disease to improving the quality of life at the work place and well-being of the UN personnel.
- b. Briefly describe the required activities (scope, location, subjects, etc.) and other information that will help prospective Offerors understand the nature of the work
 - The IC will be based in the UN Health Care Centre in the UN compound in Addis Ababa, where he or she will provide outpatient consultations on a part time basis. The length of service per day will be determined by the number of hours allocated for the job from Monday through Friday. Usually the services are performed during the morning hours of each day till early afternoon.
- c. If possible, it is always best to indicate in each activity the literature/data/information/policy framework already on hand that and may be made available by UNDP to the Individual Contractor as reference/input to the activity.

III. EXPECTED OUTPUTS AND DELIVERABLES

- a. List down the outputs and specific deliverables in sequence, corresponding to the work and their corresponding target delivery dates.
- b. If the specific dates are contingent on too many variables and cannot yet be defined, the span of time from the commencement of the work could be indicated (e.g., 2nd week from contract signing, within 2-3 months from contract signing, etc.).
- c. If there are multiple reviewers/certifying authorities for each output/deliverable, they shall be properly identified and indicated in this section.
- d. If feasible, a table similar to the one below is desired in order to clearly summarize the above details:

No.	Deliverables / Outputs	Estimated Duration to Complete	Review and Approvals Required
1	Promptly attend to the client on arrival	During working hours allocated for imaging	
2	Request further investigations to aid in putting the diagnosis	Outside UNHCC	
3	Conduct medical examination for employment purpose	On ad-hoc basis during shift	

IV. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

- a. Identify the specific authority/ies who will directly supervise the Contractor, and to whom he/she will be directly responsible to, reporting to, seeking approval/acceptance of output from (e.g, the Project Manager, or National Project Director, etc.)
 - The IC directly reports to the CMO of UNHCC or deputy or designated officer
 - The latter provides monthly evaluation report for HRSS usage.
 - The head nurse maintains a daily record of attendance on which basis remunerations are calculated.

- b. Indicate the frequency of progress reporting, if required (e.g., weekly, monthly, fortnightly, etc.), the recommended formats, if any. If any of the reports must be presented, indicate the audience/body and expected location and venue.
 - Being responsible for the wellbeing of the clients, routine reporting will be done on a daily basis to the CMO and critical cases discussed on an ad –hoc basis.
- c. Identify institutions/organizations/individuals with whom the Contractor is expected to liaise/interact/collaborate/meet with in the course of performing the work (e.g., other agencies, project co-implementers, donors, communities, local government units, etc.)
 - HRSS of UNDP, CMO, colleagues Directors of medical service of UN Agencies.
- d. Define roles / extent of participation of entities involved in the management/implementation of the contract (e.g., as respondents to survey, resource persons to confer with, approving authority, evaluating performance, etc.)
 - Confers with other physicians and Radiologists whenever necessary to facilitate the conclusion of a diagnosis for a patient.
 - Complies with the results of regular clients satisfaction surveys to improve the quality of services provided
 - The CMO/deputy assesses the performance of the consultant and reports to the clinic's Management Support Committee for approval of extension of contract.
- e. Specify if the project will be able to provide (or not) any facilities, support personnel, support service, or logistical support, what they will be, and at what stage of the work.
 - Not applicable

V. LOGISTICS AND ADMINISTRATIVE SUPPORT TO PROSPECT IC (if any)

- a. Detail list of all inputs and services which will be provided to the prospect IC including but not limited to Office Space; Equipment; Secretarial services; Local transport service; Arrangement of workshop(s) (if validation is required),
 - Office space and basic office equipment like computer, etc.
 - In-house imaging equipment within the mandate of what is permissible for an outpatient facility.
- b. Whether the assignment requires partial, intermittent or full time presence on the UNDP premises. If it prerequisite full presence of the IC, it requires **strong** justification.
 - The assignment requires part time presence in the clinic and is not a permanent job at any given time
 - Any termination of the contract by either party requires one month notice.
- c. Who will be in-charge for offering both administrative and logistics supports
 - UNDP is responsible administrative support, while UNHCC through UNECA provides all logistics necessary to execute the tasks.
- d. The monthly remuneration for the IC is the responsibility of UNDP in collaboration with UNECA Finance section.

VI. DURATION OF THE WORK¹

¹ The IC modality is expected to be used only for short-term consultancy engagements. If the duration of the IC for the same TOR exceeds twelve (12) months, the duration must be justified and be subjected to the approval of the Director of the Regional Bureau, or a different contract modality must be considered. This policy applies regardless of the delegated procurement authority of the Head of the Business Unit.

- a. State expected duration of work / total no. of days/weeks/months of the assignment including effective person-days, if applicable.
 - The duration of work is one year according to the monthly time table
- b. Emphasize the expected date of full completion, if time is of the essence, indicate the consequences of any delay
 - Each contract cycle spans between January1, through December 31 of contract year
- c. Indicate target date for the start of work and expected completion date, including conditions to determining both dates in the table under **Roman No. III above**
 - Same as in b above divided into two contract periods in January and June of each contract year.
- d. Provide the estimated Lead Time (LT) for UNDP or Project Implementing Partners to review outputs, give comments, certify approval/acceptance of outputs, etc.
 - Within the next two months.
- e. Explain special reason for urgency, if any, and serious consequence/impact of any form of delay in the completion of the work (e.g., deferment of the succeeding phase to the following year, cancellation of the budget allocation for the project, other potential losses to any party involved, etc.)
 - The present contract ends at the end of March and there is need to bridge any gap that might be created in service delivery.

VII. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL CONTRACTOR (IC)

a. Education:

- A minimum of first degree in general medicine and specialised in the field of Radiology.

b. Experience:

- A minimum of 5 years of work experience in the field of Radiology is required.

c. Language and other skills:

- Excellent knowledge of English language, (both written and spoken) is required;
- A knowledge of another UN language is an advantage.
- The work at the clinic requires the use of an electronic medical record system. Computer skills: full command of Microsoft applications (word, excel, PowerPoint) and common internet applications will be required.

d. Functional Competencies:

- Special skills / experience and other qualifications such as analytical skills, communications abilities, teamwork ... which will prove to be advantageous and vital to the success of the work implementation, especially if the assignment's setting/situation is unique or has peculiarities (e.g., experience in working with indigenous people, familiarity with the key issues confronting a certain region, understanding of and ability to relate with a specific culture/religion, knowledge of a local dialect, etc.)
- **Professionalism:** Knowledge of clinical, occupational and tropical medicine. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for decisions made during the dispensation of his or her duties.
- **Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate

solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

- **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **Planning& Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.
- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

e. Core Competencies:

- Demonstrates integrity by modelling the UN's values and ethical standards
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favouritism;
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment.

Important Note:

The Consultant is required to have the abovementioned professional and technical qualifications. **Only the applicants who hold these qualifications** will be shortlisted and contacted.

VIII. CRITERIA FOR SELECTING THE BEST OFFER

Upon the advertisement of the Procurement Notice, qualified Individual Consultant is expected to submit PHP, copies of their professional certificates and license to practice. Accordingly; Individual Consultants will be evaluated based on Cumulative Analysis as per the following scenario:

- a. Minimum educational background as per the requirement in the ToR
- b. Minimum 5 years of work experience in the field of Radiology
- c. Ability to discharge the consultancy service within the timeframe as per the ToR
- d. **Competency-based Interview** which allow to evaluate individual competencies in terms of language proficiency; analytical and comprehension skills; confidence; problem solving skills; teamwork ability, managerial ability, . . .
- e. Language skills at least spoken during the competency- interviews

IX. PAYMENT MILESTONES AND AUTHORITY

Specify the key outputs or milestone activities for which payments will be made, the corresponding percentage of the contract price that will be paid per milestone/output, including all the conditions/documentations required prior to the release of any tranches of payment.

The prospective consultant will be paid the equivalence of \$ 25 per hour in local currency **based on the effective UN exchange rate (where applicable), and** only after **approving authority** confirms the successful completion assignment at the end of each month.

XI. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Individual Consultant shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP.