Project Title: Assessment of the workload levels of frontline health workers in the context of COVID-19: Implications for health worker protection.

Grade: NO-C

Contract Type: Agreement for Performance of Work

Duty Station: WHO Country Office, Uganda

Estimated Time: 60 days / 2 months

Estimated Duration/Period: January to March 2022

Closing Date: 3rd December, 2021

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Background

Uganda like the rest of the world is in the throes of responding to the Covid-19 pandemic. Health workers continue to be at the forefront of this response as they provide medical and psychosocial care to patients both at health facilities and in communities.

The high infection rate has stretched the health system beyond reasonable levels, and oftentimes resource constraints have impacted negatively on the response. Health workers have been greatly strained to provide care, with many infected in the process, while others have lost their lives due to stress and fatigue because of long hours at work.

Purpose of the Consultancy

The purpose of this consultancy is to conduct a workload assessment for frontline health workers so as to determine their workload burden. It is envisaged that this consultancy will focus on both physical and psychosocial needs of health workers during this pandemic. The results of this consultancy should inform better
planning and management of the health workforce especially during major disease outbreaks.

**Terms of Reference**

i. Determine the workload levels of frontline health care workers responding to Covid-19.

ii. Determine the effects of the workload on health workers, especially in areas that were most hit by Covid-19.

iii. Identify areas that require extra manpower for effective service delivery.

iv. Determine the effect of heavy workload on psychosocial health of health workers.


vi. Determine the skills mix level of staff vis-a-vis service provision.

vii. Produce a draft report for discussion at the HRH TWG of the Ministry of Health.

viii. Produce a final report with concrete recommendations for improvement of work environment, work load and skill mix of health workers.

**Output**

A report clearly detailing:


xi. Protection mechanisms in place for health workers, including psychosocial care.


**Education:** Required: Advanced degree in biomedical or related field.


**Work experience:**
At least 10 years’ experience in the health sector in health workforce planning and management. Knowledge of Uganda’s health sector and work experience during major disease outbreaks/emergencies will be an added advantage.

**Languages required:** Proficiency in written and spoken English.

The consultancy is for a period of two months. The consultant will work in close consultation with the MOH and WHO, providing regular updates to the Permanent Secretary of the Ministry of Health and the WHO Representative.

Applications (including a technical and financial proposal) should be addressed to:

The WHO Representative  
60 Prince Charles Drive  
P O Box 24578  
Kampala

**Applications should be sent to:** afwcougwrsec@who.int

N.B. Only shortlisted candidates will be contacted.