



**World Health
Organization**
Sri Lanka

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Website: <http://www.searo.who.int/srilanka/en/>

In reply please refer to: VN 01/2018
Prière de rappeler la référence:

The Secretary
Ministry of Health, Nutrition &
Indigenous Medicine
385, Deans Road
Colombo 10.

5 November 2018

Dear Sir,

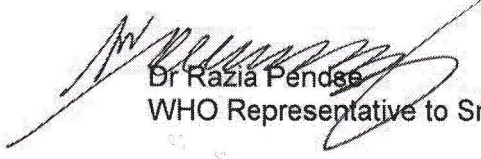
**Sub: Vacancy for the Post of National Consultant –
Human Resources for Health at WHO, Sri Lanka**

Please find attached a copy of the Vacancy Notice issued in respect of the above mentioned post under a Special Services Agreement (SSA) at WHO Office in Colombo.

We would appreciate, if this is widely circulated in the Ministry and attached offices.

Thank you.

Yours very truly,


Dr Razia Pendergast
WHO Representative to Sri Lanka

c.c. Addl. Secretary (MS)
Director General of Health Services
Deputy Director General (Planning)
All DDGs

Encl: as stated above

-/kr.



VACANCY NOTICE

The Mission of WHO is the attainment by all peoples of the highest possible level of health

Vacancy Notice No: WCO-SRL-2018/01

Date: 01 November 2018

Title: National Consultant – Human Resources for Health

Deadline for application : 15 November 2018

Contract type: Special Services Agreement

Grade: As per UN grading-

Duration of contract: Initially 12 months (may be extended)

Organization unit: Country Office for Sri Lanka

Introduction:

Sri Lanka does not have an explicit health workforce policy, the current health workforce action plan expires in 2018 and a number of different government directorates are responsible for the planning, recruitment, training and deployment of health workers. Workforce planning and staff establishments are not aligned with needs and data on the private sector workforce is weak and incomplete. There is inadequate coordination and policy coherence across sectors of government on health worker issues including labour mobility.

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Health workforce issues form a major barrier to the planned reorganization of primary health care that is key to the achievement of universal health coverage and the SDGs. The health workforce is concentrated in urban areas and at the tertiary and secondary level of healthcare. Skill mismatches are exacerbated by the inadequate training capacity of training institutions. High job vacancy rates are observed in underserved areas.

The Human Resources for Health Coordination Unit was established by a Parliamentary Act within the Ministry of Health to coordinate the development and implementation of the health workforce agenda however this requires support for its institutionalization with the provision of necessary staff, equipment and necessary technical support.

The country has endorsed PHC reorganization as the key to achieving UHC and HRH has been identified as one of the main bottlenecks. Supporting the MoH to address these HRH concerns is an identified priority for Sri Lanka.

Objectives of the Programme:

To support the Ministry of Health on implementation of the “strategic road map on HRH for Sri Lanka”

Job Description:

Under the overall guidance of WHO country Team Leader – Health Systems / Public Health Administrator and direct supervision of National Professional Officer – Health System Policy and Evaluation, the SSA shall:

- Advance the maintenance of an up-to date National Health Workforce Accounts (NHWA) database including the private sector and the Ayurvedic sector, through strengthening of the HRH database monitoring at Private Health Sector Regulatory commission, Sri Lanka Nursing Council and Ayurvedic Medical Council.
- Provide assistance to the National Professional Officer HSPE to support the HRH Coordination Unit in setting up a Technical Advisory Group on HRH in Sri Lanka;
- Provide assistance to the National Professional Officer HSPE in the process of developing the HRH policy and implementation work plan including program on occupational health and safety of the health staff;
- Provide assistance to the MoH to plan and conduct a Training of Trainers workshop on ‘Workload Indicators of Staffing Needs’ training for Sri Lankan participants with special

- emphasis to incorporation of WISN to the PHC reorganization taking place in the country. This training will also include members from the academia and several SEAR regional countries.
- Coordinate and provide assistance to the MoH for briefing the Technical Advisory Group on HRH on the WISN, coordinate the WISN work at selected locations in the provinces where the new PHC system is being scaled up and assist MoH to draft WISN reports for dissemination.
 - Provide assistance to the National Professional Officer HSPE in developing the national policy on health workforce migration
 - Assist in strengthening coordination mechanisms with stakeholders to advance HWF investments and actions.
 - Draft necessary technical reports and documents as per requirements of the Organization, and to assist in preparation, organization and following up of WHO organized meetings, and
 - Perform and other related duties assigned by the supervisor as and when required.

Required Qualifications:

Education:

Essential

- Bachelor's degree in public health sciences or other related field from a recognized university

Desirable

- Master's degree in public health, medicine or related field will be an advantage;
- Professional training in human resource management in health, health system, policy analysis and program management;

Experience:

Essential

- At least 3-5 years of work experience and demonstrated success in working on human resources on health and/or health system issues

Desirable

- Experience in establishing harmonious relationships with partners, within and outside the government; familiarity with UN system, particularly WHO; and proven track record in working with health system polices and strategies, especially on health work force area
- Good knowledge of UHC goal, PHC concepts and the health sector in Sri Lanka;

Competencies:

- Teamwork
- Communication
- Respecting and promoting individual and cultural differences
- Creating an empowering and motivating environment
- Ensuring effective use of resources

Language Skills: Expert knowledge of English, knowledge of Sinhalese and Tamil

Annual Salary & others Benefits:

Annual Salary

- UNDP SC Scale: SB-4: PEG 3

Others Benefits

WHO Offers locally competitive packages such as:

- Health Insurance; Accident and illness insurance;
- Annual Leave (30 days per year)
- Sick leave (7 days per year);
- WHO Holidays

NOTE:

- 1) Qualified Candidates will be evaluated and interviewed
- 2) Applicants should send a brief **Resume** of their relevant experience, explaining reasons for being suitable of the activity, together with duly completed **Personal History Form (PHF)** and **scanned copies of educational certificates**.

Please send your applications only via email to: ragelk@who.int

We regret that due to large volume of applications normally received, applications cannot be acknowledged individually.

- 4) This vacancy is open to all Sri Lankan Nationals (all genders) . **Qualified female candidates are encouraged to apply**

"WHO is committed to workforce diversity". "Any attempt to unduly influence WHO's selection process will lead to automatic disqualification of the applicant."



WHO has a smoke-free environment and does not recruit smokers or other tobacco users

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05 NOV 2018

