Evaluation of Community Based Health Programme in Tanzania

Call for expressions of interest

THET is inviting expressions of interest from individual consultants or a team of consultants to carry out the evaluation of the Comic Relief funded Community Health Worker Training Project being implemented in the Lake Zone of Tanzania by the Tropical Health and Education Trust (THET) with the Benjamin Mkapa Foundation (BMF). Consultant selection will be based on the following criteria:

Sectoral understanding
- Excellent track record in the field of health/health partnership evaluation, including knowledge of the geographic and institutional context
- Strong understand of LMIC context, and Tanzania in particular

Evaluation expertise
- A clear, credible and structured proposed methodology
- Familiarity with relevant evaluation methodologies
- Excellent ability to communicate in and write concise, readable and analytical reports in English
- Availability during the required period
- Be able and willing to engage/collaborate

Expressions of Interest should include:
- A one-page statement of capability introducing the evaluator(s) and organization, if relevant, and how the skills and competencies described above are met.
- A maximum four-page outline of the proposed evaluation process including:
  - The consultant’s understanding of the assignment with initial comments to the terms of reference;
  - An outline of the proposed evaluation methodology;
  - Management arrangements: if a team if proposed, details should be provided on the specific role and contribution of each consultant.
  - A current CV for each consultant, preferably in short form.
  - An outline work plan with budget showing the major costs of the evaluation.
  - Confirmation of availability to complete the evaluation between April and May 2020.
- Any potential conflict of interest should be mentioned and show how it will be overcome.

Deadline for submission of expressions of interest: 5th April 2020.

Please submit your expression of interest to jobs@thet.org and to Linnet Griffith-Jones (linnet.griffith-jones@thet.org). Also direct all questions related to the terms of reference to Linnet.
**Background:**

The Tropical Health and Education Trust (THET) is a global health organisation that has been managing donor funded projects to strengthen health systems and Human Resources for Health (HRH) for over 30 years, developing partnerships in health care, health management and training and enabling people in low- and middle-income countries to access essential healthcare.

In 2016, THET was awarded a grant from Comic Relief to support the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) to train and roll out the first formal cadre of paid Community Health Workers (CHWs) under the current Building National Training Capacity to Implement the Community Based Health Programme Strategic Plan (2015 – 2020).

Between 2016 and 2019, THET, with our partners the Benjamin Mkapa Foundation (BMF), implemented the Community Health Worker (CHW) Training Programme to support the training and deployment of the first formal community health workers in five regions of the Lake Zone of Tanzania: Mwanza, Shinyanga, Geita, Simiyu and Kagera. This report highlights the achievements, learnings and impact of the programme.

For the last four years, we have implemented a multi-level approach: supporting the capacity development of ten health training institutes and system strengthening at the district and regional level. We have advocated for and supported policy development at the national level and its implementation at regional and district level. Through our presence in MoHCDGEC taskforces and technical working groups we have supported curriculum development, recruitment and retention, development of supervision tools and planning and budgeting of CHWs. This has resulted in the training of over 1352 formal community health workers, the capacity development of over 100 district and health managers on community based health programmes, and development of policy guidelines including the scheme of service and the review of the CHW curriculum to harmonise it to the needs of communities.

Based on the understanding developed through the implementation of this programme, we identified that there is still some way to go to realise the full potential of CHWs and to improve the services available to the communities they serve. There is also a critical shortage of empirical evidence on the impact that formal CHWs can have on the health and well-being of their communities.

To address this, we developed a one-year pilot project that is:

- Contributing to the evidence base on the role of CHWs and their importance in achieving UHC.
- Developing tools and methods to strengthen the quality of service provision delivered by CHWs and the supervision provided by health facility staff.
- Supporting the deployment of a small number of additional CHWs.

Due to the inability of the government to absorb one-year trained CHWs into the formal health sector it has been necessary to develop innovative financing and employment options to ensure the sustainability of the programme. This could include employment in the private sector. While the training of CHWs is essential to widening access to healthcare at the community level, it is important to ensure that training is replicated in other areas of health. A balance must be struck in the production of formal CHWs and other skilled staff in order to widen access to healthcare services and to ensure the continuum of care.
Objective of the evaluation:

The objectives of the evaluation are to:

- To understand the impact and outcome of the Comic Relief funded CBHP intervention in Tanzania from 2016-2020.
- Generate lessons learned and good practices from the project’s work.
- Provide clear and forward-looking recommendation that can guide THET in developing strategies for similar projects, including defining an appropriate value for money framework.
- Generate evidence to inform policy and strategies related to community based health programmes in Tanzania.

Scope of Work:

- The evaluation will be carried out in the selected districts of Mwanza and Simiyu.
- 2 Health Training Institutions in Mwanza
- 30 in-service CHWs supported by the project

Evaluation approach and methods:

The evaluation will take a blended approach, working alongside THET team in Tanzania to review, analyse and discuss how and to what extent this Comic Relief funded project realized its expected results. With a focus. There will be a formative element in that the evaluation will document important lessons learned for THET, Comic Relief and external audiences among health partnerships.

The evaluation will apply the OECD DAC evaluation criteria of relevance, effectiveness, efficiency, impact and sustainability. The criteria may be integrated in the discussion of evaluation questions, but the relevant criteria should be indicated or a short summary per criterion should be included in the report.

The evaluation will be carried out as a desk study of all relevant documentation including project plans, log frames, reports developed in first phase, reports from extension and health sector plans carried out by THET and complemented by interviews with key informants with Ministry of Health officials overseeing the programme (Directorate of health promotion section and training section) regional and district CBHP coordinators/supervisors and, potentially, some Community Health Workers. Interviews with key informants and CHW will be arranged and facilitated by THET team in Tanzania. The process of developing data collection tools, overseeing data collection, capturing and analysing data will however be the consultant’s responsibility. THET team in Tanzania will support facilitate recruitment of local enumerators if required by the consultant.
The consultant will also be responsible for identifying an appropriate value for money framework. He/She will explore the feasibility of a trip(s) to Tanzania, the cost of which will be included in the overall budget.

The evaluation will seek to answer the following specific questions focused on programme outcomes which consider the following OECD-DAC Criteria:

**Relevance**
- How relevant was the support of THET in terms of supporting the MoHCDGEC to roll out formal community health worker cadres?

**Effectiveness:**
- Did the project meet its qualitative and quantitative targets?
- Were the targets appropriate and to what extent were they achieved?
- Were there key areas that could have been improved?

**Efficiency:**
- Did the project represent good value for money including cost per beneficiary?
- Was the action plan and its implementation realistic?

**Impact:**
- Was implementation appropriate to meet the need?
- What were the key successes?

**Sustainability:**
- Has Quality Improvement (QI) training been successful? Is it being implemented?
- Has there been sustainable impact on outcome level?
- What systems have been put in place as a result that will influence sustainability?

**Tasks and Responsibilities:**

**Consultant’s responsibilities:**

1. Preparatory work:
   a. Establish a good understanding of the project through discussions with THET Country Programme Coordinator and review of key background documents and reports (project plans, logframes, first phase reports, reports from extension, health sector plans)
   b. Identify information gaps and propose strategies for gathering critical additional information.

2. Evaluation design
   a. Refine evaluation questions, design evaluation methodology, develop data collection tools and plan for analysis.
Comic Relief Project Evaluation

b. Develop a list of informants and a detailed workplan in dialogue with THET team.
c. Write up inception report.
3. Evaluation implementation
4. Report writing
   a. Draft and finalise complete report of findings, analysis and recommendations integrating comments from THET.

THET responsibilities:

1. Share with the consultant information and key contacts, essential background documents and other relevant reading. Provide and explain lists of documents, stakeholders and other information as needed.
2. Orient the consultant and be available for regular meetings to discuss details.
3. Have bi-weekly check-ins with consultant to review progress.
4. Review and comment on draft evaluation report.

Deliverables:

1. Inception report with key evaluation questions, detailed evaluation methodology, work plan and draft report outline.
2. Final evaluation report incorporating THET comments responding to the objectives, key questions and scope of work in this TOR, maximum 20 pages (excluding annexes).

Proposed timeframe and budget:

The consultant is expected to carry out the evaluation and produce the deliverables between April and May 2020. All work must be completed, and final report accepted no later than 22nd May 2020. The evaluation will last no more than 20 working days. It is expected that data collection is undertaken between 13th and 24th April.

Suggested deadline for deliverables:

<table>
<thead>
<tr>
<th>Deliverable</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inception report</td>
<td>By 17th April</td>
</tr>
<tr>
<td>Full draft evaluation report</td>
<td>By 8th May 2020</td>
</tr>
<tr>
<td>Final evaluation report</td>
<td>By 22nd May</td>
</tr>
</tbody>
</table>

Budget:

The total budget for all consultant fees, data collection fees for enumerators, international and local travel and accommodation should not exceed GBP: £14,800.