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## SAHEL WOMEN'S EMPOWERMENT AND DEMOGRAPHIC DIVIDEND (SWEDD) PROJECT

# REVISION OF THE HARMONISED CURRICULA FOR PRE-SERVICE TRAINING OF NURSES AND MIDWIVES IN FRENCH-SPEAKING ECOWAS

## TERMS OF REFERENCE

August 2019

## Background and Rationale

According to the WHO 2014 Health Statistics Report, the risk of a child dying before his or her fifth birthday is 8 times higher in the WHO Africa Region than in the European Region. Similarly, nearly 800 women die every day from complications of pregnancy or childbirth due to inequitable access to health care and a critical shortage of skilled human resources for health.

According to WHO, while one doctor per 1000 inhabitants is required to cover the minimum health needs of a population, sub-Saharan Africa has 0.8 health workers per 1000 inhabitants, compared to 6 per 1000 in the Middle East and 10.3 in Europe. Current health human resource needs around the world are estimated at 4 million, of which 1 million are in sub-Saharan Africa.

The lack of human resources for health in Africa, which is a cornerstone of health systems, does not allow them to adequately respond to the health needs of its people. This deficit is also aggravated by the mismatch between staff training and the health needs of the population.

In response to this situation and in order to bridge the gap in health human resources in the ECOWAS region, WAHO launched in 2006 a programme to harmonise training curricula in all health sectors in order to better match the training of health human resources with the health needs of the population, facilitate mutual recognition of training in the field and thus reduce the deficit by promoting not only the mobility of resources in the region but also their pooling.

Thus, in 2010, the 11<sup>th</sup> ECOWAS Assembly of Health Ministers held in Freetown, Sierra Leone, adopted a resolution approving and adopting the Harmonised Curricula for the Basic Training of Nurses and Midwives in the ECOWAS Francophone Area.

Countries started implementing the said training curricula for Nurses and Midwives based founded on the Competence Based Approach (CPA) to teaching in 2012. In its implementation, some lapses have been identified and reported by training institutions. In light of the above observation and, after more than 5 years of implementation of regional reform, a revision of its content is called for, in order to address the shortcomings identified during the implementation of the courses and adapt its content to current needs.

The present terms are intended for the recruitment of an individual consultant to assist WAHO in the revision of the Basic Training Curricula for Nurses and Midwives in the French-speaking counties of ECOWAS.

## Overarching Objective

This review aims to improve the technical and pedagogical content of the Basic Training Curricula for Nurses and Midwives in the ECOWAS Francophone region.

Specifically, the activity aims to:

1. Propose tools and guidelines to conduct the review of harmonised pre-service training curricula for nurses and midwives,
2. Guide countries in the performance of internal review sessions of harmonised curricula,

3. Collect, centralise and critically analyse the lapses and difficulties identified by countries in the implementation of harmonised Curricula,
4. Make proposals for changes in the structure of the training programme, organisation, technical and pedagogical content (objective, content, etc.), teaching schedules and evaluation methods in the light of the deficiencies identified by the countries,
5. Support WAHO in organising and facilitating the workshop to validate the revised Curricula,

### Methodology

The review of the Harmonised Basic Training Curricula for Nurses and Midwives will be performed in two phases:

- The first step relating to the development of tools and internal review by countries, the collection and analysis of country proposals and the elaboration of the revised draft curriculum. This phase will also consider the concerns as well as proposals for improvement from other stakeholders in the training of Nurses and Midwives, in particular, the Ministries of Higher Education, CAMES, ICM, ICN, FASFAF, WHO, UNFPA, RCHPE, WACN, WAAS, Jhpiego, SAGO, JICA, Nurses and Midwives Councils Orders...).

This phase is expected to take into account the structure of the training programme, the organisation, the technical and pedagogical content, the teaching schedules and the evaluation methods as well as any relevant proposals for the integration or revision of the module.

- This phase is expected to take into consideration the structure of the training programme, the organisation, the technical and pedagogical content, the teaching schedules and the evaluation methods as well as any relevant proposals for the integration or revision of the module. This will involve all countries and stakeholders in the training of nurses and midwives.

### Tasks to be Undertaken by the Consultant

The consultant to guide the revision of the Basic Training Curricula for Nurses and Midwives shall propose forms/tools for collecting and analysing the information to be collected, and propose a working methodology. It should provide assistance to countries to facilitate internal review sessions, collect, centralise and critically analyse the deficiencies and difficulties identified by countries in teaching the harmonised Curricula. He will also be required to solicit the contributions of stakeholders for improving the harmonised pre-service training curricula for nurses and midwives. To this end, the Consultant will be required to visit the relevant countries and partners. On the basis of the strengths, weaknesses and suggestions made, the Consultant shall propose a draft of the revised curricula to be submitted for validation by the countries and partners. The incumbent will also facilitate the validation stage and submit the validated document to WAHO.

## Deliverables

Upon completion of the consultancy, the Consultants shall submit to WAHO:

1. A mission report, with a summary of the strengths and weaknesses of the harmonised Curricula, including the shortcomings identified by the parties, as well as proposals for improvement and recommendations,
2. A draft of revised curricula incorporating the relevant proposals of the parties, to be submitted for validation by the parties,
3. The final version of the revised curricula after validation by the parties.

The report and all other document must be drafted in French.

## REQUIRED QUALIFICATIONS/EXPERTISE

The Consultant must have the following qualifications and skills:

- Academic or postgraduate level qualification in public health; planning and management of health programmes and services.
- Have demonstrated expertise in teaching.
- Have at least 10 years' experience in instructional design and content development, including at least 5 years in a developing country, at a strategic level related to the training of health workers (nurses and midwives) and particularly in the areas of training accreditation, evaluation and development of standards, regulations and practices in health schools.
- Have knowledge of the health system in ECOWAS countries.
- Have facilitation skills suited to a multidisciplinary team.
- Possess sound analytical abilities,
- Have a perfect command of the French language. Proficiency in the other official languages of ECOWAS (English, Portuguese) will be an asset.
- Knowledge of the project's target countries and mastery of word processing and data analysis (Excel and Access databases) will be an asset.

## Duration of Consultancy:

The Consulting period shall be sixty (60) days, starting from October, 2019.

## Required documentation and deadline for submission of application

Interested candidates are invited to submit a detailed and signed CV accompanied by documents substantiating the experiences and diplomas claimed.

Applications must be sent by e-mail to the addresses below by the deadline indicated in the notice of expression of interest.

**The Director General  
West African Health Organisation (WAHO)  
175 Avenue Dr. Ouezzin Coulibaly**

**01 BP 153 Bobo-Dioulasso 01**

**Burkina Faso**

**E-mail : [offres@wahooas.org](mailto:offres@wahooas.org) or [wahooas@wahooas.org](mailto:wahooas@wahooas.org)**

## **I. CONDITIONS OF ENGAGEMENT**

The mission will be financed by the West African Health Organisation (WAHO) from the SWEDD Project funds. The honoraria will be determined in accordance with the rules governing the ECOWAS procurement code.

A consultant's contract containing, among other things, consulting fees and deliverables deadlines will be established between WAHO and the selected consultant in keeping with World Bank guidelines.