

Information for Applicants

PACIFIC TECHNICAL ASSISTANCE MECHANISM 2 (PACTAM2)

Ministry of Health, Social Welfare and Gender Affairs,
Government of Tuvalu – Team Leader Health Planning and
Management

Team Leader – Health Planning and Management

PACTAM2 Partner Organisation:	Ministry of Health, Social Welfare and Gender Affairs, Government of Tuvalu
Address:	Funafuti, Tuvalu
Background to the role:	<p>PACTAM2 is an Australian Government initiative funded through its official aid agency, the Department of Foreign Affairs and Trade (DFAT) and managed by Scope Global. It places highly skilled Technical Advisers in Partner Government organisations across 8 Pacific Island countries.</p> <p>Background</p> <p>Australia is supporting the Government of Tuvalu Ministry of Health as it responds to COVID-19, implements the Draft <i>National Health Reform Strategy 2020-24</i> and strengthens its capacity to manage the cost of the Tuvalu Medical Treatment Scheme (TMTS).</p> <p>Tuvalu is one of the smallest island states in the Pacific and has a population of 11,000 with over 60% residing in the capital, Funafuti. Tuvalu has very limited resources and is vulnerable to external shocks and natural disasters. Therefore Tuvalu relies on development assistance to support and strengthen its systems and services, including healthcare services.</p> <p>COVID-19 has exposed critical gaps in the health sector and put added pressure on a small and relatively inexperienced health professional cadre. Tuvalu's Health sector provides basic healthcare services through outpatient and inpatient services with over 40% of its funding used to refer patients for treatment overseas under the TMTS. This scheme has become a major budget issue impacting the quality of basic health care services as resources are diverted from preventative healthcare services and infrastructure development to sustain such a scheme.</p> <p>With these challenges and priorities identified in the Ministry's draft Strategic Plan, the Government of Tuvalu has requested technical support from DFAT to strengthen sector planning and reporting, advice on COVID-19 preparedness and response issues, coordination (particularly with support provided by development partners), monitoring of inefficiencies, TMTS oversight, analysis, and sound advice to the Minister and Cabinet.</p> <p>This technical assistance is in line with Australia's new Development Policy – <i>Partnerships for Recovery: Australia's COVID-19 Development Response</i> which has a focus on health security in Tuvalu. .</p>
Assignment Objective(s)	<ul style="list-style-type: none"> • Provide advice and support on strategic health planning and management issues in line with the draft National Strategic Plan 2020-24. • Improve the management of the Tuvalu Medical Treatment Scheme (Domestic and Overseas Referrals) • Health Planning and Management Team Leadership and Management Advisory • Integrate and provide advice and guidance on cross-cutting issues, such as child protection, gender equality and disability in line with relevant Australian aid policies and other appropriate standards

Length of assignment:	12 months with a possible 12 month extension
Reports to:	You will be accountable to, and managed by the Chief Executive Officer (CEO) for Health, Social Welfare and Gender Affairs and the CEO will provide oversight management support to the Adviser.
Remuneration	<p>PACTAM2 is funded by the Australian Department of Foreign Affairs and Trade (DFAT). The Adviser Remuneration Framework (ARF) is a set of market-based, long and short term remuneration rates applying to aid-funded advisers that are commercially contracted by DFAT directly, or through a managing contractor such as Scope Global.</p> <p>All PACTAM advisers are eligible for the mobility allowance which compensates long-term advisers for personal impacts and cost of living differences associated with leaving their permanent country of residence. The Mobility Allowance is calculated as a percentage of the monthly remuneration and varies depending on the job level and whether the adviser is accompanied.</p> <p>The ARF calculator provides the maximum rate.</p> <p><u>ARF Professional Discipline Category:</u> C</p> <p><u>ARF Job Level:</u> 4</p> <p><u>ARF Monthly Rate Band:</u> \$12,545 to \$15,862 AUD</p>
Benefits	<ul style="list-style-type: none"> • Mobility and special location allowances • Reimbursement of rental accommodation costs to DFAT approved rates • Pre-departure briefing for Advisers • In-country orientation • Flights, medicals, and insurance • Counselling and mental health services • Ongoing assignment monitoring and support
Work hours/days	<ul style="list-style-type: none"> • Official work hours are 9 am to 5 pm (Monday to Friday) • Under the ARF terms and conditions the allocation of paid time off forms part of the remuneration package. The annual allocation is 20 days recreation leave and 10 days personal leave, which can be taken as sick leave, carer's leave or travel days to access recreation leave
COVID-19 Business Continuity, Safety Procedures and Requirements from Advisers	PACTAM2 has developed a set of safety procedures in response to the COVID-19 pandemic. This is to protect the deploying advisers as well as the host countries and communities in which the advisers work. The purpose of the plan is to ensure the program can continue to operate as effectively and efficiently as possible given the impact of the pandemic, largely due to travel restrictions and following the advice of government and health agencies.

	<p>Recruitment processes</p> <ul style="list-style-type: none"> • All shortlisted applicants will be required to complete a medical screening process to ensure medical suitability • All shortlisted applicants will be required to complete a psychosocial interview to determine their alignment to the role and location of assignment <p>Requirements of deployment under in COVID-19 Restrictions</p> <p>When a deployment has been deemed a critical in-country assignment and there is travel access into that country of assignment, there are a number of COVID-19 specific safety and security procedures that will form a part of the deployment. They are as follows;</p> <ul style="list-style-type: none"> • The Adviser is required to undergo an extensive medical clearance to ensure they do not have a pre-existing vulnerability to COVID-19 • The Adviser is required to undergo a review with a Psychologist to determine psychosocial wellbeing and coping strategies for COVID-19 deployments • If the Adviser resides in a location where there is currently no community transmission of COVID-19 the adviser must be COVID-19 tested and cleared within 72 hours before departing home and remain in self-isolation until departing for the airport (negative result must be received before departing). • If the adviser resides in a location where there is significant community transmission the adviser must self-isolate in their home a minimum of 14 days before departure and have a COVID-19 negative test result within 72 hours before departure. • The adviser must follow all government-imposed quarantine regulations and further COVID-19 testing requirements in transit to and on arrival to their country of assignment. <u>Please note some quarantine requirements within the Pacific can equate to a total of up to 28 days across multiple stops.</u> • Advisers may be required to work remotely for extended periods of their assignment where the country of assignment cannot be immediately accessed or the risk context significantly changes. • Please also note due to travel access restrictions, deployment out of country for the purpose of annual leave will need to be navigated based on flight availability and may not be available for the period of the assignment. • Advisers must follow PACTAM2 Country Safety and Security Plan (CSSP), Scope Global's COVID-19 contingency plan and any directions from PACTAM2, DFAT Post or Partner Government. • Operational risks will be reviewed regularly, and updated risk, safety and security directions provided to the adviser depending on risk. • Please note due to travel access restrictions all assignments are <u>unaccompanied</u> at this time
<p>Additional information</p>	<p>In addition to communications via letter, email, telephone, skype, zoom, the PACTAM2 Scope Global staff will meet with the Adviser in country at least once, annually.</p> <p>Deployment is subject to:</p> <ul style="list-style-type: none"> • Formal approval from DFAT and the Partner Government

	<ul style="list-style-type: none"> • Procurement of visa and work permits • Satisfactory medical examination for the applicant and accompanying dependants/partner (if applicable) • International police checks • Participation in the pre-departure briefing
Background	<ul style="list-style-type: none"> • Scope Global is a specialist project management company with people as the focus of its program delivery. We work on behalf of our clients to build capacity of local people, and our vision is to enable people to positively change their world • The Government of Tuvalu has requested assistance in recruiting and supporting the above position through the Pacific Technical Assistance Mechanism 2 (PACTAM2) • PACTAM2 is funded by the Government of Australia through its official aid agency, DFAT, and is managed by Scope Global • PACTAM2 operates in 8 Pacific Island countries, providing both internationally and/or regionally recruited advisers in the form of placements within Partner Government Ministries, local non-government organisations (NGOs), regional organisations or at DFAT Posts. The goal is to provide technical advice on the design and implementation of an efficient and effective assistance program in the Pacific

Pacific Technical Assistance Mechanism Phase 2 (PACTAM2)

Pacific Technical Assistance Mechanism Phase 2 (PACTAM2) is an Australian Government initiative funded by the Department of Foreign Affairs and Trade (DFAT), and managed by Scope Global.

PACTAM2 responds to requests from partner organisations in 12 Pacific Island countries to recruit, mobilise and support highly skilled Advisers who provide technical assistance and build capacity in partner organisations, primarily Partner Governments across a range of priority sectors.

All Adviser roles are designed to contribute towards national and sector development strategies and reflect priorities of the Australian Aid agreements established with each country.

Supported by Scope Global and DFAT, partner organisations take the lead during in country selection interviews, orientation, and monitoring and performance management of Advisers.

FLEXIBILITY

The flexibility of the PACTAM2 program enables DFAT to fund individual Advisers to meet an identified need for technical assistance in any sector where specialist skills are not available locally. The assignments can be intermittent, short term (less than 6 months) or long term, depending on assignment objectives.

PACIFIC AND FAMILY-ORIENTATED

We welcome applicants from across the world, although the majority of Advisers are Australian or from the Pacific region.

Families are supported and encouraged to accompany Advisers on their assignments. During 2015/16, more than 50% of Advisers were accompanied by dependants.

RECRUITMENT

All short listed applicants are invited to travel to the partner country for interviews. Successful applicants participate in a pre-departure Briefing, undergo comprehensive police and medical clearances. The In-Country Management team and the partner organisation provide Advisers with an In-Country orientation and induction to the workplace.

SUPPORT PROVIDED TO ADVISERS

Adviser remuneration is in line with the DFAT Adviser Remuneration Framework providing monthly rates, mobility allowance and, where applicable, a supplement for school age children and remote location allowance.

Advisers are entitled to reimbursement of rental accommodation, international travel and reasonable mobilisation expenses.

The program provides comprehensive medical and insurance coverage plus ongoing professional and personal support, as well as safety and security briefing.

Advisers and partner organisations can access the Assignment Support Fund (ASF) and the Development Partner Procurement Fund (DPPF) to support the assignment.

During 2015/16 PACTAM2 Advisers worked alongside Partner organisations in a wide range of sectors and initiatives:



HEALTH

Develop strategies to control and eliminate malaria in the Solomon Islands
Improve operations at the National Hospital in Palau and the Solomon Islands
Strengthen the management and planning functions in the Tongan and Solomon Islands Health sector



EDUCATION

Develop and implement strategic education plans in Kiribati, Federated States of Micronesia, Republic of the Marshall Islands and the Solomon Islands



GOVERNANCE

Conduct government financial audits in Vanuatu, Tuvalu and the Solomon Islands
Ensure procurement and financial management in the health sector meets donor requirements in the Solomon Islands
Establish a taxation system in Nauru



ENVIRONMENT & CLIMATE CHANGE

Reduce vulnerability to the impact of climate change and disasters in Tuvalu and Kiribati



AGRICULTURE & FISHERIES

Implement quarantine regulations in the Solomon Islands
Improve fisheries and aquaculture management and performance in Nauru
Strengthen the policy and operations of customs in Kiribati and Nauru



COMMUNITY DEVELOPMENT

Develop initiatives and partnerships focussed on preventing gender based violence in Nauru and the republic of the Marshall Islands
Support community development through improved government communications and planning in the Solomon Islands and Samoa

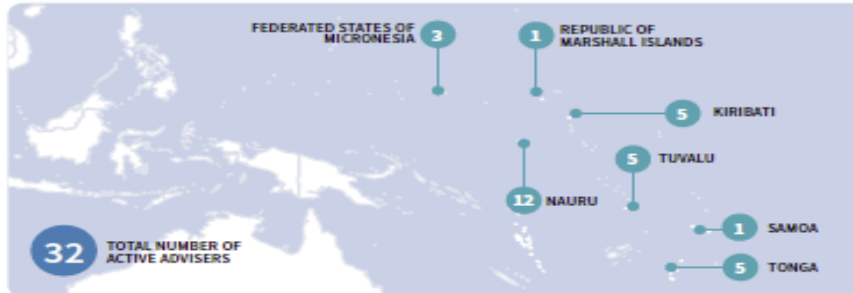


INFRASTRUCTURE

Design and implement provincial solar power systems for remote area houses and health facilities increasing the reliability of basic power supplies and access to primary health care

Key Statistics January to July 2020

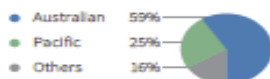
Number of Adviser Assignments*



*Some Advisers have been relocated due to COVID-19

	Number of Advisers by Gender		Number of Dependents	
	Female	Male	Spouse/Partner	Children
Nauru	♀♀♀♂♂♂♂♂♂♂♂♂♂		♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂
Kiribati	♀♀♀♂♂♂♂♂♂♂♂♂♂			
Tonga	♀♀♀♂♂♂♂♂♂♂♂♂♂		♂♂♂♂♂♂♂♂♂♂	
Tuvalu	♀♀♀♂♂♂♂♂♂♂♂♂♂			
Federated States of Micronesia	♀♀♀		♂♂♂♂♂♂♂♂♂♂	
Republic of Marshall Islands	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂			
Samoa	♀		♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂
Grand Total	16	16	9	6

Nationality Group



Age of Advisers



Status

	Total Number			
Federated States of Micronesia	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂			3
Kiribati	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂		5
Nauru	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	12
Republic of Marshall Islands	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂			1
Samoa	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂			1
Tonga	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	5
Tuvalu	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂♂	5
Grand Total	2	28	2	6

♂ Completed
♂ On-going
♂ Resigned
♂ Extension

Number of Advisers by DFAT Partnerships for Recovery Priority Areas



Capacity Development Type

