

UNICEF GUYANA AND SURINAME
TERMS OF REFERENCE
FOR CONSULTANTS

*Individual Consultancy – National Consultant
For the implementation of the Baby Friendly Hospital Initiative (BFHI)
and IYCF components (Phase 4)*

Country Office: Guyana - Suriname

Duty station: Suriname

Consultancy title: National Consultant for the implementation of the Baby Friendly Hospital Initiative (BFHI) and IYCF components (Phase 4)

Supervisor: F. Tjon-A-Loi

Duration of Contract: 5 months

I. PART ONE – External

1. Background

The Baby Friendly Hospital Initiative (BFHI) was launched by UNICEF and WHO in 1991. This initiative aims to protect, promote and support breastfeeding by and within the maternity facilities. Since the launch, most of the hospitals in Suriname made efforts (of varying intensity) to comply with some or all of the requirements, or at least have expressed their commitment to become a Baby Friendly Hospital. This commitment was renewed through a (symbolic) pledge, signed by all 5 hospitals and the RGD (regional Health Provider) to become a certified BF facility, with joined forces and mutual support on the occasion of World Breast Feeding week 2017.

Appreciating these efforts the Ministry of Health, through the Family and Community Health unit of the Bureau of Public Health, recently took the lead to elevate the individual efforts to the national level, and to strive for a joint set of interventions towards realization of quality Maternal and New-born Health.

The effort for each facility to obtain certification can be identified as the 1st phase in a continuing effort to become and stay Baby Friendly. This requires a programmatic approach, and the need to integrate this initiative in the health care system. The trajectory was kick-started with the visit of an international PAHO consultant in April 2017, who provided technical support to the country's endeavour to transform all facilities providing maternity health services to become Baby-Friendly, in compliance with the WHO/UNICEF requirements. The technical support consisted of a series of training sessions for the internal BFHI team of each facility; for staff of the maternity wards and for the decision makers. A local consultant supported by PAHO continued this trajectory in the following phases 1, 2 and 3.

In phase 1, the process of implementation of BFHI started by establishing an internal BFHI team in each facility. Each team was trained to conduct the self-assessment and the monitoring in their own facility by using the hospital self-appraisal and monitoring tool from the BFHI guidelines.

After analyzing the information that was collected, the facility teams found out which steps were fully implemented and which ones needed work.

All teams developed a plan of action to fully implement all steps and activities.

In phase 2, The consultant also produced the Terms of Reference for the national BFHI coordination group (BCG) and a report, containing an overview of internal assessments. the BFHI Coordination

group was officially established by the director of the Ministry of Health Maureen Wijngaarde - van Dijk on the 24th of October, 2017. The focus of all the facilities in this phase was achieving the milestone of training 80% of the health care workers providing mother and child care in their facilities. Training the health care workers will result in better understanding and implementation of the Ten Steps of Successful breastfeeding of the BFHI.

In phase 3, from November 2017 up until June 2018, management and health care workers of 6 facilities (RGD, Diakonessen Hospital, St. Vincent hospital, MMC, AZP and "Lands Hospital), have been trained in the 20 hour Maternity ward training. Further assistance was provided in operationalizing the BCG as well as the Executive Committee.

There is a need to continue this process through support by UNICEF.

2. Purpose of the Assignment

The purpose of this consultancy is to support the implementation of the IYCF+ communication strategy including BFHI certification and breastfeeding promotion according to the UNICEF/ WHO standards. Furthermore, the consultant will support in transition to the new 2018 guidelines of the BFHI.

3. Scope and Methodology

The scope of work will be to provide technical assistance to the national endeavor to strengthen the baby-friendly approach and implementations of standards and guidelines for all facilities that provide delivery care and care for mother and child. It will be a continuation of the process to guide the facilities to become certified and assist the national authority in the process of transforming the initiative to policy within the national health policy, thus addressing quality and standardization of service, assurance and sustainability.

4. Major Tasks to be accomplished:

Under the direct supervision of the Education Specialist and in close cooperation with the FCH unit of the MoH the consultant will support the implementation of the BFHI.

More specifically, the consultant will:

- Provide technical support to health institutions with the development of their BFHI policy document.
- Support health facilities with operational planning and implementation of the BFHI policy.
- Support to the BCG (Breastfeeding Coordination Group) Secretariat and participate in regular meetings with the Executive Committee and weekly fixed BCG meetings.
- Assist the BCG with the drafting of the National Breastfeeding Policy
- Planning and training of health care workers in Counselling Cards.
- Support information sessions with paediatricians in the BHI.
- Planning, progress monitoring and reporting on the program.
- Support the self-assessment of institutions.
- Analyse the gap in the current state of implementation of the BFHI compared to the new BFHI guidelines, develop a transition plan and support the implementation as well as capacity development in the new guidelines.
- Plans and prepare the pre-assessment of 2 settings (institutions).

- Support the BCG in preparation of the external certification process of 2 institutions.
- Assist BOG Coordinator IYCF+ with:
 - The development of a detailed work plan with timetable;
 - Oversight of the progress of activities within the scope of work;
 - Planning and organisation of meetings towards the realisation of the BFHI program in the 7 facilities;
 - Monitoring and evaluation of the written Policy in the 7 facilities.

Deliverables and deadline(s) for submission:

Deliverables	Estimated Number of working days per month (assignment starting in August-Dec 30 th)	Payment USD
<ul style="list-style-type: none"> • BFHI policy document of health institution completed, operational planning and support of the implementation of their BFHI policy. • BCG secretariat and Executive Committee support and facilitate regular meetings with the BGC. • The BCG assisted with the drafting of the National Breastfeeding Policy. • Planning and training of health care workers in Counselling Cards. • Planning and executing the Breastfeeding Week program. • Information sessions with paediatricians in the BHI. • Pre-assessment of 2 institutions supported. • Gap analysis current implementation BFHI versus new BFHI guidelines, transition plan developed and supported the implementation of revised guidelines. • Capacity development of key partners in the new BFHI guidelines. • Support the BCG (Breastfeeding Coordination Group) in the preparation of the External certification of 2 institutions prepared. • Planning, progress monitoring and monthly reporting on the project and final reporting. • BOG Coordinator IYCF+ supported. 	10 per month	Upon approval of monthly reports
Total	50	

5. Estimated duration of contract and Tentative Dates:

Duration: 5 months

Tentative dates: August 1th – December 30th 2018

6. Duty Station: Paramaribo, Suriname

7. Official Travel Involved: travel to districts

8. Qualification or specialized knowledge/experience Required:

- Bachelor's degree in nutritional and dietary sciences
 - At least 10 years of professional experience in the field of nutrition
 - At least 5 years of experience in conducting transfer of knowledge (e.g. teaching, conduct training sessions etc.)
 - Experience with the Suriname Health system is an asset
 - Practical experience in the area of the BFHI certification process
 - Oral and written proficiency in Dutch, English and Sranan Tongo
 - Excellent communication and reporting skills
 - Candidates should be prepared to provide important documents before signing the contract. These include but are not limited to: Academic certificates, Health Insurance, Certificate of good standing, statement of health, Beneficiary designation form and completion of mandatory online learning courses.
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