



Republic of Kenya

MINISTRY OF HEALTH

Terms of Reference

Health Care Workers for the Kenya COVID-19 Health Emergency Response Project

Background

The Ministry of Health through the Kenya COVID-19 Health Emergency Response project (**C-HERP**) is implementing Strategic Preparedness and Response Program with aims to assist Kenya in its efforts to prevent, detect and respond to the threat posed by COVID-19 and strengthen national systems for public health preparedness.

With the surging number of covid-19 cases in Kenya, and the projected spike expected in most Counties, the Country will need to deal with the increasing number of patients requiring Psychosocial support; mental health and social services including psychological first aid due the effects of the pandemic to communities.

The Ministry of Health through CHERP intends to fill up the following positions:

1. PSYCHOLOGISTS FIFTEEN (15) POSITIONS.

Scope of work

The Psychologists will be responsible for: -

Provision of MHPSS to different target groups affected by the COVID-19 Pandemic; to the healthcare workers involved in the COVID-19 pandemic response; collect data and provide analysis on the provision of MHPSS in contribution to the collective response around COVID-19 in Kenya. The work will be based in Ministry of Health Headquarters, Kenyatta National Hospital, Kenyatta University Teaching, Referral & Research Hospital and Mathari National Teaching & Referral Hospital.

Key responsibilities

The Psychologists officers in health will:

1. Conduct psychological assessment and diagnosis of clients.
2. Provision of pre and post-test counselling tailored to COVID 19.
3. Provide Psychological first aid (PFA) and other appropriate psychological interventions to different target audiences: (People in quarantine, Persons with COVID 19 & their families, Health care workers & frontline workers including response teams, Persons in recovery, Survivors of Gender Based Violence, Persons in prisons, Families of the bereaved, General public)
4. Develop treatment plans and possible referrals.
5. Follow up on client progress.
6. Provide continuous psychoeducation to clients, families and caregivers.
7. Clinical supervision for mental health service providers.
8. Rehabilitation & reintegration of persons in recovery.

9. Take part in mandatory training by the MOH on COVID-19 and the framework for response in Kenya. The Psychologists will also be expected to take part in contextualized PFA training (to the current epidemic), to refresh their understanding of any previous training that they may have had on PFA.
10. Be on call to deliver MHPSS interventions as requested and dictated by the duty rota.
11. Be part of a Quarantine Centre team, headed by both a lead and Clinical supervisor.
12. Prepare daily reports of their activities, in a format that will be given to them by the MHPSS Committee.

Qualifications and experience

The ideal candidates for the Psychologists officers in health will have:

1. Psychologists (15)

a) A Bachelor's degree in either medical psychology, health psychology or any other relevant and equivalent qualification in a health-related field from a recognized institution. (15 positions)

b) At least 3 years of professional experience as a psychologist

Cumulative monthly salary for this position shall be KES. 75,000.00.

2. Clinical Psychologists five (5)

The ideal candidates for the Clinical Psychologists officers in health will have:

a) A Master's degree in Clinical Psychology or equivalent qualification from a recognized institution. (5 positions)

b) At least 5 years of experience practicing as a psychologist

c). Registration with the relevant professional body

d). Previous training in Psychological First Aid for the Kenyan context;

e). Experience in being part of MHPSS team responses during previous disasters or emergencies. in the Kenyan context;

f) Willingness to gain knowledge and understanding of PFA for the MHPSS response in the Kenyan context, as well as other referral networks;

g). Demonstrated experience in strengthening collaboration and coordination among public and private stakeholders;

h). Professional fluency in both Kiswahili and English required, both written and verbal;

i) Strong presentation, reporting, and communication skills;

j). Proficiency in computer application skills

k). Ability and willingness to work remotely with reliable internet connection and in rare situations, travel to see clients.

l). Strong organizational and interpersonal skills, including work and partnering abilities;

m). High levels of Professional Ethical awareness.

Cumulative monthly salary for this position shall be KES. 100,000.00.

Terms of service:

3 months' contract with possible extension based on performance and duration of COVID19 pandemic.

Reporting arrangements

The Psychologists officers in health will report to the Head of mental health in the respective places who will assign all activities under the contract.

Applications should include the following; Cover letter and current CV with names and telephone contacts, Copies of academic and professional certificates, Photocopy of ID and Testimonials/ Recommendation. Interested applicants who meet the minimum criteria are invited to email their applications to cherprecruit@health.go.ke.

3. MEDICAL SOCIAL WORKERS:

i) Assistant Medical Social Worker III ten (10) positions

Duties and Responsibilities

This will be the entry grade for Diploma holders. An officer at this level will work under the supervision of a senior officer. Duties and responsibilities at this level will include: assessing psycho-social history of patients/clients; recording psycho-social history of patients/clients; identifying needy clients for psycho- social support (counselling for COVID- 19 clients), verify supportive documents provided by patients/clients; collecting patient/clients' bio-data including relevant interventions; and sensitizing and enabling enrolment of clients to NHIF or choice health insurance covers.

Qualifications and experience

Appointment to this position, a candidate must have:

- (i) Diploma in any of the following fields: Medical Social Work, Social Work, Sociology, Mental Health or equivalent qualification from a recognized institution; and
- (ii) Computer proficiency.
- (iii) Working /worked in a healthcare facility for not less than three months OR as an intern with the Ministry of Health as an added advantage.
- (iv) Registered with Kenya Medical social workers association (KEMSWA) which is a professional body as an added advantage.

Cumulative monthly salary for this position shall be KES. 60,000.00.

2. Medical Social Worker II ten (10) positions.

(a) Duties and Responsibilities

This will be the entry and training grade for degree holders. An officer at this level will work under the supervision of a senior officer. Duties and responsibilities at this level will include: identifying needy patients/clients for psycho-social support; assessing and evaluating patients/clients and determining relevant interventions; assessing, recording and documenting psycho-social history of patients/clients; verifying supportive documents provided by patients/clients; documenting psycho-social interventions including counselling therapy, resettlement, placement and rehabilitation; collecting and collating patient/clients' bio-data including placements; conducting home visits and follow-ups to discharged patients; counselling patients especially in cases associated with pandemic diseases, mental illness, HIV/AIDS, epilepsy, tuberculosis among others; and participating in counselling and psycho-therapy sessions for patients/clients, care givers and significant others.

(b) Qualifications and experience

- (i) Bachelors' degree in any of the following disciplines: Medical social work, Sociology, Social Work, mental health or equivalent qualification from a recognized institution; and
- (ii) Computer proficiency.
- (iii) Working/worked in a healthcare facility for a period not less than three months OR as an intern with the Ministry of Health as an added advantage.
- (iv) Registered with Kenya Medical social workers association (KEMSWA) which is a professional body as an added advantage.

Cumulative monthly salary for this position shall be KES. 75,000.00.

Terms of service:

3 months' contract with possible extension based on performance and duration of COVID19 pandemic

Reporting arrangements

The Medical social workers will report to the head of MSWs in the respective stations who will assign all activities under the contract.

Applications should include the following; Cover letter and current CV with names and telephone contacts, Copies of academic and professional certificates, Photocopy of ID and Testimonials/ Recommendation. Interested applicants who meet the minimum criteria are invited to email their applications to cherprecruit@health.go.ke.



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Covid-19 Health Emergency Response Project (C-HERP)

Credit No: IDA 65980

Project ID No: P173820

CONTRACT NO: MOH/CHERP/INDV/01/2021-2022- CONSULTANCY SERVICES FOR PSYCHOLOGISTS AND MEDICAL SOCIAL WORKERS UNDER THE COVID-19 HEALTH EMERGENCY RESPONSE PROJECT (C-HERP)

Background

The Ministry of Health through the Kenya COVID-19 Health Emergency Response project (**C-HERP**) is implementing Strategic Preparedness and Response Program with aims to assist Kenya in its efforts to prevent, detect and respond to the threat posed by COVID-19 and strengthen national systems for public health preparedness.

With the surging number of covid-19 cases in Kenya, and the projected spike expected in most Counties, the Country will need to deal with the increasing number of patients requiring Psychosocial support; mental health and social services including psychological first aid due the effects of the pandemic to communities. The Ministry of Health through CHERP intends to procure services of professional psychologists and medical social workers under individual consultancy approach. Selected Psychologists and Medical social workers will be engaged on a three (3) month renewable contract.

1. PSYCHOLOGISTS FIFTEEN (15) POSITIONS.

Scope of work

The Psychologists will be responsible for: -

Provision of MHPSS to different target groups affected by the COVID-19 Pandemic; to the healthcare workers involved in the COVID-19 pandemic response; collect data and provide analysis on the provision of MHPSS in contribution to the collective response around COVID-19 in Kenya. The work will be based in Ministry of Health Headquarters, Kenyatta National Hospital, Kenyatta University Teaching, Referral & Research Hospital and Mathari National Teaching & Referral Hospital.

Qualifications and experience

The ideal candidates for the Psychologists officers in health will have:

- a) A Bachelor's degree in either medical psychology, health psychology or any other relevant and equivalent qualification in a health-related field from a recognized institution. (15 positions)
- b) At least 3 years of professional experience as a psychologist

Cumulative payable monthly fee for this position shall be KES. 75,000.00.

Duration of contract: Three (3) months contract with possible extension based on performance and duration of COVID-19 pandemic.

Note: The best fifteen (15) psychologists will be selected based on relevant qualifications and experience.

2. CLINICAL PSYCHOLOGISTS FIVE (5) POSITIONS

The ideal candidates for the Clinical Psychologists officers in health will have:

- a) A Master's degree in Clinical Psychology or equivalent qualification from a recognized institution. (5 positions)
- b) At least 5 years of experience practicing as a psychologist
- c). Registration with the relevant professional body
- d). Previous training in Psychological First Aid for the Kenyan context;
- e). Experience in being part of MHPSS team responses during previous disasters or emergencies. in the Kenyan context;
- f) Willingness to gain knowledge and understanding of PFA for the MHPSS response in the Kenyan context, as well as other referral networks;
- g). Demonstrated experience in strengthening collaboration and coordination among public and private stakeholders;
- h). Professional fluency in both Kiswahili and English required, both written and verbal;
- i) Strong presentation, reporting, and communication skills;
- j). Proficiency in computer application skills
- k). Ability and willingness to work remotely with reliable internet connection and in rare situations, travel to see clients.
- l). Strong organizational and interpersonal skills, including work and partnering abilities;
- m). High levels of Professional Ethical awareness.

Cumulative payable monthly fee for this position shall be KES. 100,000.00.

Duration of contract: Three (3) months contract with possible extension based on performance and duration of COVID-19 pandemic.

Note: The best five (5) clinical psychologists will be selected based on relevant qualifications and experience.

3. MEDICAL SOCIAL WORKERS:

i) Assistant Medical Social Worker III ten (10) positions

Duties and Responsibilities

This will be the entry grade for Diploma holders. An officer at this level will work under the supervision of a senior officer. Duties and responsibilities at this level will include: assessing psycho-social history of patients/clients; recording psycho-social history of patients/clients; identifying needy clients for psycho-social support (counselling for COVID- 19 clients), verify supportive documents provided by patients/clients; collecting patient/clients' bio-data including relevant interventions; and sensitizing and enabling enrolment of clients to NHIF or choice health insurance covers.

Qualifications and experience

Appointment to this position, a candidate must have:

- (i) Diploma in any of the following fields: Medical Social Work, Social Work, Sociology, Mental Health or equivalent qualification from a recognized institution; and
- (ii) Computer proficiency.
- (iii) Working /worked in a healthcare facility for not less than three months OR as an intern with the Ministry of Health as an added advantage.
- (iv) Registered with Kenya Medical social workers association (KEMSWA) which is a professional body as an added advantage.

Cumulative payable monthly fee for this position shall be KES. 60,000.00

Note: The best ten (10) Assistant Medical Social Worker III will be selected based on relevant qualifications and experience.

2. Medical Social Worker II ten (10) positions.

(a) Duties and Responsibilities

This will be the entry and training grade for degree holders. An officer at this level will work under the supervision of a senior officer. Duties and responsibilities at this level will include: identifying needy patients/clients for psycho-social support; assessing and evaluating patients/clients and determining relevant interventions; assessing, recording and documenting psycho-social history of patients/clients; verifying supportive documents provided by patients/clients; documenting psycho-social interventions including counselling therapy, resettlement, placement and rehabilitation; collecting and collating patient/clients' bio-data including placements; conducting home visits and follow-ups to discharged patients; counselling patients especially in cases associated with pandemic diseases, mental illness, HIV/AIDS, epilepsy, tuberculosis among others; and participating in counselling and psycho-therapy sessions for patients/clients, care givers and significant others.

(b) Qualifications and experience

- (i) Bachelors' degree in any of the following disciplines: Medical social work, Sociology, Social Work, mental health or equivalent qualification from a recognized institution; and
- (ii) Computer proficiency.
- (iii) Working/worked in a healthcare facility for a period not less than three months OR as an intern with the Ministry of Health as an added advantage.
- (iv) Registered with Kenya Medical social workers association (KEMSWA) which is a professional body as an added advantage.

Cumulative payable monthly fee for this position shall be KES. 75,000.00.

Duration of contract: Three (3) months contract with possible extension based on performance and duration of COVID-19 pandemic.

Note: The best ten (10) Medical Social Worker II will be selected based on relevant qualifications and experience.

Applications should include the following; Cover letter and current CV with names and telephone contacts, Copies of academic and professional certificates, Photocopy of ID and Testimonials/ Recommendation. Interested applicants who meet the minimum criteria are invited to email their applications to cherprecrUIT@health.go.ke on or before **25th November, 2021 at 10.00 am.**

Terms of reference: Detailed Terms of reference for the assignment can be obtained at the Ministry's website www.health.go.ke or www.tenders.go.ke.