



## Terms of Reference for Hiring of LHV's/ CMW's and Medical Lab Technician

### Background:

EPS is implementing a project in collaboration with Pakistan Poverty Alleviation Fund (PPAF) titled "Programme for Poverty Reduction (PPR)" in two Union Councils of district Swat, tehsil Kabal. The main activities of the project are concentrated in UC Koz Abakhel and Hazara of Tehsil Kabal, Swat.

The project aims to improve health status of project targeted communities through capacity building trainings of communities in health, nutrition, WASH and MNCH. Programme also focuses health care facilities through strengthening of existing health care facilities and establishment of health care facilities in far flung areas through introduction of social entrepreneurial concept for trained LHVs, LHWs/midwives. These entrepreneurs are trained on social enterprise skills to outreach the community women for proper and timely treatment and guidance during pregnancy. The project also focuses on behaviour change of communities through awareness campaign by community resource Persons (CRPs) dissemination of IEC materials on health, nutrition, WASH and MNCH within the communities. The project supplements the awareness campaign and IEC material through improved sanitation by constructing latrines to have quick behavioural impacts and open defecation free villages. Project focuses on status of malnourished children 6-59 months old and pregnant and lactating women under innovation in nutrition. Efforts are made to develop the health status of project targeted communities through round table, knowledge management and district level platforms.

Under the Health component establishment of CHC is one of the deliverable of the PPR project; CHC has been established at union council level and community learned and experienced from its management. This time sustainability factor has been focused through the increased community and local level involvement in both management and outreach to maximum patients. LSO will provide appropriate space for the CHC and laboratory establishment within CHC. Two LHV,s/CMW,s will be hired for the purpose because one will remain stationed within CHC for OPD & MNCH care while one LHV/CMW will pay consultative visits in field. This will change on rotation. The already trained staff will have a close link with LSO as they will be sitting in the LSO identified and provided place where they will do OPD and LSO will collect charges.

### Summary of the Project

#### Overall objective of the Health Programme

- Promoting and improving access to inclusive, affordable, reliable and integrated health and nutrition service that contributes in poverty alleviation of poor and underserved communities across Pakistan.

### **Specific objectives**

- Promote demand driven health and nutritional needs through participatory planning, linkage building, and programmatic integration, improved downward accountability of service providers and through synergies with specialized health and nutrition agencies.
- Support innovations in health service delivery methods and encourage knowledge sharing to promote sustainable community based initiatives with entrepreneurial spirit .

### **Scope of work:**

- EPS intends to engage 2 Female LHV's/ CMWs & 1 Male Lab Technician at UC Hazara Tehsil Kabal Swat, initially for Six Months (extendable) by mutual consultation between Organization & employee. The detail JDs are as under.

### **Job Description of LHV's/ CMW's**

- To act as lead in management of overall matters of CHC and support the team.
- Undertake periodic visits to community for antenatal and postnatal care
- Work collaboratively as part of the wider health & social care teams providing for women's needs
- Give the necessary supervision, care and advice to women during pregnancy, labor and the postpartum period.
- Provide full antenatal care, including screening test in the community Health Center and the home.
- Provide counseling and advice before and after screening and tests.
- Conduct Health Care Sessions for the newborn infant.
- Manage complications in pregnancy and childbirth, in accordance with the principles of basic emergency obstetric care.
- Identify high risk pregnancies and making referrals to Hospitals and other medical specialists.
- Provide primary care to women of productive age, in accordance with the Basic Package of health Services.
- Supervise the provision of primary health care within the community by female health workers/CMW.
- Counsel and educate women, the family and the community, in relevant areas of health and provide a program of parenthood preparation and a complete preparation for childbirth including advice on hygiene and nutrition.
- Give support and advice on the daily care of the baby, including breastfeeding, bathing and making up feeds.
- Provide all non-surgical methods of family planning, and counseling for surgical methods.
- Follow established health center policies, procedures and objectives; continuous quality improvement initiatives; safety, environmental, and infection prevention standards.
- Decreased risk of needing a caesarean and reduced rates of labor induction and augmentation.
- Help to decrease infant mortality rates and preterm birth and take all initiatives which are necessary in case of need and carry out where necessary immediate resuscitation.
- Help to decrease maternal mortality rate and pregnancy related sufferings.

### **Jobs Description of Lab Technician.**

- Making up chemical solutions, carefully removing chemical and biological waste, looking after equipment stocks and ordering replacements when needed.
- Organizes work with specimen labeling; sorting specimens; checking labeling; logging specimens; arranging reports for delivery; keeping work surfaces clean and orderly.
- Maintains quality results by running standards and controls, verifying equipment function through routine equipment maintenance and advanced trouble shooting; calibrating equipment utilizing approved testing procedures; monitoring quality control measures and protocols.
- Identifies and communicates abnormal patient conditions by alerting supervisory personnel, the CHC Head; reporting mandated information to the public health department or other designated officials.
- Cleaning and sterilizing equipment.
- Knows about Medical Test & Provide Reports of the available machinery/ equipment (routine Tests).
- Confidence of keeping laboratory information confidential.
- Enhances laboratory services and CHC reputation by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.

### **Qualification for Employee.**

Key individuals assigned the task should meet the following requirements and qualification:

S.No	Training Title	Gender	Qualification	Experience	Duration
1	2 LHV,s/CMWs	Female	F.A, Diploma in Nursing	3-5 Years	6 Months, extendable
2	1 Lab Technician	Male	Metric , Diploma in Lab	3-5 Years	6 Months, extendable

### **Source of Funds (SOF)**

- PPAF has provided the financial support to EPS

### **Selection process;**

The Employee should send CV,s along with Covering letter , Two References & attested documents through Courier / by Hand to

### **HR**

#### **Environmental Protection Society (EPS)**

**DarbarSaidu Sharif, Swat, Khyber Pakhtunkhwa.**

**Phone: 0946-9240254 / 0946-711162 Fax: 0946-721062**

**E-mail: info@eps-swat.org**

**Web site: www.eps-swat.org**

Request will be open for 5 days after the date of advertisement.

**Note: EPS has the right to accept or reject any application without assigning any reason.**