**Expression of Interest for Conducting Research Study on ‘Causative Analysis for Better Dispersion of Skilled Health Professionals in Six States’**

National Health Systems Resource Centre (NHSRC) set up in 2007, serves as an apex body for technical support to the National Health Mission (NHM), Ministry of Health and Family Welfare (MOHFW). One of the key support areas to the Centre and States is in policy and strategy development. Apart from generating evidence through operational research, the Human Resources for Health Division (HRH) at NHSRC also identifies documents and shares good practices from the states in the areas of recruitment, retention strategies and performance management of health workforce.

An important initiative under NHM to offset the shortage of workforce is to provide incentive schemes to attract & retain the health workforce. NHSRC proposes to conduct a study on “***Causative analysis for better dispersion of skilled health professionals in six states***”.

The study will be conducted in *Himachal Pradesh* (North)*, Karnataka* (South)*, Bihar* (Central)*, Odisha* (East)*, Rajasthan* (West) *and Meghalaya* (North-east). The study will make a systematic assessment of the retention strategies and their contribution in better dispersion of skilled health professionals. Evidences generated through this study will be utilized to suggest changes to make more effective retention strategies.

The objectives of the study are:

* Document the nature of incentive policies in place to attract and retain health workers, especially in remote and rural areas.
* Examine the efforts made at the National Level.
* Examine the degree of implementation of incentive policies in the selected states.
* Analyze the effect of financial and non-financial incentives in improving availability of health workforce.
* Explore facilitators and barriers to effective attraction and retention.
* Make recommendations to improve retention strategies for better implementation.

**NHSRC invites organizations to perform following tasks: primary and secondary data collection, data entry and analysis and report writing.**

Organizations interested in partnering with NHSRC are encouraged to apply. Partnership and consortia will be considered provided they are as per the requirement. Research organizations; academic institutions (preference will be given to medical colleges and schools of public health); NGOs in partnership with academic institutions, Coalitions, Advocacy groups can apply.

The application should include:

1. **Technical Proposal**

* Name of the Organization
* Contact details
* Legal status: ( ) Society ( ) Company ( ) Others (specify)
* Registration details
* List of Technical experts with their CV
* Contact person
* Designation
* Contact number
* Research Proposal (2000 words focusing on research methodology, data analysis and pattern of study finding dissemination)
* Study tools (For all key participants)
* Copies of report of studies (what is considered as best and most relevant work in recent years)
* Demonstration of necessary skill mix
* Provide basic information on the key projects carried out by your organization since the last three years (Objective, Strategies, Main outcomes, Evaluation methods employed, results)
* Provide details regarding categories of the staff in your organization (number, professional background, nature of work)
* Assets/Infrastructure of the organization (data entry and data management)

1. **Financial Bid** (Budget Estimation for Consultancy Fees, Travel, Food and Accommodation etc.)

The interested applicant may submit their duly signed “**Technical Proposal”** and “**Financial Bid”** in two separate sealed envelopes mentioning “*Technical Proposal* and *Financial Bid”* respectively. Both the envelopes should then be enclosed in a separate sealed envelope super scribed “**EOI** - ***Causative analysis for better dispersion of skilled health professionals in six states***”. Both the documents should reach NHSRC office **no later than 16:00 hrs. (IST) on 20th March 2015**. Proposal received after the due date and time shall not be entertained.

All applications for should be sent to:

The Principal Administrative Officer

National Health System Resource Center

NIHFW Campus,

Baba Gangnath Marg, Munirka,

New Delhi-110067

Submission of EOI does not constitute any contract commitment on the part of NHSRC, nor does it constitute a commitment to pay for costs incurred in the preparation and submission of an application.

**Evaluation of EOI**

Technical Evaluation will be based on the criteria mentioned below. **Financial Bids shall be opened only for the agencies/organization, which are shortlisted after Technical Evaluation**

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| --- | --- | --- |
| **Criteria** | **Score** | |
| Organization | Experience in academics+ Research =10; Experience in implementation + Research = 7; Academic or Research = 5; Only implementation experience = 3; Others=0 | |
| List of Technical experts with their CV | Yes =1; No = 0 | |
| Skill Mix | Interdisciplinary = 5; Only Medical = 3; Only Social Sciences = 3 | |
| Experience | >10 = 5; 6-9 = 3; 2-5 = 1; <2 = 0 | |
| Experience in Public health research | >10 = 5; 6-9 = 3; 2-5 = 1; <2 = 0 | |
| Publication mentioned | Yes =1; No = 0 | |
| Publications attached | Yes =1; No = 0 | |
| Data entry | Yes =1; No = 0 | |
| Data analysis | Yes =1; No = 0 | |
| Report writing | Yes =1; No = 0 | |
| **Research Proposal Evaluation** | | |
| Clarity of the Proposal addressing all aspects of the study mandate | Yes=2  No=0 | |
| Sound research methodology and study tools as per objectives of the study | Yes=2  No=0 | |
| Clarity on scientific process of Data analysis and presentation of study findings | Yes=2  No=0 | |
| **Financial Bid Evaluation** (only after shortlisting of the technical proposal) | | |
| Budget estimation: Reasonable budget for activities and proper budget breakdown (Consultancy Fees, Travel, Food and Accommodation) | | Yes=3  No=0 |
| Maximum Score | | 40 |

**Timelines and Submission of Deliverables**:

Once study is commissioned, the organization/institute should submit agreeable deliverables from time to time. Before finalization of study findings the results have to be shared with NHSRC. The submission of deliverables will be as agreed upon. Following are the key deliverables and proposed timelines:

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Deliverables** | **Mar 2015** | | **Apr 2015** | | **May 2015** | | **June 2015** | |
| **Submission and Finalization of Contract** |  |  |  |  |  |  |  |  |
| **Data Collection** |  |  |  |  |  |  |  |  |
| **Data entry and analysis** |  |  |  |  |  |  |  |  |
| **Draft Report** |  |  |  |  |  |  |  |  |
| **Final Report** |  |  |  |  |  |  |  |  |