

## TERMS of REFERENCE

### Capacity Building & Technical Supervision of MHPSS activities

Summary of the ACTIVITY

ToR for capacity building and technical supervision of the psychosocial support activities implemented in the framework of the project.

## 1. BACKGROUND

Première Urgence Internationale (PUI) is a non-governmental, non-profit, non-political and non-religious international aid organization. Our teams are committed to supporting civilians' victims of marginalization and exclusion, or hit by natural disasters, wars and economic collapses, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency.

## 2. OVERVIEW

PUI Libya mission is seeking support for mental health and psychosocial (MHPSS) capacity building and technical supervision activities for staff, based in Libya. The staff are responsible to conduct individual or group sessions, in order to accompany patients with non-communicable diseases and their families; at health centre level. Indeed, chronic illnesses (asthma, hypertension, diabetes, etc) can be caused or aggravated by emotional and stress-related issues and have a significant impact on the patients' lives or their relatives who may require psychological support. In the framework of this project, PUI aims at supporting the targeted health facilities to integrate MHPSS into primary health care through fostering health workers listening skills and clinical sensitivity.

### 2.1. PROJECT SUMMARY

Poor mental health exacerbates physical health problems ('No health without mental health') and people with Non Communicable Diseases (NCD) are two to three times more likely to experience mental health problems than the general population. Co-morbid mental health problems have several serious implications including poorer clinical outcomes, lower quality of life and reduced ability to manage physical symptoms effectively. PUI takes a holistic approach to strength NCD services care, MHPSS activities are currently being used by PUI to support patients managing NCDs in the East of Libya through the project "Supporting quality and dignified health care for vulnerable Libyan and non-Libyan populations in Cyrenaica region, Libya" (Centre De Crise et de Soutien – CDCS funding). These activities have been highly beneficial and have received positive feedback from participants due the added value they serve as they emphasize management of psychological effects of NCDs and not only the physical effects.

PUI MHPSS officer will conduct training targeting healthcare employees on the following topics:

- ➔ What is MHPSS

- ➔ Mental health as NCD
- ➔ Psychological trauma
- ➔ Mental health and stigma
- ➔ Detection of mental health disorder
- ➔ Use of existing screening tools (WHO-5 assessment, SRQ-20, SLAPP Assessment, PTSD assessment)
- ➔ Effective support for those who have mental health needs
- ➔ Psychological First Aid (PFA)
- ➔ Self-care and stress management.

The aim of the training is to improve health workforce's knowledge and understanding of mental disorders, reduce stigmatising attitudes; and equip people with simple skills to help those with mental disorders to assess risk of suicide or self-harm, listen non-judgmentally, give reassurance and information, encourage help-seeking from professionals and use self-help techniques. The premise is that everybody should have these skills to use in mental health emergencies, in the same way that people learn how to apply basic first aid to medical emergencies. Moreover, it will be promoted the creation of spaces for the analysis of practices among the health care professionals to share experiences handling clinical situations and ultimately to build a clinical team culture.

PUI MHPSS officer will build the capacity of social workers and nurses to conduct psychoeducation session for NCD patients and their relatives at supported health facility. Psychoeducation is an intervention for patients and caregivers designed to improve their understanding of the mental disorder, its treatment, and the measures the affected person can take to maximize their chances of recovery. The aim is to contribute to stimulate behavioural changes, such as improving adherence to medication, which is associated with better outcomes in NCD treatment.

Furthermore, the MHPSS officer will train the psychologist working in the PHCC on structured, brief psychological therapies through a patient-centred approach, with the support of the Medical Coordinator and MHPSS Technical advisor.

This TOR details the clinical supervision expected to guarantee the quality of care provided through this activity in compliance with PUI MHPSS framework and other principles.

### 3. TECHNICAL SUPPORT NEEDED

To implement quality activities, PUI is currently seeking technical support for the provision of capacity building trainings and technical supervision follow-up to PUI MHPSS staff.

**The objectives are:**

- ➔ Build the capacities of the MHPSS provider (PUI staff)
- ➔ Support the MHPSS provider in her clinical practice

- ➔ Support the MHPSS provider in training other medical staff in PUI supported primary health care facilities, through cascade trainings
- ➔ Ensure quality MHPSS services are delivered to the beneficiaries
- ➔ Ensure the clinical approach and tools used are in line with the defined MHPSS framework and SOPs for PUI Libya mission
- ➔ Address concerns related to clinical work that includes giving the alert in case of a critical or dangerous practice or situation (for both the client and the clinician).
- ➔ Liaise with the focal points at PUI coordination level in case such alert rises.

**This support should include:**

- ➔ Bilateral capacity building and training sessions
- ➔ Clinical case discussions (individual, according to relevance and need)
- ➔ Revision of the tools, clinical approach and strategies used (should be in line with SOPs and Intervention Framework) and suggestions for improvements
- ➔ Advice and orientation on clinical response and strategies, including internal and external referrals.
- ➔ Supervision can also include discussions and information on common psychopathologies, psychological issues and other related topics

**Means of support:**

This support will be provided through online sessions (such as Skype) conducted in Arabic. PUI will ensure the clinician will have proper access to internet connection and a computer, the weekly supervision sessions will be integrated to their schedule and specific slots will be dedicated. The provider will ensure its own materials and internet network.

**Duration:**

- ➔ 60 hours initial capacity building trainings (to be planned in a suitable manner along with PUI field staff)
- ➔ Regular technical support and follow-up for the MHPSS officers for 3 hours/month, for 6 months.

This might be reassessed according to the needs during the partnership.

## 4. DELIVERABLES:

The support provided will lead to the elaboration of:

- A supervision follow-up form that should be only used between the supervisor and the clinician
- A monthly report to be shared with PUI Libya mission and HQ in Paris. Minding that no confidential information on the beneficiary is communicated, the monthly report should list the number of sessions and main topics covered, the support and main inputs provided, as well as the progress of the clinician as a result of the supervision when relevant. Alerts on any matter (complex cases, dangerous practice or else) should be communicated as soon as possible and should appear in the monthly report. A feedback on the skills and competencies of the clinician is also expected. It would be appreciated if recommendations on the necessary support, on clinical tools and the relevance of the interventions can also be provided. The report should also include a detail of the hours spent reviewing technical material. (PUI can provide document templates as per need).
- In the case of the review of technical material, finalised power point presentations, pre-post tests should be shared.

## 5. SKILLS, EXPERIENCE AND EXPECTATIONS

The supervisor should have:

- A masters (MD) in clinical psychology or equivalent
- At least 3 years direct experience in clinical psychology and previous experience in the provision of clinical supervision
- Knowledge and experience in humanitarian and emergency contexts
- Desirable experience in MHPSS support for NCD clinical management and social/behavioural change activities
- Fluent in Arabic and English (spoken and written)
- Access to reliable internet; ability to review word documents and power point by computer

# 6. APPLICATION PROCEDURE

Applicants are required to submit the following:

- Technical and financial detailed offer
- CV in English
- Copy of Diploma

Deadline of the proposal submission: **01/06/2022**

**Application to be addressed to: [lby.tender@premiere-urgence.org](mailto:lby.tender@premiere-urgence.org)**