

**SAINT LUCIA HEALTH SYSTEM STRENGTHENING PROJECT (P166783) &
OECS REGIONAL HEALTH PROJECT (P168539)
TERMS OF REFERENCE for ENVIRONMENTAL AND SOCIAL SPECIALIST**

1. Background

On September 28th, 2018, the World Bank approved the financing of the **Saint Lucia Health System Strengthening Project (P166783)** which is effective since January 15th, 2019. The objective of this project is to improve the accessibility, efficiency, and responsiveness of key health services, and provide a response in the event of eligible crises or emergencies. To achieve this objective, the project has 4 components:

- a) **Component 1: Design and Implementation of an Essential Benefits Package (US\$5.5 million).** It focuses on the demand side and includes the review of the design and implementation of the benefits package, including administration, purchasing and contracting arrangements, regulations surrounding the scheme, and potential sources of additional revenue for expanding health service coverage. The Project will finance the analytics to support the Government in its design of the package and the roll-out of information technology and systems platforms in support of the implementation of the package. Public funds will finance the provision of the package.
- b) **Component 2. Strengthening Service Delivery in Support of the Essential Benefits Package (US\$13 million).** It includes 3 subcomponents.
 - Subcomponent 2.1. Improving Service Delivery through Performance-Based Financing (PBF) (US\$4 million). It proposes to include a PBF scheme focused on diabetes and hypertension to improve the efficiency of health expenditure by providing bonuses based on performance.
 - Subcomponent 2.2. Strengthening the Supply of Health Care Services (US\$4.5 million). It focuses on the supply-side and would involve strengthening the integration of primary care systems to enhance the role of primary care facilities and encourage their use.
 - Subcomponent 2.3. Public Health Emergency Preparedness and Response (US\$4.5 million). It addresses weaknesses in public health emergency preparedness and response.
- c) **Component 3: Institutional Capacity Building, Project Management and Coordination (US\$1.5 million)**
- d) **Component 4. Contingent Emergency Response Component (CERC) (US\$0 million).** This Component will provide funding following an eligible emergency.

Additionally, on August 29th, 2019 the World Bank approved the financing of the **OECS Regional Health Project (P168539)** which is effective since January 13th, 2020. The objective of this project is to (i) improve preparedness capacities of health systems for public health emergencies in the OECS region, and (ii) provide a response in the event of eligible crises or emergencies. This regional project also includes St. Vincent and the Grenadines, Grenada, and Dominica. The project has 4 components as follows:

- a) **Component 1: Improved Health Facilities and Laboratory Capacity (US\$17.42 million).** This component finances activities geared at improving the resilience and capacity of select health facilities and laboratories to provide services to manage a public health emergency, including an emerging disease outbreak, extreme weather event or other disaster. The component supports

the refurbishment and equipping of select health facilities to ensure continuity of care and improved laboratory infrastructure and equipment with corresponding training.

- b) **Component 2: Strengthened Public Health Surveillance and Emergency Management (US\$9.27 million).** This component supports efforts to strengthen public health preparedness, including surveillance and response through improvement of national and regional capacities and promotion of cross-border collaboration.
- c) **Component 3: Institutional Capacity Building, Project Management and Coordination (US\$3.91 million).**
- d) **Component 4. Contingent Emergency Response Component (CERC) (US\$0 million).** This Component will provide funding following an eligible emergency.

Both projects are considered Category B given that it is not likely to result in significant negative, irreversible and/or large-scale impacts on human populations and/or the environment. They only trigger World Bank Operational Policy 4.01 (Environmental Assessment). There are potential negative environmental impacts mainly from small scale civil works such as rehabilitation and construction of health centers and laboratories, and from the collection, storage, transport and disposal of biomedical wastes. There are social risks related to consultations processes for small civil works or other activities of national scope, effective functioning of a Grievance Redress Mechanism, timely disclosure of information and citizen engagement actions.

To manage the potential environmental and social risks and impacts, the Ministry of Health, Wellness and Elderly Affairs (MOHWEA) developed and consulted Environmental and Social Management Frameworks (ESMF). The ESMF of the Saint Lucia Health System Strengthening Project (P166783) was disclosed in June 2018 at <http://vrcp.govt.lc/download-file/1530630032IPOYCTUH.pdf>. An Addendum was completed and disclosed in 2020 to address biomedical waste and COVID-19 safety measures. The ESMF of the OECS Regional Health Project (P168539) was disclosed in June 2019 at <http://www.govt.lc/media.govt.lc/www/resources/publications/final-oecs-esmf-st-lucia-june-3rd--1-.pdf>. Since both projects deal with similar activities, the ESMFs describe much the same types of environmental and social management actions.

The projects also have a shared Grievance Redress Mechanism (GRM) to respond to grievances from stakeholders that consider that they have been adversely affected by the projects. The project-level GRM is disclosed at: <http://www.govt.lc/media.govt.lc/www/pressroom/news/attachments/grievance-redress-mechanism-for-saint-lucia-hssp-and-oecs-rhp--05-15-2020.pdf>. This GRM is currently being updated to make it available to project workers and address grievances of sexual exploitation, sexual abuse, and sexual harassment (SEA/SH).

Additionally, the Saint Lucia Health System Strengthening Project (P166783) has also committed to support citizen engagement mechanisms that will collect patient feedback on their perception of quality of health services and patient satisfaction. Under subcomponent 2.1, a sample of patients from the health facilities will be interviewed periodically to collect perceptions regarding main services offered at each level of care. Two citizen engagement indicators are included in the Project Results Framework to monitor these actions.

Both projects are implemented by a Project Implementation Unit (PIU) at the MOHWEA which is appointing 2 (two) E&S focal points: (i) one Environmental Specialist from Environmental Department of the Ministry of Health; and (ii) one Social Specialist from the Ministry of Equity and Social Issues. The E&S

focal points will take the role of higher-level liaison staff, with access to other government officials, if and as needed.

To strengthen the E&S capacity of the PIU, the **MOHWEA is recruiting an Environmental and Social (E&S) Specialist to support E&S aspects of the Saint Lucia Health System Strengthening Project (P166783 and the OECS Regional Health Project (P168539)**. The E&S specialist will have a technical role to ensure projects' compliance with operational safeguards, including the implementation, monitoring, and reporting of the ESMF, GRM, and other safeguards requirements.

2. Objective

The E&S specialist is responsible for overall E&S aspects of the project and for coordinating, implementing actions, monitoring and reporting on the projects' compliance with the environmental and social safeguards and commitments, including amongst others the ESMF, GRM, stakeholders' engagement, citizen engagement indicators, and gender-based violence actions.

3. Tasks and responsibilities

The E&S specialist will oversee the E&S compliance of the Saint Lucia Health System Strengthening Project (P166783) and the OECS Regional Health Project (P168539). Specifically:

a) Compliance with E&S safeguards and commitments.

- Undertake the necessary measures to ensure compliance with the environmental and social safeguards and commitments of both projects as laid out in the ESMF, CERC-ESMF, GRM, and other safeguards documents throughout project implementation.
- For site-specific subprojects, screen potential E&S risks and impacts using the screening tools in the ESMF and as necessary develop, consult, and disclose Environmental and Social Management Plans (ESMPs) in coordination with other PIU staff and relevant stakeholders.
- Advise the Permanent Secretary, the Project Manager and other relevant officials of the DOHWEA on anticipated E&S impacts and possible mitigation measures, and on the preparation of bidding and contracting documents to include environmental, social, health and safety (ESHS) aspects.
- Participate in the evaluation of subproject proposals and advise on environmental and social eligibility and acceptability of proposals, based on guidance provided in the ESMF.
- Work with the PIU procurement staff to ensure that environmental and social aspects are incorporated as appropriate in contracts for goods and services and that suppliers and contractors are fully aware of their responsibilities in this regard.
- During implementation of the approved subprojects, undertake regular environmental and social monitoring to verify whether and how provisions of the ESMF and associated ESMPs are followed by all relevant stakeholders (designers, contractors, beneficiaries, etc.).
- Ensure that contractors and subcontractors follow ESMPs and other appropriate measures during construction, rehabilitation, and other small scale civil works.
- Evaluate the biomedical waste management practices and adherence to national laws and ESMPs of the hospitals, clinics, and laboratories associated with the projects, and make recommendations for improvement to the PIU management.
- Report monthly to the Project Manager in writing on her/his activities including but not limited to the results of monitoring visits, promptly identify any environmental and/or social issues or cases of non-compliance and make recommendations for dealing with those issues.

- Provide contributions to the regular semi-annual and annual progress reports on projects' implementation as required by the Government and the World Bank.

b) Stakeholder engagement and consultations.

- Lead stakeholder engagement processes and community outreach as well as consultations according to the project needs, commensurate to the potential risks and impacts of subprojects and in line with the ESMP of each subproject.
- Ensure that stakeholders' feedback is integrated into ESMPs, as needed.
- Monitor and report on stakeholder engagement and community outreach throughout project implementation.
- In coordination with key MOHW staff, implement and monitor citizen engagement actions and report on citizen engagement indicators, including challenges and lessons learned.

c) Grievance Redress Mechanism (GRM).

- Ensure that the project-level GRM is socialized with communities and relevant stakeholders prior to the start of project activities and as an ongoing effort so that those who feel adversely affected by the project know how to submit their grievances.
- Support the correct functioning of the project-level GRM and monitor that the grievances are responded in a timely and appropriate manner.
- Ensure that the GRM procedures and flowchart are strictly followed, including those on sexual exploration and abuse and sexual harassment (SEA/SH) grievances, so as to guarantee confidentiality and fair resolution to complainants.
- Provide basic training on the functioning of the project-level GRM to those involved in the response of grievances.
- Quarterly report on GRM implementation (grievances received and status) to Project Manager who will in turn share it with the Permanent Secretary and the World Bank.
- Provide inputs to the regular semiannual and annual progress reports on GRM implementation, including grievances received and status of resolution as well as challenges faced, and lessons learned.

d) Strengthening of E&S capacity.

- Undertake awareness raising activities for the PIU staff, other interested staff of the MOHW and potential beneficiaries, by periodic presentations, workshops or exercises on potential E&S issues, good management practices and safeguards compliance.
- In the context of the projects' activities, provide training sessions on the use and disposal of personal protective equipment (PPE), working in COVID-19 environments, laboratory biosafety, standard precautions for COVID-19 patients, risk communication, WHO/Saint Lucia guidelines on quarantine including case management, and waste disposal and management.

e) Other duties.

- Perform other duties in line with the scope of the project leading to compliance with environmental and social safeguards and related instruments.
- Other tasks to be assigned by the project manager.
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4. Duration, location, and reporting arrangements

- **Duration.** The E&S specialist is a full-time position required for 2 (two) fiscal years, renewable annually based on performance.

- **Location.** The E&S Specialist will work from the PIU where he/she will be assigned a workstation and will participate in face-to-face or virtual meetings, as is the case. He/she will also be required to visit subproject work sites to monitor E&S compliance.
- **Reporting arrangements.** The E&S Specialist will report directly to the Project Manager and indirectly to the Permanent Secretary.

5. Qualifications

a) Requirements

The candidate will be required to have a:

- Bachelor's degree in environmental or social sciences, international development, or another related field.
- At least 3 (three) years of experience with of implementing, monitoring, and reporting environmental and/or social issues.
- Demonstrated understanding of social and environmental issues of development projects.
- Proven experience in stakeholder/citizen engagement, community outreach, consultations and GRM.
- Knowledge and capacity in outreach and awareness/capacity building programs for governmental organizations, NGOs and/or local communities.
- Knowledge of St. Lucia country policies and legislation related to social and environmental issues.
- Ability to communicate fluently in English, verbally and in writing.
- Sound Information Technology (IT) skills, in particular experience with the Microsoft Office (Word, Excel, PowerPoint).
- Ability to uphold ethical standards.
- Experience working in development projects that have applied World Bank, Caribbean Development Bank, InterAmerican Development Bank or other institution's safeguards policies, will be considered a plus.

b) Favorable attributes

- Capacity to work simultaneously on a variety of issues and tasks, independently adjusting to priorities and achieving agreed objectives and deadlines.
- Ability to be flexible and proactive with work assignments.
- Demonstrated ability to work in a team.
- Excellent interpersonal and communications skills.
- Commitment and passion for environmental and social issues.