

Health Sector Reform Program

TRINIDAD AND TOBAGO

SECTOR:	Health
PROJECT NAME:	Health Sector Reform Program (937/OC-TT)
TOTAL COST:	\$192 million
FINANCING:	
IDB	\$134 million
LOCAL	\$ 58 million
DATE OF APPROVAL:	July 10, 1996
GENERAL DESCRIPTION:	<p>The objective of the program is to promote wellness and provide affordable quality health care in an efficient and equitable manner. To realize these goals, the program will focus on: (a) strengthening the policy-making, planning and management capacity of the health sector; (b) separating the responsibilities for service provision from those for financing and regulation; (c) shifting public expenditures and trying to redirect private expenditures to find solutions in high-priority problem areas; and (d) establishing new administrative and employment structures which encourage accountability, increased autonomy and appropriate incentives to improve productivity and efficiency.</p> <p>The main components of the program include:</p> <ul style="list-style-type: none">(a) reforming the Ministry of Health (into a policy, planning, sponsorship and regulatory body);(b) returning service delivery and management to five Regional Health Authorities (RHA), which will contract

with the Ministry of Health (MOH) to provide a cost-effective balance of public and private services within global budgets; (c) developing a human resources strategy, including a new funded pension plan for RHA staff, to achieve appropriate skill mixes and staffing levels; (d) rationalizing health services and infrastructure, emphasizing preventive and promotive services and strengthening primary care; and (e) developing a comprehensive financial strategy for the sector, including evaluation of user charges and a national health insurance system as potential financing mechanisms.

CONSULTANTS:

Consultants will be hired for the following activities: (a) technical assistance for management systems development, including an annual contracting process, purchasing plans, business plans, financial systems, and training (52 person/months for the MOH and 36 person/months for the regional health authorities--RHAs); (b) technical assistance and training to develop MOH's planning and policy-making capabilities, including a health needs assessment (24 person/months); (c) technical assistance in the areas of quality assurance and auditing (24 person/months); (d) technical assistance to help establish a regulatory approach focused on an assessment of technology, both equipment and procedures (four person/months); (e) training and staff development to upgrade the skills of administrative staff (12 person/months over a four-year period to conduct seminars, workshops, etc.); (f) technical assistance to help audit the costs and output of national programs and laboratories (six person/months over a two-year period, plus a laboratories centralization project coordinator for one year); (g) establishment of and technical assistance for an Information Systems/Information Technology Unit (IS/ITU) in the areas of health services, operations, financing, human resources and medical records (520 person/months); (h) technical assistance in the areas of communications coordination, public relations and information dissemination (36 person/months); (i) technical assistance for the restructuring of MOH (one senior human resources advisor for 18 months); (j) short-term support to develop human resources systems and assist with human resources functions, as well as the establishment of a temporary human resources implementation unit (214 person/months); (k) assistance in the design and development of a pension scheme (a local pensions consultant for six person/months);

(l) technical assistance to involve the private sector and NGOs in service delivery and to develop pilot projects for building primary care teams and establishing contracting mechanisms between RHAs and private sector entities (36 person/months); (m) technical assistance to oversee a national primary care training program (20 person/months); (n) technical assistance for a ambulatory care/day surgery training program (12 person/months); (o) technical assistance to prepare specifications for the functions of a general practitioner for a family medicine course (three person/months); (p) preparation of technical, environmental and financial plans for hospital infrastructure projects (12 person/months); (q) reorganization, rationalization and establishment/commissioning of staff and services among hospitals (54 person/months); (r) training for paramedics and ambulance technicians, as well as development of ambulance standards and protocols; (s) technical assistance and training in the area of patient classification systems and community standards and protocols for NGOs and the private sector (30 person/months); (t) technical assistance in the areas of user charges, role of the private sector in financing issues, costs of services, cost containment, cost effectiveness, and development of an overall financing strategy (67 person/months); (u) studies to define the institutional structures required for a national health insurance system, identify legislative implications and evaluate financial viability (46 person/months); (v) development of a population registration system and survey work; and (w) technical assistance for the program administration unit in overseeing the program.

GOODS & EQUIPMENT:

Equipment and software will be purchased for the IS/ITU; medical equipment, data processing equipment, software, and ambulances and ambulance technical and communications equipment will be purchased for hospitals, district health facilities, enhanced health centers, health centers; computer hardware and software will be purchased for the population registration system; and computers and vehicles will be procured for the program administration unit.

CIVIL WORKS:

The following works will be financed: (a) architectural designs, construction and renovation of six hospitals; and (b) design, rebuilding, adaptation and construction of eight district health facilities, five enhanced health centers and numerous health centers.

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