

<i>Project Name:</i> Conduct Mapping of Salary Scales of Humanitarian Actors in Health Sector/Clusters		<i>Country:</i> Pakistan
<i>Project location within Country:</i> Pakistan		<i>Professional staff provided</i> <i>No. of staff:</i> 1
<i>Name of client:</i> United Nations Population Fund <i>Financed by</i> UNPFA		<i>No. of staff-months:</i> 2
<i>Start date:</i> 08/08/2011	<i>Completion date:</i> 25/10/2011	
<i>Senior staff involved and functions performed:</i> Dr Safdar Rehman		
<i>Detailed narrative description of project:</i> In July 2010, the country was hit by one of the most disastrous floods due to the heaviest monsoon rains. The floods have affected 78 districts out of a total of 141 districts in Pakistan, and more than 20 million people, In this disaster the affected women and children being 1.4 million, number of women expected to deliver in next 12 months are 575,000. Approximately 100,000 women were due to give birth in next few months. Vulnerable people required collaboration between multiple stakeholders working for health to counter the situation. In response to the deadliest disaster, 24/7 EmONC services were aimed to be established, Health sector recruited health workers - often preferably females depending on the social settings - to support and monitor pregnant women leading up to and during their pregnancy. To assure safe and improved health conditions, availability of skilled Technical Staff was required. Humanitarian Support Programs have provided Skilled Human Resources to the Health facilities. however presence of multiple health actors in the field & non uniform pay scale in hiring technical staff resulted in high turnover and shuffling of staff from one organization to other.		

Detailed description of services provided:

WIC is providing the following services with PPAF PO staff:

To be responsible to collect information from NGOs, INGOs , UN agencies and government involved in health staff recruitments in emergencies and come up with a uniform & compatible salary package acceptable for all stake holders and donors. The purpose of this exercise is to harmonize salary package by job/task across provinces and to address the challenge of high turnover of staff during emergencies.

Tasks

- Conduct mapping of salary scale of humanitarian actors in health sector/cluster
- Collect & analyze UN, NGOs, INGOs & Government salary scales
- Propose remuneration package for humanitarian staff by province including among others
 - Medical claims/insurance
 - Hardship allowance
 - Entitlement of leaves (Annual/Sick leaves)
 - Daily subsistence allowance (UN rates/others)
 - Facilities (Mobile phone, computer, stationary etc) & transportation if any

- Propose remuneration package for humanitarian staff by category , as listed
 - Gynecologists,
 - Anesthetists
 - Pediatricians
 - Women Medical Officers
 - Community Midwives
 - Lady Health Visitors,
 - Laboratory Technicians
 - OT Assistants
 - Nurses
 - Midwives
 - Store Keepers
 - Ayas
 - Chowkidars
 - Female Mobilizes /hygiene promoters
(Managerial staff will follow PCOM)

Deliverables

- Consolidated information of remuneration package for major health actors in humanitarian sector
- Proposed Remuneration package & plan for future humanitarian response by category and by province.