

NOTICE OF CONTRACT OF SERVICE VACANCY October 29, 2024

Position Title	: One (1) Project Technical Specialist IV - Contract of Service
Contract Duration	: Actual Start Date until March 31, 2025
Salary	: PHP 64,647.60 per month
Project	: PIDS-PBSP HCPN Demonstration Sites - Quantitative Technical Support (Institution) - C19RM

Qualifications:

- Bachelor's degree in public health, social sciences, allied health professions, life sciences, or related fields
- 8 hours of relevant training in items related to the scope of work
- 2 years of experience in data analyst, in public health, health systems, or health financing

Scope of Work:

Under the guidance and technical oversight of a PIDS Research Fellow who serves as Project Director, the contract of service (COS) worker is expected to work with the Project Team to assist in or undertake the following tasks/activities as a Project Technical Specialist IV:

1. Lead the accomplishment of deliverables related to the monitoring and evaluation (M&E) of DRGs, global budget (GB), and other PPMs. This includes the computation of key M&E metrics related to DRG, GB and other PPMs, such as:
 - a. Hospital clinical coding quality
 - b. DRG grouping validity,
 - c. Trends for quality, efficiency, and equity indicators, including but not limited to: support value, ACSC and out-patient surgeries, lengths of stay, readmissions
 - d. Simulations of financial impact of DRGs
2. Develop the M&E framework for PPMs complementary to DRGs such as global budget (GB) and cost-sharing. The framework shall include:
 - a. Reviews of literature, PhilHealth/DOH policies, and other country frameworks
 - b. Indicators to complement the existing set of metrics for DRGs
 - c. Required and available secondary data to calculate indicators
 - d. Action points and responsibilities based on the metrics
 - e. Assist in updating the DRG M&E manual based on the content above
3. Create data visualization dashboards on Microsoft PowerBI to implement the M&E frameworks with the identified indicators for DRGs, GB, cost-sharing, and other PPMs:
 - a. Dashboards are for internal users (i.e., PIDS DRG team and PhilHealth UHC Surge team) and external stakeholders (e.g., Other PhilHealth offices, hospitals, public)
 - b. Facilitate consultative workshops with relevant stakeholders (e.g. PIDS, PhilHealth,

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etc.) to obtain user requirements, feedback for iterative improvement of dashboards, and acceptability of produced results and dashboards

c. Create wireframes, extract and analyze data in SQL or PowerBI DAX/M

d. Revise, update, maintain, and continuously improve on all PPM-related dashboards

4. Create and maintain automated, regular reports (e.g. data quality reports) for key stakeholders, such as the PhilHealth Surge Team, DRG Technical Working Group, and participating hospitals

5. Write technical notes, documentations, protocols, reports, analyses results, and manuscripts as relevant to the stipulated scope of work above.

6. Prepare for, attend, and present at internal meetings, or client meetings with PhilHealth, DOH, and other stakeholders, as necessary.

7. Assist stream lead in tracking, monitoring, and checking deliverables and timelines for stream

8. Perform other professional, highly technical, and confidential duties and responsibilities as the Research Fellow may assign from time to time.

Requirements:

Interested and qualified applicants may submit their requirements thru email at recruitment@pids.gov.ph. Incomplete documents will not be processed. Specific details related to this Contract of Service will be discussed during the interview.

Deadline : **November 03, 2024**

Philippine Institute for Development Studies

TERMS OF REFERENCE

Project Technical Specialist IV (Contract of Service)

M&E for DRGs

for

PIDS-PBSP HCPN Demonstration Sites - Quantitative Technical Support (Institution) - C19RM¹

I. Background and Rationale

With the enactment of the Universal Health Care (UHC) law, the Philippine Health Insurance Corporation (PhilHealth) has been empowered to be the national strategic purchaser of individual-based health services. A critical health provider payment mechanism (PPM) reform that PhilHealth must implement under the Universal Health Care (UHC) Law is the Diagnosis Related Groupings (DRGs). The DRGs are a step forward to move the current all-case rate system from retrospective payments based only on service outputs to value-based payments that incentivize quality, efficient, and equitable care and improve health at lower costs for the health sector and patients.

Moreover, such complex reform requires that PhilHealth maintain the DRGs and other PPM systems over the longterm. This requires improving PhilHealth's data quality and monitoring frameworks and plans to evaluate whether these reforms achieve its goals for value-based purchasing. On both these fronts, PIDS will be assisting PhilHealth in the development of DRG payment rates and the monitoring and evaluation for the DRGs and PPMs.

II. Objectives

1. Monitoring and Evaluation (M&E) for (a) trends in healthcare utilization across the life course and (b) assessment baseline trends for the quality, and equity of DRGs and other PhilHealth benefits and reforms
2. Policy Support and Recommendations for DRGs and Related PPM Reforms in (a) health financing policies and gaps, (b) policy decisions to use DRG for actual reimbursement, (c) health data policy standards and gaps
3. Charge Analysis and Costing Methodology: (a) analysis of charge data and development of charge libraries, (b) review and revision of PhilHealth's costing methodologies, policies, and forms
4. DRG rate-setting calculation and documentation of the development process
5. Capacity Building for PIDS, PhilHealth, DOH, Providers, and Other Stakeholders: (a) technical capacity building for DRG implementers, (b) communication of DRG and PPM reforms to providers and the public

¹ This engagement will be charged against the study PIDS-PBSP HCPN Demonstration Sites - Quantitative Technical Support (Institution) - C19RM.

6. Comprehensive Outpatient Benefit Package (COBP): classification of services according to PhilHealth's COBP design and National Practice Guidelines (NPG)

III. Scope of Work, Deliverables, and Schedule of Payment Releases

Under the guidance and technical oversight of a PIDS Research Fellow who serves as Project Director, the contract of service (COS) worker is expected to work with the Project Team to assist in or undertake the following tasks/activities as a **Project Technical Specialist IV**²:

1. Lead the accomplishment of deliverables related to the monitoring and evaluation (M&E) of DRGs, global budget (GB), and other PPMs. This includes the computation of key M&E metrics related to DRG, GB and other PPMs, such as:
 - a. Hospital clinical coding quality
 - b. DRG grouping validity,
 - c. Trends for quality, efficiency, and equity indicators, including but not limited to: support value, ACSC and out-patient surgeries, lengths of stay, readmissions
 - d. Simulations of financial impact of DRGs
2. Develop the M&E framework for PPMs complementary to DRGs such as global budget (GB) and cost-sharing. The framework shall include:
 - a. Reviews of literature, PhilHealth/DOH policies, and other country frameworks
 - b. Indicators to complement the existing set of metrics for DRGs
 - c. Required and available secondary data to calculate indicators
 - d. Action points and responsibilities based on the metrics
 - e. Assist in updating the DRG M&E manual based on the content above
3. Create data visualization dashboards on Microsoft PowerBI to implement the M&E frameworks with the identified indicators for DRGs, GB, cost-sharing, and other PPMs:
 - a. Dashboards are for internal users (i.e., PIDS DRG team and PhilHealth UHC Surge team) and external stakeholders (e.g., Other PhilHealth offices, hospitals, public)
 - b. Facilitate consultative workshops with relevant stakeholders (e.g. PIDS, PhilHealth, etc.) to obtain user requirements, feedback for iterative improvement of dashboards, and acceptability of produced results and dashboards
 - c. Create wireframes, extract and analyze data in SQL or PowerBI DAX/M

² If the COS worker needs to undertake physical/face-to-face interviews and data collection and related activities, the COS worker has to ensure compliance with existing and future policies, rules, and resolutions as may be issued by concerned government agencies pertaining to health and safety.

- d. Revise, update, maintain, and continuously improve on all PPM-related dashboards
4. Create and maintain automated, regular reports (e.g. data quality reports) for key stakeholders, such as the PhilHealth Surge Team, DRG Technical Working Group, and participating hospitals
5. Write technical notes, documentations, protocols, reports, analyses results, and manuscripts as relevant to the stipulated scope of work above.
6. Prepare for, attend, and present at internal meetings, or client meetings with PhilHealth, DOH, and other stakeholders, as necessary.
7. Assist stream lead in tracking, monitoring, and checking deliverables and timelines for stream
8. Perform other professional, highly technical, and confidential duties and responsibilities as the Research Fellow may assign from time to time.

The COS worker shall submit Accomplishment Reports, daily time record, and all required outputs in accordance with this Terms of Reference, subject to the verification, acceptance, and approval of the concerned Project Director at every end of the cut-off period from the effectivity of the Contract. The cut-off for payment of services rendered is every 15th and end of the month. All required documents to facilitate the processing of payment should be submitted not later than two (2) working days after the cut-off period.

IV. Work Arrangements

The COS worker is required to work forty (40) hours weekly from Monday to Thursday on a flexi-time arrangement where the COS worker is allowed to report to work not earlier than 7:00 AM and end not later than 7:00 PM. The COS worker must also comply with the core time at PIDS from 9:00 AM to 4:00 PM which means that reporting for work later than 9:00 AM or leaving work earlier than 4:00 PM shall be considered tardiness and undertime, respectively.

The COS worker may also be required to render overtime in case of urgent work and may be entitled to time-off credits equivalent to the number of hours worked during their non-working days, which shall be certified and approved by their respective supervisor. Said time-off credits may be used by the COS worker to compensate onsite works to work-from-home schedule, which shall be agreed upon with the supervisor.

The COS worker is required to report to the office twice weekly at the PIDS Office, 18F Three Cyberpod Centris – North Tower, EDSA cor. Quezon Avenue, Quezon City. Shared office space and equipment will be provided to the COS worker when reporting to the office onsite subject to availability and to be determined by AFD/ICTSD. Specific days of the week of onsite reporting and workspace are to be determined by the immediate supervisor. The said schedule of onsite reporting must be submitted to AFD upon confirmation of the start date of the COS worker. AFD will provide information on the available workspaces. Absences, tardiness and undertime incurred by COS worker shall be deducted against his/her total compensation for the applicable period.

The COS worker must have his/her own laptop with up-to-date anti-virus software for the duration of the contract. If the COS worker does not have said laptop, daily on-site reporting at the PIDS office is required, wherein a shared workspace and equipment will be arranged, as determined by their immediate supervisor. PIDS may provide an office-issued laptop if units are available in the PIDS-ICTSD laptop pool and in accordance with the guidelines for the issuance of computers to COS worker.

V. Minimum Qualifications

Education	At least Bachelor’s degree in public health, social sciences, allied health professions, life sciences, or related fields
Training	8 hours of relevant training in items related to the scope of work
Experience	2 years of experience in data analyst, in public health, health systems, or health financing.

Preferred Qualifications:

- Proficient in SQL, R, Python, Stata or other coding languages
- At least 1 year of relevant work experience in leading research projects and health programs

VI. Project Duration

The engagement is until **March 31, 2025**, upon the effectivity of the contract. The contract of the COS worker may be renewed upon favorable recommendation by the concerned Fellow and approved by the PIDS President, but in no case shall exceed the term of the project, and the term of the PIDS President, to which the COS worker is assigned and for a maximum period of 1 year only per renewal whichever is shorter. The result of the performance evaluation shall also be attached to the request for renewal of the contract.

VII. Project Cost

The approved budget for this contract of service is **PHP 64,647.60 per month**, and the actual payment to the COS worker will be based on the actual number of work-days rendered. This rate is based on the prevailing market rate appropriate to the position and duties provided above. This amount does not include travel and accommodation during fieldwork. PIDS will shoulder the cost of fieldwork (if any) while travel insurance including hospitalization, or other COVID-related or any other incurred during the travel arising from injury or health-related reasons, shall be shouldered by the COS worker since no employer-employee

relationship exists between PIDS and the COS worker.

Further, pursuant to Section IV.3 of PIDS Special Order No. 2024-13 dated February 19, 2024, titled “Revised Rules and Regulations Governing Job Order (JO) and Individual Contract of Service (COS) Workers”, COS workers shall be responsible for the remittance of their mandatory contributions (i.e., SSS, Pag-IBIG, PHIC, BIR). The COS worker shall also comply with existing internal revenue regulations being implemented, including substituted receipts or non-issuance of Official Receipts (ORs), as may be applicable. Certain types of engagement for COS workers may be required to issue ORs depending on the type of engagement they applied with BIR. In addition, the COS worker shall also be responsible for registering with the BIR and submit the BIR Certificate of Registration to PIDS and submit the required forms/waivers as applicable. After the expiration of the contract, he/she shall have the responsibility to submit to BIR the necessary documents for the closure or continuation, whichever is applicable, in connection with his/her Certificate of Registration.

The budget and release of payment shall be subjected to guidelines of oversight agencies and internal guidelines of PIDS in hiring COS workers.

VIII. Evaluation Criteria

Applicants will be evaluated based on the following criteria:

Education <ul style="list-style-type: none"> • Bachelor’s degree in public health, social sciences, allied health professions, or life sciences 	30%
Training and Experience <ul style="list-style-type: none"> • At least 8 hours of relevant training in items related to the scope of work • At least 2 years of experience in data analyst, in public health, health systems, or health financing • At least 1 year of experience in leading research projects and health programs • Proficient in SQL, R, Python, Stata or other coding languages 	30%
Competencies <ul style="list-style-type: none"> • Advanced level core competencies: deliverability/ results-oriented, professionalism, adaptability, and communication skills • Advanced level functional competencies: technical writing, data retrieval, storage, preparation, analysis, and visualization 	40%
Total	100%

IX. Ownership of Data

All information, data, reports, or any other material, graphic software or otherwise prepared, collected, and gathered by the COS worker under the project's duration shall belong and remain the exclusive property of PIDS. Said materials should be properly documented and turned over to the Institute before the end of the engagement. The COS worker shall not use in any manner the information and data

gathered for commercial or other purposes, and such information and data shall be for the exclusive use of PIDS.

X. Compliance with PIDS Data Privacy Policy

Before commencement of work for this specific project, the COS worker shall be asked to sign a nondisclosure agreement with PIDS. Any information gathered and generated in the implementation of the project shall be processed subject to the applicable provisions of the Republic Act 10173, known as the “Data Privacy Act of 2012” and its Implementing Rules and Regulations and relevant issuances of the National Privacy Commission (NPC).