
Position title	Interplast International Programming mid-Strategy Review Consultant
Last updated	October 2024

Background

Interplast overview

Interplast Australia & New Zealand was established in 1983 through collaboration between the Royal Australasian College of Surgeons and Rotarians across Australia. Interplast Australia & New Zealand is a not-for-profit organisation which provides volunteer plastic and reconstructive services, together with capacity building activities in developing communities in the Asia Pacific region.

Interplast is a member of the Australian Council for International Development (ACFID) a proud signatory to the ACFID Code of Conduct and is an accredited non-government organisation with the Australian Department of Foreign Affairs and Trade (DFAT).

Overview of program pillars

Working alongside partners across the Asia Pacific region, supported by global counterparts with a shared vision of universal surgical care, Interplast is committed to enhancing quality of life through positive surgical outcomes.

We are working towards four pillars that guide our work:

- Patient care
 - Interplast believes that everyone should be able to access life-changing surgical and related medical care when it is needed. Recognising that is not currently possible across the Asia Pacific region, Interplast provides essential care to those in need.
 - We seek to deliver a continuum of patient care that supports individuals experiencing:
 - Burns related trauma
 - Congenital disability
 - Non-burns related trauma
 - Tumour & cancer diagnosis
- Workforce development
 - Capacity and capability building of the surgical workforce across the Asia Pacific region is of paramount importance. To ensure individuals requiring care are well supported by specialist medical professionals, Interplast is committed to upskilling surgeons, anaesthetists, nurses, and allied health professionals involved in patient care.
 - Interplast focuses its training and professional development delivery across two separate, but complementary streams: clinical and administration.
- Hospital improvement
 - The World Health Organisation estimates that 134 million adverse events occur each year in hospitals in low- and middle-income countries, contributing to 2.6 million deaths annually because of unsafe care.

- Clear policies, organisational leadership capacity, data to drive safety improvements, skilled healthcare professionals and effective involvement of patients in their care, are all needed to ensure sustainable and significant improvements in the safety of healthcare.
- Health System Strengthening
 - Globally, 5 billion people lack access to safe, affordable surgical and anaesthesia care. 143 million additional surgical procedures are needed each year to save lives and prevent disability.
 - The need for systemic change to address significant issues is evident. Interplast will work alongside governments to create lasting change.
 - Broadly, Interplast's systemic focus is around supporting the development of national plans and strategies, workforce capacity and tools.

Each of these pillars has a strategy guiding how we work towards them.

Overview of country strategies

Each country where Interplast works has a country strategy in place, detailing partners and more specific objectives.

The main countries¹ where we currently work are:

- Papua New Guinea
- Samoa
- Fiji
- Kiribati
- Vanuatu
- Solomon Island
- Tonga
- Bangladesh
- Nepal
- Sri Lanka
- Bhutan

Overview of Interplast 10-year strategy (Promise 2030)

Promise 2030 articulates Interplast's ten-year pledge on delivering our vision of achieving Quality and accessible surgical care, for all; and outlines our commitment to partner countries in Asia and the Pacific.

Promise 2030 describes a set of ambitious targets which Interplast commits to meeting by 2030, and a plan for achieving those targets under four strategic areas (the four program pillars).

¹ Note that Interplast currently delivers activities (or has supported activity in the review period) in other countries including Mongolia, Philippines, Indonesia, Laos, Vietnam and Myanmar, however, these have not been significant or ongoing, and as such are not being included for the purpose of this review.

About the evaluation

Purpose and evaluation objectives

Interplast is approaching the mid-point of Interplast's 10-year strategy (Promise 2030) and nearing the end of country and pillar strategies.

To prepare for the next iteration of the country and program pillars strategies, we are seeking to understand how effective, appropriate and efficient our current strategies are.

Given the budget will limit the scope of the evaluation, we have selected to focus on Pacific Island countries and the three main Asian countries (Bangladesh, Sri Lanka and Bhutan) only. This is for several reasons:

- By focusing on an entire region and our key Asian countries, we can thoroughly investigate the impacts, outcomes and lessons learned, by not only focusing on countries where we work more closely (removing some biases).
- Some countries in Asia no longer take part in Interplast programming, or have very light support from Interplast (for example, Mongolia, Philippines, Nepal and Indonesia)

We have found that the existing ToC has helped guide our M&E but does not always best reflect the work we do or guide our program design. Our strategies were developed during COVID-19, and this has likely meant that they do not best fit Interplast's (and our local partner's) needs and current, post-COVID-19 contexts moving forward.

The objectives of the evaluation are to:

- Document our achievements (effectiveness) of our main goal of supporting countries to achieve their plastic and reconstructive surgery/allied health objectives, as well as determining the quality and appropriateness of our work.
- Determine how effective our strategic documents are at guiding our work and highlight opportunities for improvements.
- Provide practical recommendations for the next iteration of country and pillar strategies, including the way the strategies are framed/focused.

Scope and focus

The scope and focus of this evaluation is on all program activities in all Pacific Island countries and selected Asian countries from 2021-present. Any evaluations/evidence prior to this can be used for contextual information but is not in scope.

Accountabilities and responsibilities

Interplast's MEL coordinator will represent Interplast during this review, with other key staff engaged as needed. The MEL coordinator is responsible for:

- Providing data and existing evidence
 - Strategies, existing reports and evidence, previous evaluations within the scope of this evaluation, raw data (deidentified)

- Background meetings to provide context and talk through the strategies
- Fortnightly meetings to answer questions and hash problems as they arise
- Conducting some of the data collection with stakeholders, to reduce the burden on the consultant. Interplast is happy to share transcripts and recordings of the interviews with the consultant. We recognise that data collection is time consuming and limits the budget available for data analysis and reporting.

The evaluation consultant is responsible for:

- Developing an evaluation plan for the strategy review
- Development of data collection tools
- Remote data collection of some key stakeholders (e.g., management of hospitals, government officials), including the Interplast team
- Analysis of data (including existing data, data collected by the evaluation consultant and data collected by local consultants)
- Drafting and writing reports
- Providing draft to Interplast for review

Key Evaluation Questions

The following table outlines the Key Evaluation Questions (KEQs) we have developed to ensure the scope of this evaluation remains focused, given the budget limitations. As part of the response to this tender, we are open to suggested KEQs.

Domain	Key Evaluation Question and sub-question
Effectiveness	1. How effective was the program in achieving its outputs and outcomes? <ul style="list-style-type: none"> a. How effective was Interplast in supporting country X to achieve its PRS (Plastic and Reconstructive Surgery)/Allied Health objectives?
Quality of delivery	2. What is the quality of delivering the Strategy? <ul style="list-style-type: none"> a. What was the quality of Interplast's interaction with the countries/supported hospitals?
Appropriateness	3. How was/is the Strategy appropriate? <ul style="list-style-type: none"> a. To what extent were Interplast's activities appropriate to meet the needs of the countries/supported institutions?
Efficiency	4. How efficient was/is the Strategy? <ul style="list-style-type: none"> a. To what extent is the method/modality of delivery cost effective and represent good value for money?

Evaluation process

The evaluation consultant may propose their own process and methodology, but we expect the evaluation may include:

1. Desktop review of key documents and existing data.
2. Potential survey of key stakeholders in partner countries.
3. Interviews with key stakeholders (via Zoom or Teams) including relevant Ministry of Health officials in partner countries, representatives from local partners (hospitals, local organisations), participants of trainings and workshops, and other relevant stakeholders (list of contacts and details to be provided by the Interplast's MEL Coordinator).

We expect a minimum of three stakeholders per country (less in smaller countries, more in larger countries), with a total of at least 30 interviews with partner stakeholders.

As mentioned above, Interplast is willing to support this data collection, and has experience with data collection. The consultant can develop and test all data collection tools (interview guides and/or survey if appropriate) and support Interplast to conduct interviews.

4. Interviews with Interplast employees (CEO, Director of International Programs, MEL Coordinator and Programs Team).
5. Analysis of data (existing data, data collected through surveys and interviews)
6. Workshop of early findings/where to from here?
7. Report writing

Deliverables and timeframe

Evaluation activity	Timing	Deliverable attached
Selection of evaluation consultant	December 2024	
Development of evaluation plan	January 2025	Evaluation plan
Desktop review	January/February 2025	
Drafting of data collection tools	February 2025	Data collection tools (interview guides and survey)
Data collection	March/April 2025	
Data analysis	May 2025	
Workshop of early findings	1 June 2025	
Draft report submitted for review	8 June 2025	Draft report

Feedback from Interplast on draft report	15 June 2025	
Final report submitted	30 June 2025	Final report

About your proposal

Please provide a proposal by 5:00 pm (AEST) on 15th November 2024 outlining your demonstrated experience and capacity to complete the evaluation. Proposals should not exceed 10 pages and should include a concise description of:

- The proposed evaluation approach and methodology, including revised KEQs.
- Content knowledge and previous experience, including key personnel who would be involved in the evaluation team.
- Capacity to deliver to the timeframes and milestones.
- A quotation with the breakdown of costs for each deliverable/milestone.
- Overview of insurances held by the provider.
- Key contact for the proposal – name, position, telephone, and email address.
- An example of previous work. We may ask for referees upon selection but will inform you before contacting them.

Selection criteria

The following selection criteria will be used to compare and evaluate all proposals. A shortlist of applicants will be invited for a short virtual interview. The successful applicant will be based on the strength of the proposal against the selection criteria and the additional information provided in the interview.

Criteria	Description
Appropriateness of the proposed approach	The proposed approach and evaluation design is appropriate to the requirements of this evaluation.
Demonstrated experience	Experience in delivering similar evaluation projects, including evaluation of strategies and international development projects.
Organisational capacity	Ability to deliver the project on time and within budget. The evaluation team includes technical skills, suitable experience and the ability to respectfully engage with local partners, training participants, community members, Interplast personnel and other key stakeholders.

Budget

The budget for this evaluation is **\$25,000 excluding GST**.

We acknowledge that the budget available for this evaluation is limited, and we are therefore dedicated to supporting the evaluation consultant by ensuring documents and data is available, and also supporting data collection.

Selection of the successful applicant will be subject to negotiation and execution of a contract by Interplast Australia & New Zealand.

To apply, please send a proposal on how you would like to approach this evaluation, including the criteria listed above in the "about your proposal section". All enquiries and submitted proposals should be sent by email to: Cara Stephenson, MEL Coordinator, Interplast Australia & New Zealand – cara.stephenson@interplast.org.au