

TERMS OF REFERENCE

Review of the National South African Sex Worker HIV Plan

REQUEST FOR PROPOSALS | January 2019

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ACRONYMS

Acquired Immune Deficiency Syndrome	AIDS
Antiretroviral Treatment	ART
Centre for Disease Control and Prevention	CDC
Department of Health	DOH
Department of Justice	DOJ
Department of Social Development	DSD
Global Fund	GF
Human Immunodeficiency Virus	HIV
High Transmission Area	HTA
Networking HIV/AIDS Community of South Africa	NACOSA
National Department of Health	NDOH
National Department of Social Development	NDSO
National South African Sex Worker HIV Plan 2016-2019	NSWP
National Strategic Plan HIV, STI's and TB 2017-2022	NSP
Peer Educator	PE
President's Emergency Plan for AIDS Relief	PEPFAR
South African National AIDS Council	SANAC
South African Police Services	SAPS
Sexual and Reproductive Health	SRH
Sub-Recipient	SR
Sexually Transmitted Infection	STI
Sex Worker	SW
Tuberculosis	TB
Joint United Nations Programme on HIV/AIDS	UNAIDS
United States Agency for International Development	USAID
World Health Organisation	WHO

1. BACKGROUND

In South Africa, sex workers are identified as a key population in the National Strategic Plan¹ for HIV, STIs and TB 2017-2022 (NSP). A key population is defined as “a group of individuals that are most likely to be exposed to HIV and transmit it”. In South Africa, the number of females, male and transgender sex workers are estimated between 132,000 and 182,000, with an intermediate estimation of 153 000². Sex workers carry the highest HIV burden of all key populations in South Africa. Research in South Africa suggests that the HIV prevalence among female sex workers ranges from 40% to 88%³. The NSP reflects a rate of annual new infections associated with sex work as high as 20%, of which around 6% are directly associated with sex workers⁴. The additional 14% are associated with sex workers’ partners and clients⁵.

2. THE NEW NATIONAL STRATEGIC PLAN ON HIV, TB AND STI (2017-2022)

South Africa recently launched its fourth five-year NSP under the slogan “Let Our Actions Count”. The plan sets out bold and ambitious targets which include reducing new HIV infections from 270 000 to less than 88 000 per year, reducing new TB infections from 450 000 to less than 315 000 per year and reaching the 90–90–90 targets—whereby 90% of people living with HIV know their HIV status, 90% of people who know their HIV-positive status are accessing treatment and 90% of people on treatment have suppressed viral loads—by 2020. To achieve the targets, the government and partners will use a combination of high-impact programmes in the locations and among the populations most affected by HIV. The plan also outlines a special focus on HIV prevention among adolescent girls and young women, who have the highest rates of new HIV infections in South Africa—100 000 young women became newly infected in South Africa in 2015.

The NSP recognises the need to ensure that our response is both comprehensive and focused. It seeks to address the many factors that contribute to the persistent high rates of infection, illness and death. It significantly increases our focus on prevention, treatment uptake, coverage and adherence, and ending discrimination and stigmatisation. At the same time, it recognises the need to direct specific programmes to those areas of the country with the highest burden and to those populations that are disproportionately affected. The NSP is the strategic guide for the national response to HIV, TB and STIs in South Africa. This NSP is explicit in the targeted populations, the key and vulnerable populations, for HIV, TB and STIs. They will be focused on in an intensified way that will yield results and realise a call to ensure that competent services are provided to those who have for a very long time been marginalised and underserved.

As the NSWP was planned for the time period of 2016-2019, it is important to evaluate progress now on how far the country has come in implementing it and what recommended actions are needed to ensure we achieve the goals of the plan. It is equally as important to ensure that the NSWP aligns with the NSP and suggestions and recommendations be discussed about how to improve implementation, reach and quality of the package of services, and its impact.

¹ SANAC. 2017. South African National Strategic Plan for HIV, STIs, and TB, 2017-2022. Pretoria.

² SANAC. 2013. Estimating the size of the sex worker population in South Africa, 2013.

³ USCF. ANOVA. WRHI. 2014. South Africa Health Monitoring Study (SAHMS), The Integrated Biological and Behavioural Survey among Female Sex Workers. South Africa San Francisco: UCSF.

⁴ WHO. 2011. Preventing HIV among Sex Workers in Sub-Saharan Africa: A Literature Review.

⁵ WHO. 2011. Preventing HIV among Sex Workers in Sub-Saharan Africa: A Literature Review.

3. REVIEWING THE NATIONAL SEX WORKER HIV PLAN

The National South African Sex Worker HIV plan (2016-2019)

Due to the increased vulnerability of sex workers in South Africa, the South African National AIDS Council (SANAC) developed a National Sex Worker HIV Plan 2016-2019 (NSWP) to guide quality service delivery. In what was hailed as a historic moment for sex workers in South Africa, the then Deputy President Cyril Ramaphosa launched the plan on the 11 March 2016. The NSWP aims to reach 70 000 sex workers over three years using a peer educator led approach. The NSWP sets out targets to ensure that at least 95% of sex workers use condoms with their clients and partners, that violence against sex workers falls by 50%, and that the global targets of 90-90-90 are met for sex workers. The latter implies that 90% of sex workers know their HIV status, 90% of those that test positive are on antiretroviral treatment (ART), and 90% of sex workers on ART are virally suppressed⁶. These are ambitious targets, yet achievable with strong political and financial commitment. There has been strong commitment already to scale up HIV-related sex worker services in South Africa since 2010 and the NSWP builds upon existing projects.

However, since the inception of the National Sex Worker Plan (NSWP), no review of implementation, coverage, challenges and successes, nor a consideration of possible additions to the NSWP or alignment of the NSWP to the NSP was done.

Objectives of the Review of the National South African Sex Worker HIV plan

The objectives of the review are the following

1. To review implementation of the current NSWP:

Review national progress and coverage against the NSWP, taking all funders into account

- Identify implementation risks, gaps, challenges and solutions since 2016
- Identify implementation successes and best practice
- Recommendations to improve implementation of the NSWP

2. To develop a new NSWP aligned to the current NSP 2017-2022:

- Taking the review of the NSWP in account, review and further develop the NSWP
- Modification of the NSWP to factor in current implementation challenges and best practice
- Develop national indicators for measurement of the NSWP, aligned to the NSP
- Document a national Sex Worker advocacy agenda in line with the NSP
- Make recommendations about how collaboration and alignment among implementing organisations and institutions across the sex worker programme can be improved
- Ensure alignment of NSWP time period to the NSP (April 2019 to March 2022)

Methodology of the Review of the National South African Sex Worker HIV plan

Initial desktop review of the national reach and package of services provided to sex workers in South Africa. This will include reviewing the reach and the package of services provided by the Global Fund-, AHF, PEPFAR-

⁶ 90-90-90 An ambitious treatment target to help end the AIDS epidemic, UNAIDS, 2014.

funded implementers, the HTA programme and other funders. **All funders funding sex work programming in South Africa should be included in this review.**

- a) Stakeholder interviews with key implementers, programme staff, sex workers and funders. This will include Sisonke, funders (described above), sex workers and implementing organisations.
- b) Draft report to be reviewed and endorsed by Stakeholders or Steering Committee
- c) Final Report of the review of the NSWP with inputs and recommendations from stakeholder's/steering committee: The final document from the review will provide a report of the findings produced through the review process and provide recommendations for the modification of the NSWP reflecting the recommendations.
- d) Development of an adapted NSWP: Considering findings of the review, adapt the NSWP to factor in implementation realities, develop national indicators to measure progress and align it with the NSP.

4. DEADLINES, DELIVERABLES AND LOE

Considering the tight deadlines for this work, it is suggested that a lead consultant apply for this role with a team of consultants in order to complete the work in the required timeframe. Deadlines are non-negotiable.

Deliverable	Description	Estimated days	Deadline
Desktop review, including the HTA programme and available programmatic data - Quantitative analysis	<ul style="list-style-type: none"> - Mapping of sites and districts of implementation. - Clear outline of the package of services provided, indicator definitions of GF, PEPFAR-implementers, and the HTA programme. - Review of available programmatic data (coverage). There is the possibility of double counting in areas where GF and USAID are operating – this needs to be factored in. - Compare this with the NSP 2017-2022 to identify gaps that can then inform the questionnaires and the stakeholder workshop. 	7	February 2019
Develop questionnaires for key informative interviews with implementers, programme staff, funders and beneficiaries.	Suggested interviews: USAID, CDC, NACOSA, NACOSA SRs, WRHI, TBHIV Care, SWEAT, Sisonke.	4	February 2019
Make appointments and set interview dates.	SW representative organisations: Sisonke		
Conduct key informant interviews with key implementers, programme staff and funders	Implementers: NACOSA, NACOSA SRs, WRHI, TBHIV Care, SWEAT, Sisonke. Funders: GF, PEPFAR, DoH HTA Provincial AIDS Councils	10	February 2019

Qualitative analysis of the interviews.	SW representative organisations: Sisonke		
Key informant interviews with sex workers (beneficiaries)	Interviews with 6-8 beneficiaries (sex workers from PEPFAR, HTA and GF sites).	2	February 2019
Draft report	- Analyse data and develop draft report: - Compare data and package (per component) with what was envisaged in NSWP and NSP. - Analysis of indicators and packages of services - Assess progress against NSWP targets - Identification of best practice and models - Identification of risks and challenges - Draft recommendations	10	3 rd week February 2019
Attend the National Sex Worker Review Stakeholder Workshop	- Review of the NSWP workshop to be convened by SANAC. - Consultant to attend and support development of agenda, planning, capturing of input.	2	End February 2019
Final report of the Review of the National Sex Work Plan	- Iterations based on feedback of the stakeholder workshop - Finalise and submit review report, including recommendations for adaptation of NSWP	2	1 st week of March 2019
Final report of the Review of the National Sex Work Plan to be signed off by steering committee	Final report to be signed off by steering committee. If reviews required, further discussion to take place.	0	1 st week of March 2019
Adaption of the National Sex Work Plan			
Draft changes to the National Sex Worker Plan including and M&E Framework aligned to the NSP	- Using the final report of the Review of the NSWP, recommend changes to the NSWP accordingly. - Align the NSWP with the NSP - Develop national indicators with which to measure the NSWP (considering the package of services and indicator differences across funders)	10	March 2019
Workshop on proposed changes to the National Sex Worker Plan	- Workshop to be conducted with SANAC, Sex Work sector, Sisonke, NDOH, NDSD, SAPS, DOJ, PEPFAR, GF, NACOSA, key implementers on proposed changes to the National Sex Worker plan.	2	Mid-March 2019
Final National Sex Worker Plan	- Development of the final National Sex Worker plan	5	End March 2019
TOTAL		54	

Deliverables

The following are the deliverables to be submitted by the consultant(s):

- A detailed work plan with activities and deliverables outlined, within 3 days of the start of the contract.

- Mapping of current services being provided to sex workers including the following information: district coverage, description of activities offered, implementer, indicators, targets and actual achieved, budget and expenditure, timelines of these and the alignment of these with the NSP 2017-2022.
- Development of a questionnaire for the key informant and beneficiary interviews that is based on mapping process and review of alignment of current programmes with the NSP 2017-2022.
- Completion of all key informant and beneficiary interviews with a record of these.
- A draft report of the review of the National Sex Worker Plan (2016-2019).
- Lead the planning for and then participate in the workshop held to review the National Sex Worker Plan (2016-2019)
- Final Report of the Review of the National Sex Worker Plan (2016-2019), integrating comments and feedback and the recommendations for the revised NSWP (2019-2022).
- A draft revised National Sex Worker Plan (2019-2022) based on the final report of the review of the National Sex Worker Plan (2016-2019)
- Lead the planning for and then participate in the workshop held to review the draft revised National Sex Worker Plan (2019-2022)
- Final National Sex Worker Plan (2019-2022) based on the draft and incorporating the feedback and comments from the workshop and aligned to the NSP 2017-2022. This document must be written in excellent English, be properly formatted with an index and abbreviations and must include clearly defined SMART indicators with annual targets.

All the above documents should be submitted as follows:

- Electronic copy in Microsoft Word
- Copy in PDF

5. MANAGEMENT ARRANGEMENTS AND EXPERIENCE

Reporting

The consultant will report to NACOSA who will work closely with the SANAC secretariat staff to ensure high quality timeous deliverables and access to all stakeholders and the necessary information.

Required qualifications, skills, and experience

- Advanced university degree in Economics, Public Policy, Social Sciences, Public Health, and/or a related technical field.
- Strong knowledge of the South Africa HIV and TB epidemic and national response, the legislative, and policy environment including the National Strategic Plan on HIV, STIs and TB (2017-2022) and SANAC's mandate.
- A minimum of 5-10 years' experience in development, public health and monitoring and evaluation of HIV, TB and STI programs in South Africa including laws and policies, and political context.
- Extensive experience in working with Key Populations in South Africa with more focus on services for sex workers,
- Good track record of conducting similar reviews,

- Excellent English writing skills and evidence of this ability,
- Ability to work in highly political environments,
- Ability to work with a diverse set of institutions, structures and stakeholders,
- Ability to deliver high quality work within tight timelines

6. SUBMISSION OF PROPOSALS

There will not be a briefing meeting for this call for proposals. However, questions for clarity on the TOR can be submitted via email to proposals@nacosa.org.za before 10:00am on **15 January 2019**. Questions will be addressed comprehensively in writing and placed on the NACOSA website by **16 January 2019**. **No telephonic enquiries will be accepted.**

Proposals are due to proposals@nacosa.org.za by 08:30am on **23 January 2019**. Late submissions will not be considered. **Please ensure the subject line reads: “Application – Review of the National South African Sex Worker HIV Plan”.**

The proposal should include the following and should not be more than 20 pages long excluding appendices, and inCalibri font, size 11:

6.1 Your profile, including:

- Registration number (if applicable),
- Three contactable references and two samples of work,
- BBBEE status (if applicable),
- VAT registration (if applicable)

6.2 The proposal should follow the format below:

- Introduction
- Proposed work plan reflecting proposed time frames and deliverables
- Consultants including brief descriptions of relevant background and experience of key team members highlighted in the proposal narrative, with detailed CVs provided as an Appendix. The detailed CV should include the names and contact numbers of the staff/consultants assigned to the project. A summary of the role and responsibility of each staff person/consultant and estimated time to be spent by each staff member/consultant; CVs must address competencies of team members recommended above
- Team members time commitment and availability over the required period
- A detailed budget, provided as an Appendix, including daily fees for each staff member/consultant and breakdown of all other costs to be charged to the contract. The prospective Service Provider must submit a price exclusive of VAT for all activities proposed in the application.

6.3 Disclosure - Conflict of Interest. Please disclose details of any circumstances, including personal, financial and business activities that will, or might, give rise to a conflict of interest or state that there are none. Where the bidder identifies any potential conflicts they should state how they intend to avoid such

conflicts. NACOSA reserve the right to reject any proposal which, in NACOSA's opinion, gives rise, or could potentially give rise to, a conflict of interest.

6.4 Disclosure - Legal Matters: The bidder must disclose:

- If they or any of their partners/associates are or have been the subject of any proceedings or other arrangement relating to bankruptcy, insolvency or financial standing.
- If they or any of their partners/associates are or have been have been convicted of any offence concerning professional misconduct.
- If they or any of their partners/associates are or have been have been convicted of, or are the subject of any proceedings, relating to:
 - Participation in criminal organisation.
 - Corruption including the offence of bribery.
 - Fraud including theft, and not fulfilling any obligations relating to payment of taxes.
 - Money laundering.

Please note that short-listed candidates must be available immediately.

7. AWARDING OF THE CONTRACT

The contract will be awarded by 25 January 2019.

- 7.1 SANAC and NACOSA will select the service provider. The selection committee reserves the right to request any, or all, of the bidders to meet to clarify their proposal.
- 7.2 The Committee is not bound to accept the lowest or any proposal.
- 7.3 The proposal will be evaluated against the provided review matrix.
- 7.4 The Committee may, entirely at its discretion, decide to –
 - Award contracts to different bidders for different sections of the scope of work.
 - Award contracts for particular sections of the scope of work, but invite new proposals for other sections of the work;
 - Delay the award contracts for certain sections of the scope of work (taking into account, inter alia, timing of funding availability).
 - Make award of contracts subject to such conditions as NACOSA may determine at the stage of awarding the contracts.
- 7.5 The Service Provider may be required to sign the Global Fund's Code of Conduct for Service Providers should they be contracted.

“The views described herein are the views of and NACOSA, and do not represent the views or opinions of the Global Fund to Fight AIDS, Tuberculosis and Malaria, nor is there any approval or authorization of this material, express or implied, by the Global Fund “

NETWORKING HIV/AIDS COMMUNITY OF SOUTH AFRICA - NACOSA

3rd Floor, East Tower | Century Boulevard | Century City | Cape Town

t. 021 552 0804 | **f.** 021 552 7742 | **e.** info@nacosa.org.za

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