

## SERVICE CONTRACT SHORTLIST NOTICE

**Contract title: Feasibility Study of Re-employment Measures for Redundant Health Care Staff**

**Location – Kyiv, Ukraine**

**1. Publication reference**

ATA/2000/012

**2. Procedure**

Simplified

**3. Names of short-listed candidates**

**1. Dr. Donat Thomanek**

Deputy Managing Director

Gesellschaft für Versicherungswissenschaft und –gestaltung e.V.

Hansaring 43, 50670 Köln, Germany

Tel.: 49 221 912867 20; Fax: 49 221 912867 9

E-mail: [d.thomanek@gvg-koeln.de](mailto:d.thomanek@gvg-koeln.de)

**2. Dr. Pauliina Aarva**

Director, Socon - Social and Health Consultants

F.E. Sillanpaa katu 4 A 10, 33230 Tampere, Finland

Tel.: 358 3 2603388; Fax: 358 3 2132959

E-mail: [socon@co.inet.fi](mailto:socon@co.inet.fi)

**3. Dr. Sandro Amann**

Director, CH Group

Krausenstrasse 8, 10117 Berlin, Germany

Tel.: 49 30 20 31 30; Fax: 49 30 20 21 30 01

E-mail: [sandro.amann@cii.de](mailto:sandro.amann@cii.de)

**4. Mrs. Vappu Taipale**

Director, STAKES – National Research and Development Centre  
for Welfare and Health

PO Box 220, FIN-00531 HELSINKI, FINLAND

Office: Lintulahdenkuja 4

Tel.: 358 9 39 671; Fax: 358 9 761 307

E-mail: [Vappu.Taipale@stakes.fi](mailto:Vappu.Taipale@stakes.fi)

5. **Mrs. Nelly Rasse**  
Manager, EURO YLLEN, Consulting Agency  
1, Avenue du Lycee, 77130 Montereau, France  
Tel: 33 1 60963414; Fax: 33 3 86976012  
E-mail: [euro-yllen@wanadoo.fr](mailto:euro-yllen@wanadoo.fr)
  
6. **Mrs. Catherine Hine**  
Business Manager, HealthProm – Association for the Promotion of Healthcare  
in the Former Soviet Union  
Star House, 104-108 Grafton Road, London NW5 4BD UK  
Tel: 44 20 7284 1620; Fax: 44 20 7284 1881  
E-mail: [healthprom@healthprom.org](mailto:healthprom@healthprom.org)
  
7. **Dr. Stefan Doruhein**  
EPOS Health Consultants GmbH  
Hindenburgring 18, D-61348 Bad Homburg, Germany  
Tel.: 49 6172 930 370/373; Fax: 49 6172 930 372  
E-mail: [doruhein@epos.de](mailto:doruhein@epos.de)

**EUROPEAN UNION**

DELEGATION OF THE EUROPEAN COMMISSION IN UKRAINE  
The Head of Delegation

Kyiv, 19 December, 2002  
Ref.: NJ/ 1888

Mrs. Nelly Rasse  
Manager  
EURO YLLEN  
1, Avenue du Lycee  
77130 Montereau, France

Dear Mrs. Rasse,

**CANCELLATION OF SERVICE TENDER PROCEDURE**  
**"Feasibility Study of Re-employment Measures for Redundant Health Care Staff"**

**1. Publication reference**

ATA/2000/012

**2. Publication date**

12 November 2002

**3. Programme**

Tacis

**4. Contracting Authority**

Delegation of European Commission, on behalf of beneficiary country/countries.

**5. Other information**

After the tender deadline, only one offer was received. The tender procedure was cancelled in accordance with Practical Guide to EC External Aid Contract Procedures (necessity to receive at least 3 compliant offers). The offer was not opened and shall be sent back to the corresponding bidder. If the tender procedure for this project is restarted, another procurement notice will be published. No applications or requests for further information should be sent at this stage.

Yours sincerely,

Norbert Jousten  
Ambassador

Kruhouniversytetska 10 - 01024 Kyiv - Ukraine  
Telephone : (+380) (44) 462.00.10  
Local fax : 462.09.20 - International fax : (+380) (44) 230 23.90 - E-mail : mail@delukr.ccc.eu.int

HATA2000122101015.doc



Montereau, 08 December 2002

TACIS SECTION  
EC Delegation in Ukraine  
Kruhouniversytetska 10  
01024 Kyiv, Ukraine

Your ref : ATA /2000/012

Dear Mr Jousten,

We were pleased to be invited to take part in the simplified tender procedure for the above mentioned contract, but we regret to inform you that Euro Yllen will not tender for the " Feasibility Study of Re-employment Measures for Redundant Health Care staff".

Indeed, our consulting agency implemented in Ukraine sine April 2000, has developed a real specialisation in Social Security and SME 's programmes whereas this project puts the emphasis on the restructuring of provision of medical care in Ukraine, with a clear Health Policy orientation .

The deterioration of health conditions and the lack of information of the Ukrainian population concerning prevention lead us to propose preventive medicine and health promotion as possibilities to re allocate redundant medical staff .

Fields of implementation are quite various : they might include the creation of Health care centres (providing exams, check ups, detection of diseases, protective inoculation, nicotine weaning) but also Mother and baby clinic, Occupational medicine and School medical inspectorate, .

But generally speaking in Europe, only national , regional and local authorities are competent in the area of establishment of health care policies : Social security and thus health insurance actors may in some cases finance and administrate such health care centres but they cannot take the place of the governmental bodies in the field of elaboration of health care policies .

In such conditions, main activities requested in this project fall within the competence of Ministry of Health or social affairs and request public health experts .

4, Rue de la Maison Granier, les ormeaux,  
77 130 Montereau France  
◆ Tel/ Fax (33) 1 60 96 25 48  
◆ E mail: [euro-yllen@wanadoo.fr](mailto:euro-yllen@wanadoo.fr)

2 Myhaylivska st apt19, 01001 Kiev UKRAINE  
◆ Tel /Fax : (380) 44 228 31 66  
◆ E mail: [yllen@carrier.kiev.ua](mailto:yllen@carrier.kiev.ua)

Our approach on experts required for this project is shared by  
-our technical references : the "International association of social security"( IASS) ,the main adviser of social security within ILO  
-and our partners : International mission of French Social Security ( MRI) and Belgium health insurance( INAMI).

As you see our decision is taken with the concern of providing high quality performance to the EU Commission and local beneficiaries.

Finally, we would like to stress that we are interested to be invited again to tender for projects dealing with Social Security and SME where we could propose a European consortium and a demand- driven approach thanks to our local office and staff

Yours Sincerely

**EURO YLLEN**  
4, rue de la Maison Granier  
BP 22 - 77871 MONTEREAU CEDEX  
Tél./ Fax 01 60 96 25 48  
Sarl au capital de 8000 euros  
SIRET 519 546 791 00015  
TVA FR 07 419 546 791

Nelly RASSE DIJOLS  
Manager / Partner

4, Rue de la Maison Granier, les ormeaux,  
77 130 Montereau France  
◆ Tel/ Fax (33) 1 60 96 25 48  
◆ E mail: [euro-yllen@wanadoo.fr](mailto:euro-yllen@wanadoo.fr)

2 Myhaylivska st apt19, 01001 Kiev UKRAINE  
◆ Tel /Fax : (380) 44 228 31 66  
◆ E mail: [yllen@carrier.kiev.ua](mailto:yllen@carrier.kiev.ua)

## **ANNEX II: TERMS OF REFERENCE**

### **Feasibility Study of Re-employment Measures for Redundant Health Care Staff**

#### **1. BACKGROUND INFORMATION**

**Beneficiary country:** Ukraine

**Contracting Authority:** Delegation of the EC to Ukraine

**Relevant country background:**

Living standards have fallen dramatically in Ukraine during the whole period of the 1990s. The incidence of poverty has increased considerably to the point that 27 % of the population is now believed to be below the poverty line. The worsening health situation is illustrated by the decline in life expectancy, from 71.0 in 1989 to 68.1 in 1999, with the reduction for females being from 75.2 to 73.6, and for males from 66.2 to 62.7. The population of Ukraine has been in steady decline, not only because the death rate has increased, but also because the birth rate has decreased sharply. Besides the increasing burden of chronic non-infectious diseases, several infectious diseases like Tuberculosis and HIV/AIDS have become more common. After the collapse of the old social protection system, mainly due to financial constraints, Ukraine has only made tentative steps towards the establishment of a modern delivery system of social and health services.

**Current state of affairs in the relevant sector:**

Since the onset of the economic crisis, budget revenues have fallen drastically and health care services have been chronically under-funded. At the same time enormous inefficiencies and waste of resources characterize the health care system. Facilities are poorly managed, and patients, on the other hand, lack information about what they can do to improve their own health. The Ukrainian Government has recognized the need for major health reform. One of the key policy documents where these goals are defined is the "Concept of Health Care Development in Ukraine" which was approved by the Verkhovna Rada and the Ukrainian President on 7 December 2000.

**Related programmes and other donor activities:**

The results of the study shall significantly contribute to the reduction of resistance towards current reform efforts and will therefore directly benefit the two TACIS projects "Primary and Preventive Health Care" (AP 2000) and "Health Care Financing and Management" (AP 2001).

## 2. CONTRACT OBJECTIVES

### **Main Objective:**

To identify new types of public services for Ukraine for potential re-employment of redundant health care staff

### **Specific Objectives:**

- To study the magnitude of potential redundancies of health care staff as a result of health care reform in Ukraine
- To identify underdeveloped segments of social sector services in Ukraine to highlight possibilities for staff reallocation within the public sector
- To suggest models for potential re-employment measures based on experience from EU and accession countries

## 3. SCOPE OF THE WORK

### **General**

Redundant health care staff is one of the factors impeding health care reform efforts in Ukraine. Currently about 200.000 physicians are employed by the public health care system in Ukraine (40,8 MDs per 10.000 of population in 2001). If judged by the EU standards (28,1 MDs per 10.000 of population), approximately 50.000 of MDs are potentially redundant and face the threat of being fired should full-fledged health care reform take place. While poor quality of public services in Ukraine may be a long-established fact, a developed public sector is potentially capable of employing a considerable part of the country work force. Hence, studying the differences between public services currently provided in EU countries and in Ukraine may highlight the ways for staff relocation thus facilitating reform efforts and alleviating the threat of unemployment. Apart from publicly paid services, the study should also focus on opportunities for job creation within the private sector.

### **Specific activities**

- carry out an inventory of social sector services (paid for from public funds) in the EU and its accession countries and provide a general description of their legal and financial framework for social services;
- compare this inventory with the situation in Ukraine in order to identify underdeveloped sectors of social services;
- identify legal and institutional gaps for developing social sector services in Ukraine

- study the consequences of the restructuring process of the health care systems in Europe for its workforce and undertake a comparative analysis with the situation in Ukraine;
- suggest models for re-employment measures in the public sector in Ukraine based on European experience and taking into account specific national features
- publish the results of the study and present it to main beneficiaries and partners of TACIS projects in the field of health care reform

#### 4. LOGISTICS AND TIMING

##### **Project location:**

The study shall be executed at the national level (Kyiv) and incorporate practical examples from one pilot site in Ukraine. This pilot site could be the city of Kamianets-Podilsky (Khmelnitzkiy oblast) where the local authorities have expressed strong interest in the subject of the study and demonstrated willingness to co-operate with the expert team.

##### **Project period:**

6 months

#### 5. REQUIREMENTS

The EU experts should have at least 15 years of experience in the social sector. Extended knowledge of health care and public sector management is required. A good NIS experience, ideally including Ukraine and at least one medium-long term assignment based in a Phare or Tacis country in the last 5 years are necessary.

#### 6. REPORTS

An interim report must be prepared after the first three months of execution of the project. The final project report will be provided at the end of the contract. All documents have to be submitted in English.

The reports should be sent for approval to the responsible Task Manager in the EC Delegation to Ukraine:

Anja Nitzsche, European Commission, Delegation to Ukraine  
Telephone +38044 462 00 10  
Fax +38044 230 23 90 / 462.09.20  
Email: [anja.nitzsche@delukr.cec.eu.int](mailto:anja.nitzsche@delukr.cec.eu.int)

The results of the study should be published in English and Ukrainian.