



Terms of Reference

Initiation and Management of Hormonal therapy for Transgender clients in South Africa

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BEYOND ZERO

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1. THE PROJECT CONTEXT AND BACKGROUND

The South Africa Global Fund Country Coordinating Mechanism (GF CCM) is responsible for overseeing the implementation of HIV and TB programmes funded by the Global Fund to Fight AIDS, TB and Malaria (GF) in the country. The GF CCM develops priorities for the programmes, determines envelop for disease split (HIV and TB), and ensures that the programme deliverables are met.

The GF CCM has appointed Beyond Zero (BZ) NPO as one of the Principal Recipients (PRs) for the 2019 – 2022 funding cycle. In turn, BZ has appointed sub-recipients (SRs) to implement comprehensive HIV prevention programme activities targetting transgender (TG) people. The comprehensive package of health and social care and services will be provided via a tiered approach into three levels:

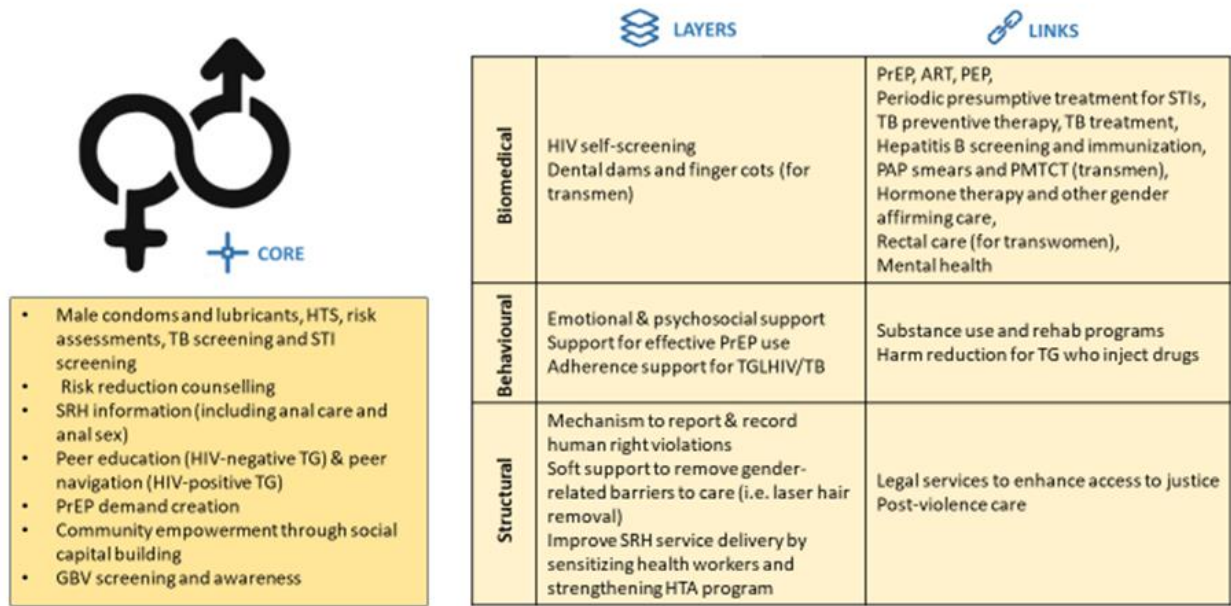
CORE	Offered to all TG people reached, directly provided by sub-recipients (SRs) in the Global Fund programme
LAYERS	Offered to some TG people (needs basis), directly provided by SRs in the Global Fund programme
LINKAGE	Offered to some TG people (needs basis), provided by government/ other partners. Referral, linkage and follow-up by Global Fund SRs

TG MODULE

The programme aims to deliver a comprehensive, integrated, peer-led HIV/TB/SRHR package for TG in line with the NSP package, and the National LGBTI HIV Plan. The investment will reach 1,680 TG with a defined package of services, achieving 70% saturation in 4 priority districts: Mangaung (Free State province), Carpicorn (Limpopo province), Gert Sibande (Mpumalanga province) and Garden Route (Western Cape province). BZ as the PR has appointed SRs to implement the delivery of a comprehensive, integrated, peer-led HIV/TB/SRHR package for transgender (TG) people in line with the NSP package, and the National LGBTI HIV Plan.

The TG programme model is delivered through a combination prevention programme approach to reduce the transmission of HIV, STIs and TB by tailoring a combination of biomedical, behavioural and structural interventions and the mode of delivery to the setting and population (see fig 1 below).

Figure 1: Combination Prevention Package for Global Fund TG Programme



2. PURPOSE AND OBJECTIVES OF THE HORMONE THERAPY INITIATION PROGRAMME

Purpose

The TG hormonal therapy (HT) is an intervention in which sex hormones and other hormonal medications are administered to transgender or gender non-conforming individuals for the purpose of more closely aligning their secondary sexual characteristics with their gender identity. Therapy helps resolve gender dysphoria, the distress experienced when bodies do not align with gender identity. It is also anticipated that this component will attract more transgender community members into HIV prevention space. The target districts with psychotherapy programme are listed below.

Table 1: List of districts covered by HT component

Province	District
Free State	Mangaung
Limpopo	Capricorn
Mpumalanga	Gert Sibande
Western Cape	Garden Route

Specific objectives

- a. Conduct baseline clinical assessment for TG clients including Bp check, Diabetes mellitus, follicle stimulating hormone, Leutenizing hormone, oestradiol, total testosterone, liver functioning tests, full blood count, Urea and Electrolytes.
- b. Confirm history of gender incongruence as experienced by the each patient.

- c. Take full medical history of family and exclude possible contra-indications on Hormone therapy.
- d. Discuss expected physical changes resulting from hormonal use and estimated timeframe for visibility of such modifications.
- e. Discuss potential complications and side effects of gender affirming hormones (Pharmacovigilance) report and record such Adverse events.
- f. Initiate and prescribe hormone therapy.
- g. Conduct follow up visits for TG clients.

NB: Ability to travel and provide after hours activities is mandatory.

3. EXPECTED KEY DELIVERABLES AND SCOPE OF WORK FOR THE MEDICAL PRACTITIONER

A Medical Doctor is required in each of the districts outlined above and will be expected to provide clinical services on gender-diverse identities or expressions, treatment options, support during transitioning and with transitioning implications. They are also expected to design workplan reporting tool monthly, quarterly and annual tools.

The clinician will work closely with the BZ TG Programme Coordinator and Technical Lead, to review available programme documents in developing workplan to carry out clinical services in identified key areas.

4. INSTITUTIONAL ARRANGEMENTS

The Medical Doctor will report to BZ TG Coordinator and Technical Lead.

- a. The BZ Programme Director would be the overall supervisor of the assignment. Day-to-day activities will be managed by the TG Technical Lead and Coordinator.
- b. The medical doctor will provide comprehensive reports as required by the TG programme timeously.

5. REPORTING

The day-to-day management of the service provider will be handled by BZ under the GF grant. Therefore, service provider will work closely with key BZ technical staff who will provide relevant information and provide inputs into all stages of the consultants' assignment.

6. EXPECTED SERVICE PROVIDER EXPERIENCE, QUALIFICATIONS AND COMPETENCIES

Applications from individuals will be assessed on their ability to demonstrate the following qualifications and competencies:

- a. Bachelor of Medicine and Surgery.
- b. Vast knowledge and experience on gender affirming healthcare (GAHC) provision.
- c. Active registration with HPCSA
- d. A minimum of 2 – 5 years experience in GAHC space, or support for TG person.
- e. Experience in working with Key Populations in South Africa, including focus on services for TG people.

Bidders must obtain a minimum of at least 60 out of 100 points of the technical competency requirements will be evaluated further on the costs/rates. Selection will be done by a PRC.

Evaluation Criteria	Score
Bachelor of Medicine & Surgery	30
Active Registration with HPCSA	20
A minimum of 2-5 years in GAHC space or support for TG Person 5 Years = 20 3 years = 15 2 years = 10	20
Experience in working with Key populations in SA	30
TOTAL	100

Desireable attributes include:

- a. Proven project management skills.
- b. Members from the LGBTI RSA sector are strongly encouraged to apply.
- c. All candidates should be fluent in spoken and written indigenous languages and English
- d. Experience in multisectoral HIV prevention programming.
- e. Demonstrated knowledge and skills in data collection, analysis and report writing.
- f. Respect for diverse culture, religion and gender issues.
- g. Ability to work in highly political environments.
- h. Ability to deliver high quality work within tight timelines.

7. DURATION OF ASSIGNMENT

The service provider will work on a sessional basis to cover assignment until 31 March 2022.

8. SUBMISSION OF APPLICATION

Prospective candidates should submit a one page motivation and CV to the following email address [msmtg- procurement@beyondzero.org.za](mailto:msmtg-procurement@beyondzero.org.za)

9. REMUNERATION AND PAYMENT SCHEDULE

To be discussed and negotiated with successful candidate

10. PUBLICATION AND CLOSING DATE

All proposals must be submitted not later than **29 November 2021 at 13H00**