

Terms of reference for medical expert: General practitioner / Specialist Doctor

I. Background

The Human Rights Commission of the Maldives (HRCM) wishes to contract the services of a general practitioner / specialist Doctor (Consultant) that will assist the Investigation Department (ID) of the HRCM in assessing medical evidence of acts of torture and medical negligence. The consultant will be asked to work with ID on a need basis as per cases being investigated.

II. Objectives

The consultant will assist ID in assessing medical evidence gathered in cases, including and not limited to, analyzing medical documents, assessing injuries of victims, and conducting onsite visits with ID when necessary.

III. Scope of services

1. Analyze medical documents – analyze treatment given to victim and give opinion to ID on the treatment given and whether any wrongdoing can be identified. Furthermore, give opinion to ID of whether a different specialist needs to be brought on board (eg: if the victim is a child to bring on a pediatrician)
2. Assess injuries of victim – assessing injuries seen on victim, by either analyzing photos of injuries provided by ID or by conducting in person examination of victim. This will include filling out information in standard medico legal reports and information mentioned in article 20 subsection (c) of Anti Torture Act 2013.
3. If required to attend visits with HRCM team – Conducting on site visits to places of torture / medical negligence to understand the circumstances surrounding the incident of the case, and visiting victims of torture, to assess the victim's health / any injuries on victim.
4. Preparing reports – preparing a report for work done in each case as per details in part IV of this document

IV. Reporting obligations

The consultant shall carry out the reporting obligations including undermentioned information

1. Regarding medical documents / injury analysis from photographs

- a) Information received to carry out the analysis – The details of information received to carry out the analysis along with the source of information.
- b) Overview of / opinion of medical documents – An overall summary of the healthcare provided to the victim of torture and an opinion of whether the healthcare provided is sufficient for the injuries borne by the victim.
- c) Injury analysis from photographs - An interpretation as to the probable relationship of physical and psychological findings to possible torture or ill-treatment. A recommendation for any necessary medical and psychological treatment or further examination should also be given.
- d) A record of authorship - The report should clearly identify those carrying out the analysis and should be signed.

2. Regarding physically done assessments

- a) The circumstances of the interview - The name of the subject and name and affiliation of those present at the examination; the exact time and date, location, nature and address of the institution (including, where appropriate, the room) where the examination is being conducted (e.g. detention centre, clinic, houses etc); any appropriate circumstances at the time of examination (e.g. nature of any restraints on arrival or during the examination, presence of security forces during the examination, demeanor of those accompanying the prisoner, threatening statements to the examiner, etc.); and any other relevant factor.
- b) The background - A detailed record of the subject’s story as given during the interview, including alleged methods of torture or ill-treatment, the time when torture or ill-treatment was alleged to have occurred and all complaints of physical and psychological symptoms.
- c) A physical and psychological examination - A record of all physical and psychological findings upon clinical examination including appropriate diagnostic tests and, where possible, colour photographs of all injuries. (The consultant can opt to suggest to ID that a psychological expert needs to be brought on board if the consultant finds a need for it).
- d) An opinion - An interpretation as to the probable relationship of physical and psychological findings to possible torture or ill-treatment. A recommendation for any necessary medical and psychological treatment or further examination should also be given.
- e) A record of authorship - The report should clearly identify those carrying out the examination and should be signed.

V. Working time frame

The consultant is expected to report to ID of HRCM

VI. Required Expertise and Qualifications

1. Medical degree along with specialized training in anatomic, clinical and/or forensic pathology
2. Minimum two (2) years of relevant experience

VII. Remuneration

Chosen candidate will be paid negotiable fee on a case by case basis based on qualification and experience

VIII. Contract duration

The successful candidate will be initially contracted for a period of 1 (one) year and shall be renewed at the end of the contract period based on performance and organization need. Upon signing of the contract, the first two cases worked on shall be counted as the probationary period.

If you qualify the requirements specified in the Terms of Reference, submit a cover letter along with the following:

1. CV, including information that demonstrates that they are qualified to undertake the scope of the assignment
2. Copies of academic qualification (Accredited)
3. Reference letter from current and/or previous employment

To:
Human Rights Commission of the Maldives
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