

## Terms of Reference (TORs) for Technical Assistance on Sexual and Reproductive Health (SRH) Services in 8 Priority States - Policy Domestication and Capacity Building for SRH Services

Project Name	ACCESS (Access to Comprehensive Care and Essential Support Services)
Job Location	Akwa-Ibom, Benue, Enugu, Ekiti, Kebbi, Ondo, Taraba, and Zamfara States, Nigeria

### 1. Background

Vista and an interested organisation are implementing the ACCESS program to improve access to family planning (FP) and comprehensive post-abortion care (PAC) through primary health care (PHC) services. This initiative addresses stigma, misinformation, and systemic barriers that limit women and adolescents' access to sexual and reproductive health (SRH) services in Nigeria. Sustained improvement in SRH outcomes requires not only service delivery but also a robust enabling policy environment and strengthened institutional and human resource capacity. Therefore, a key focus of the ACCESS program is on policy domestication to integrate program priorities into state and local health systems, and capacity building for healthcare providers to ensure high-quality, stigma-free SRH service delivery. Crucially, local Civil Society Organizations (CSOs) will be engaged as vital partners to drive community engagement, awareness campaigns, and support policy domestication efforts.

Through community-led demand generation, health system strengthening, and strategic engagement at all levels, the ACCESS program aims to reduce stigma, expand service uptake, and deliver high-quality SRH services. This effort is aligned with national priorities under the RMNCAEH-N strategy and PHC revitalization agenda, with the overarching goal of reducing maternal morbidity and mortality by sustainably integrating SRH services into the broader health system.

### 2. Objectives

The TA will support the State Government, through the Client, to strengthen governance and policy environments to integrate ACCESS program priorities into state and local health systems; and build the capacity of healthcare providers and government institutions to deliver high-quality, stigma-free SRH services, significantly leveraging the role of local CSOs.

### 3. Scope of Work

#### a. Policy Advocacy and Integration:

- Provide technical support to integrate the ACCESS program's objectives and strategies into state-level health policies and guidelines.
- Facilitate engagements with government stakeholders to institutionalize stigma-reduction activities and SRH service promotion within existing state frameworks.
- Support the adoption of standardized operating procedures (SOPs) for PAC and FP services across PHC facilities in line with national guidelines.
- Support states to domesticate abortion policies while clarifying legal indications for management of miscarriages.
- Work with the Client to embed program tools, guidelines, and resources within the existing health system.
- Engage with local Civil Society Organizations (CSOs) to support and drive policy domestication, advocacy efforts, and community-level awareness campaigns related to SRH policies and guidelines.

#### b. Capacity Building for Health Workers and Institutions:

- Provide in-depth training on comprehensive PAC protocols, FP, and stigma-free service delivery, targeting healthcare workers across selected PHC facilities.
- Deliver specialized training on manual vacuum aspiration (MVA), post-abortion family planning (PAFP) counselling, infection prevention, and other SRH protocols.
- Facilitate workshops on Value Clarification and Attitude Transformation (VCAT) to address provider biases and improve respectful, nonjudgmental client interactions.
- Set up clinical mentorship programs, pairing trained supervisors with healthcare providers to ensure ongoing skill improvement and supportive supervision.

#### c. Infrastructure and Equipment Support (as relevant to policy/capacity):

- Assist in guiding the renovation and setup of consultation rooms in PHCs to ensure privacy and a conducive service delivery environment, adhering to policy standards.
- Support the identification and procurement processes for essential medical supplies, including MVA kits, misoprostol, combi-packs, contraceptives, and waste management systems, ensuring alignment with state policies.

#### d. Strengthening Referral and Service Delivery Systems

- Provide training for health workers on offering trauma-informed care and psychosocial support specifically for adolescent victims of gender-based violence and link them to relevant community-based organizations and government institutions.

#### e. Advocacy and Multisector Collaborations:

- Train key stakeholders, including law enforcement agencies and media professionals, on value clarification and the importance of stigma-free SRH service promotion.
- Collaborate with local CSOs to amplify advocacy messages, organize community awareness events, and facilitate citizen engagement in SRH policy discussions.

### 4. Deliverables

- Inception Report outlining methodology, work plan, and finalized capacity-building tools.
- Policy briefs and recommendations for integrating ACCESS program objectives into state health policies.
- Training materials and comprehensive post-training evaluation reports for healthcare workers.
- Reports on clinical mentorship program implementation and supportive supervision visits.
- Documentation of institutional strengthening activities, including adopted SOPs and integrated program tools.

### 5. Qualifications and Experience

The consulting organization/firm must demonstrate the following:

- Extensive experience:** Proven track record in providing technical assistance to government institutions on health policy development, institutional strengthening, and capacity building, particularly in Sexual and Reproductive Health (SRH) or Reproductive, Maternal, Newborn, and Child Health (RMNCH) in Nigeria.
- Local ownership:** The consulting organization/firm should be a local organization. International organizations are not eligible to participate in this opportunity.
- Expertise in health policy & systems:** Strong understanding of Nigeria's healthcare regulations, workforce policies, and the SRH landscape, including cultural, religious, and social sensitivities.
- Capacity building prowess:** Demonstrated expertise in designing, delivering, and evaluating comprehensive training programs for healthcare workers, including clinical and attitudinal transformation modules.
- Government collaboration:** Proven ability to collaborate effectively with government agencies at national, state, and local levels, and to facilitate policy dialogues and integration processes.

**Team qualifications:** The proposed team must include key personnel with relevant advanced degrees (e.g., Master's in Public Health, Health Policy, International Development) and significant experience in the aforementioned areas.

**Duration:** Twelve (12) months, August 2025 - July 2026

### Requirements:

Bidders must meet the following criteria to be considered:

- Be a legally registered entity in Nigeria with the Corporate Affairs Commission (CAC)
- Provide CAC incorporation certificate, form C02, form C03 Memorandum of articles
- Provide a valid Tax Clearance Certificate (TCC)
- Demonstrate a minimum of three (3) years of proven experience
- Provide a portfolio of at least three (3) similar projects undertaken
- Provide the audited financial accounts

Interested firms are required to submit their proposal to [cokobi@vistaresourcesgroup.com](mailto:cokobi@vistaresourcesgroup.com) not later than five (5) days from the date of this publication. All enquiries should be directed to the same email address.

### Note:

Kindly submit all hardcopy of your proposals to:  
Vista Resources Integrated Consultancy Limited  
No 13 Lingu Street, Wuse 2, FCT Abuja.



R.T. BRISCOE (NIGERIA) PLC  
RC 1482

## Notice of Annual General Meeting

NOTICE IS HEREBY GIVEN that the ANNUAL GENERAL MEETING OF R.T. BRISCOE (NIGERIA) PLC will be held at 18, FATAI ATERE WAY, MATORI, LAGOS STATE on Thursday, September 4, 2025 at 11.00 A.M. for the transaction of the following business:

### ORDINARY BUSINESS

- To lay before the meeting, the Audited Financial Statements for the year ended 31st December, 2024 and the Reports of the Directors, Auditors and Audit Committee thereon.
- To re-elect Directors.
- To authorize the Directors to fix the remuneration of the Auditors.
- To elect members of the Audit Committee.
- To disclose the compensation of the Managers of the Company.

### SPECIAL BUSINESS

- To fix the remuneration of the Non-Executive Directors
- To authorize the Company to procure goods and services necessary for its operations from related companies.

Lagos, Nigeria.

March 27, 2025.

By Order of the Board

*Michael Olabode*  
[FRC/2022/PRO/NBA/002/23356]

### Financial Statements

The Audited Financial Statements of the Company for the year ended 31st December 2024 and list of unclaimed dividends are available at our website at [www.rtriscoe.com](http://www.rtriscoe.com) as well as on the website of our Registrars at [www.meristemregistrars.com](http://www.meristemregistrars.com). Hard copies would be provided on request.

### Proxies

A member of the Company entitled to attend and vote at the Meeting is entitled to appoint a proxy to attend and vote instead of him/her. A proxy need not be a member of the Company. To be valid for the meeting, executed proxy forms should be deposited at either the registered office of the Company at 18, Fatai Atere way, Matori, Lagos or the office of the Registrars at 213, Herbert Macaulay Way, Adekunle, Lagos, not less than 48 hours before the time of holding the meeting. The Company has made arrangements at its own cost for stamp duties to be paid on the proxy forms.

### Audit Committee

Any shareholder may nominate another shareholder through his/her proxy as a member of the Audit Committee by giving notice in writing of such nomination to the Company Secretary at least 21 days before the date of the Annual General Meeting. This should be forwarded to [briscoemail.com](mailto:briscoemail.com).

### Closure of Register

The Register of members will be closed from Thursday, August 7, 2025 to Wednesday August 13, 2025 both dates inclusive.

### Voting By Related Parties and Interested Persons

In line with the Rules of the Nigerian Exchange Limited governing transactions with Related Parties or Interested Persons, all interested persons, their proxies, representatives, or associates shall abstain from voting on Resolution 7.

### Right of Shareholders to ask Questions

Shareholders have a right to ask questions not only at the meeting but also in writing prior to the meeting. Such questions must be submitted to the Company or the Registrars on or before the 27th of August, 2025 at [briscoemail@rtriscoe.com](mailto:briscoemail@rtriscoe.com) or [meristemregistrars.com](http://www.meristemregistrars.com).

## Summary of Audited Financial Results

For the year ended 31 December 2024

	2024 N'000	2023 N'000	% Change
<b>Turnover</b>	28,634,207	14,592,325	96%
Operating Profit before Interest & Tax	2,270,670	378,788	499%
Net Finance costs	(1,245,200)	(1,332,548)	7%
<b>Profit / (Loss) before taxation</b>	1,025,470	(953,760)	208%
Taxation	(216,222)	(289,030)	25%
<b>Profit / (Loss) after taxation</b>	809,248	(1,242,790)	165%
Other comprehensive income net of tax	(12,687)	(9,482)	-34%
<b>Total comprehensive income / (Loss) for the year after tax</b>	796,561	(1,252,272)	164%
Share Capital	588,177	588,177	0%
Total Equity	(8,478,419)	(9,247,822)	8%
<b>Per 50k Share Data:</b>			
<b>Based on 1,176,352,056 (2023 - 1,176,352,056)</b>			
<b>Ordinary shares of 50k each:</b>			
Basic Profit / (Loss) Per Share (Naira)	0.69	(1.06)	
Diluted Profit / (Loss) Per Share (Naira)	0.69	(1.06)	
Net Liabilities (Naira)	(7.21)	(7.86)	
Dividend declared	-	-	
Dividend cover (times)	-	-	
Stock Exchange quotation at year end (kobo)	250	61	
Number of employees (group)	196	208	

[www.rtriscoe.com](http://www.rtriscoe.com)