



Federal Government of Somalia

General Information

Name of the Procuring Entity: *Office of Prime Minister, Federal Government of Somalia*

Project Name: *Capacity Injection Project*

Project ID: *P149971*

TF#: TFA0415

User Department: CIM, CIP

Type of Procurement: Request for Expression of Interest

Subject of Procurement: Consulting Services – Firm Selection: HR Pay and Grading Reform

Language of Notice: English

Deadline for Application Submission Date: March 25, 2017

Local Time: 11 am (Mogadishu time)

Selected category codes for product to be procured: Category No. Description Primary Code

Contact Information on Advertisement

Organization/Department Office of the Prime Minister, Federal Government of Somalia

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Detailed Information for Advertisement Federal
Government of Somali

Somali Capacity Injection Project Request for Express of Interest, (Consulting Services – Firm Selection) Project ID No. P149971

Assignment Title: Human Resource Pay and Grading Reform

Reference No: FSG/CIP/HR FIRM/PAY & GRADING /2017/03

The Federal Government of Somalia has received a Grant from the International Development Association (IDA) and intends to apply a portion of this Loan to eligible payments under this Contract. Payments by IDA will be made only at the request of the Federal Government of Somalia and upon approval by IDA, and will be subject, in all respects, to the terms and conditions of the Loan Agreement. The Grant Agreement prohibits a withdrawal from the Grant Account for the purpose of any payment to persons or entities, or for any import of goods, if such payment or import, to the knowledge of the Bank, is prohibited by a decision of the United Nations Security Council taken under Chapter VII of the Charter of the United Nations. No party other than the Federal Government of Somalia shall derive any rights from the Grant Agreement or have any claim to proceeds.”

BACKGROUND

The World Bank, together with the Federal Government of Somalia and its other development partners, in September 2013 endorsed the Somali Compact which sets out a set of peacebuilding and state-building priorities for the next three years. The Compact recognized capacity development as a key enabler essential for peacebuilding and state-building and identified “building core public sector capacities” as an immediate objective. It called for “dedicated support to a number of core functions, including centre of government, civil service management, and public sector capacities, as well as the coordinated roll out of basic cross-cutting administrative systems.”

To deliver on these priorities and commitments, the government has developed an Institutional Capacity Development Flagship Programme, supported by the World Bank, UNDP and development partners. It is expected that this programme will be the main vehicle through which donors will channel their assistance in the area of public sector capacity development. A government-development partner working group on capacity development has been set up to provide a forum for policy dialogue, co-ordination and harmonization of international support.

The World Bank has worked with the Federal Government of Somalia and the State Government of Puntland to develop the Capacity Injection Project to support the flagship programme. A key component of the project seeks to improve policies and procedures for civil service management including development of public sector pay and grading policy and implementation plan to include reclassification of civil service jobs and implementation of pay and grading reforms. This has necessitated the provision of technical assistance to establish civil service jobs (establishment posts) across ministries, departments and agencies (MDAs) on the basis of clear organizational mandates, optimal structures and functional responsibilities.

ASSIGNMENT OBJECTIVE AND DESCRIPTION

The objective of the assignment is to carry out a combination of field work and diagnostic analysis of public sector pay and grading trends and living standard assessment in Somalia and propose solutions that will provide adequate incentive for improved performance of

civil servants and also enable efficient and effective management of public government's wage bill as aligned to national strategies and development aspirations to promote sustainable growth.

The pay and grading assignment will focus on identification of strengths and weaknesses of existing compensation and incentive structures, systems and processes. Analysis of information from the labor market and review of existing reports of government on pay and grading options, salary harmonization, recurrent cost and reform financing (RCRF) and other remuneration policies and packages administered by international development partners in Somalia. The proposed solutions will take account of labor market realities in East Africa and other regions, and pay and grading practices and reform in fragile and conflict affected countries with similar development characteristics.

SUBMISSION REQUIREMENTS

Somalia Capacity Injection Coordination Unit in the Office of the Prime Minister, now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria includes the following:

- 1) Background of the firm(s): summarizing their areas of expertise
 - Organizational capability;
 - Age of the firm
 - Size of the firm;
- 2) General and overall experience of the firm(s);
- 3) Summary of similar projects undertaken by the firm(s);
- 4) Availability of appropriate skills amongst staff.

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers (January 2011) ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. Please visit www.worldbank.org setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms in the form of a joint venture or a sub consultancy to enhance their qualifications.

A Consultant will be selected in accordance with the *Quality and Cost Based Selection [QCBS]* method set out in the Consultant Guidelines.

Further information can be obtained at the address below during office hours 07:00 a.m. to 2:00 p.m. Saturday to Thursday (except public holidays for Somalia). Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by March 25, 2017, local Time: 11 am (Mogadishu time)

Attention: Hassan M Esse

Capacity Injection Project Procurement Specialist, Office of the Prime Minister,

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Kindly copy as well:

Hassan Shariff Osman

The Permanent Secretary, the Minister of Labor and Social
Affairs

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