



Modernization of Peru's Civil Service (MODSERV) December 14th, 2020

Bidder's Conference
SEL: 2020-P-000508-1



AGENDA



- Purpose of the Conference
- Project Objectives
- Project Context
- Current Situation
- Challenges for the Civil Service Law (CSL)
- Project Governance
- Beneficiaries
- Crosscutting Themes
- Key Contractual Considerations
- Questions

PURPOSE OF THE CONFERENCE



- The purpose of this presentation is to provide complimentary information regarding RFP SEL.: 2020-P-000508-1, the Modernization of Peru's Civil Service (MODSERV) Project in Peru.
- This presentation does not replace or modify any provisions of the RFP mentioned above.
- In case of contradiction between this presentation and the RFP, the terms and conditions of the RFP take precedence.

PROJECT CONTEXT



- Peru is a multi-ethnic and diverse country that has had an exceptional macroeconomic growth during the last 15 years. However, it has not reached its potential owing to many factors, one of them being an inefficient civil service.
- This situation, which has become acutely evident with the pandemic, is widely recognized by international institutions, for example the Organization for Economic Co-operation and Development (OECD), and the Government of Peru itself, as a major obstacle to the diligent and effective implementation of state reforms and the delivery of basic public goods and services.
- In order to address the many challenges in the civil service, the Government of Peru has created SERVIR (2008) and made Civil Service Reform a priority, with the passing of the new Civil Service Law (2013).

PROJECT OBJECTIVES



- MODSERV will be directly supporting the Peruvian National Civil Service Authority (SERVIR), with its two mandates:
 - To modernize the Human Resources Management System (HRMS), and;
 - To lead the Civil Service Reform.
- MODSERV will support SERVIR by strengthening its institutional and staff capacities in order to enable it to modernize the HRMS and implement the new Civil Service Law (CSL) at targeted entities within the national and regional levels of government.
- MODSERV aims to contribute to improve public services to citizens by strengthening and institutionalizing a gender-sensitive and inclusive HRMS, as well as promoting the development of a meritocracy-based civil service.

CURRENT SITUATION



- Since 2014, the beginning of the OECD Country Program in Peru, it has identified strengthening the civil service as one of Peru's priority challenges.
- SERVIR is in the process of implementing OECD recommendations and has made progress on the modernization of the HRMS, as recent Inter-American Development Bank (IDB) evaluations have demonstrated. In regards to the implementation of the CSL, as of October 30th 2020, 463 of the 2,000-targeted entities are in gradual transition to the new civil service regime.
- However, modernizing the HRMS, in addition to implementing the CSL, are still significant challenges for SERVIR considering the scope, resources and level of specialization required and the new requirements post-pandemic.

CHALLENGES FOR THE CSL



- The implementation of the CSL has two interrelated components:
 1. It's an organizational re-development of the public entities;
 2. Requires civil servants to voluntarily transition to the new regime.
- The main challenges are:
 - Keep the CSR in the public agenda;
 - Build capacities in SERVIR and the public entities;
 - Promote cultural change at the staff and organizational level for both SERVIR and Peru's civil service as a whole;
 - Provide incentives to the public servants to transition to the CSL;
 - Communicate and disseminate of the reform to achieve citizens' support.

PROJECT GOVERNANCE



- The Consultant will be responsible for MODSERV's management and implementation, its achievement of results and financial management, with the cooperation of SERVIR.
- The Project Steering Committee (PSC) will be responsible for providing strategic direction and overall guidance to support the Project's implementation and the achievement of Project results.
- The Project Management Committee (PMC) will supervise the effective implementation of the Project, ensuring that it is executed in an optimal manner.
- DFATD will chair committees with SERVIR, liaise with stakeholders on Project issues and contribute to the effective implementation of the Project.

BENEFICIARIES



- The Government of Peru employs approximately 1.6 million civil servants. SERVIR's implementation of the CSL will only cover approximately 560,000 (40%). The other 940,000 (60%) is comprised of the civil servants from the public entities explicitly excluded by law (state enterprises, special regimes/careers and regional and local governments' labor workers).
- The direct beneficiaries of MODSERV are approximately 50,000 managers and staff members of the targeted entities of the national and regional levels of government. Indirectly, MODSERV will benefit all the civil servants in the implementation of a modern HRMS that will lead to better public services to all, especially the marginalized and vulnerable population.

CROSS-CUTTING THEMES



- There is a need to promote the mainstreaming of the cross-cutting themes in order to develop a fairer, more efficient public administration, such as;
 - Gender Equality (GE)
 - Inclusion
 - Environment
- Through the mainstreaming of GE and inclusion considerations in the HRMS, SERVIR could set the foundations to promote an equal representation in the civil service (ethnicity, gender and abilities) on a merit-based system, that could translate in public policies that better respond to the needs of Peru's diverse population.
- Mainstreaming environmental considerations in the HRMS as well, can make it an effective vehicle to promote not only environmental awareness, but also committed and prepared civil servants to address the environment's protection.

KEY CONTRACTUAL CONSIDERATIONS



Section 1: Glossary

Section 2: Bidder Instructions

Section 3: Evaluation Procedures and Basis of Selection

Section 4 : Technical Evaluation ★

FORM 1
Bidder's Experience

FORM 2
CV for Proposed
Personnel

FORM 3
Risk Register

Section 5: Financial Evaluation ★

TABLE 1
Cost of Personnel
Identified by DFATD

TABLE 2
Cost of Personnel
Proposed by Bidder

TABLE 3
Reimbursable
Expenses

TABLE 4
Summary of
Total Cost

TABLE 5
Indigenous Supplier
Incentive

Section 6 : Certifications and Additional Information *Technical Proposal Submission Form

Section 7: Security, Financial Capability, Insurance

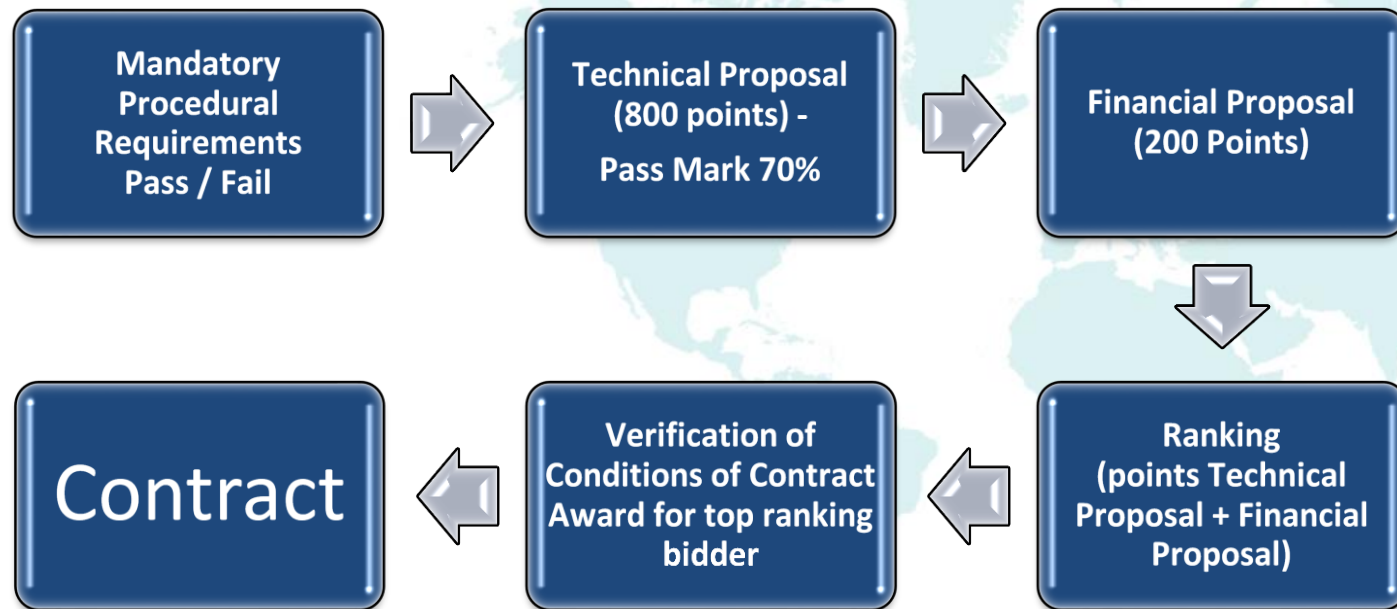
Section 8 : Resulting contract

Annexes :
A – Glossary
B – Terms of Reference
C – Basis of Payments
D – Security Requirements

★
Forms and Tables to
be completed by the
Bidder

KEY CONTRACTUAL CONSIDERATIONS

Evaluation



KEY CONTRACTUAL CONSIDERATIONS

Proposal



Mandatory procedural requirements:

- There are mandatory procedural requirements associated with this RFP.
- Requirements identified in the RFP, *Section 3. Evaluation procedures and basis of selection : Annex 1*, with the word “**must**” are considered mandatory procedural requirements.
- Any Proposal that fails to meet any mandatory procedural requirement will be rejected and not evaluated any further.
- No other procedural requirements can be introduced/modified/removed through any other Sections of the RFP.

KEY CONTRACTUAL CONSIDERATIONS

Proposal (Cont.)



- Completed Technical Proposal Submission Form – Bidder Information and Acceptance of Terms and Conditions:
 - Should be submitted with a Bidder’s Proposal.
 - If a Bidder is a consortium or a joint venture, the Bidder’s Proposal should include a completed Technical proposal submission form from each Member.
 - Bidder agrees to be bound by instructions, clauses and conditions of the RFP and accepts the clauses and conditions of the resultant Contract in its entirety.

KEY CONTRACTUAL CONSIDERATIONS

Proposal (Cont.)



- The Bidder must be eligible to participate in this RFP process, i.e.:
 - has the legal capacity to contract;
 - is not a government entity or government-owned enterprise in the Recipient Country; and
 - is not a government official and/or civil servant.
- The RFP is open to Canadian Bidders only.
- “Bidder” means the person or entity (or, in the case of a consortium or joint venture, the persons or entities) submitting a Proposal to perform the resulting Contract for Services. It does not include the parent, subsidiaries or other affiliates of the Bidder. The experience of subcontractors or sub-consultants will not be considered to evaluate the experience of the Bidder.

KEY CONTRACTUAL CONSIDERATIONS

Proposal (Cont.)



- A Bidder must submit only one Proposal, in accordance with Bidder Instructions 2.3.4 –Ineligibility – Multiple Proposals From the Same Bidder
- A Proposal must remain valid for 180 Days after the RFP Closing Date.
- Proposal must be received by the RFP Closing Date and time and must be delivered to the email address indicated on the cover page.
- If a Bidder wishes to substitute or modify its Proposal before the RFP Closing Date, the substituted or modified Proposal must be submitted with a written notice.
- Proposals must be written in one of the official languages of Canada (English or French).

KEY CONTRACTUAL CONSIDERATIONS

Proposal (Cont.)



- All information related to Fees, Reimbursable Expenses and Applicable Taxes must only appear in the financial proposal.
- Bidders must submit their financial proposals in accordance with the financial tables and the following pricing basis:
 - Table 1 : Cost of Personnel Identified by DFATD
 - Table 2 : Cost of Personnel Proposed by Bidder
 - Table 3 : Reimbursable Expenses
 - Table 4 : Summary of Total Cost
 - Table 5 : Indigenous Supplier Incentive
- Financial proposals must be expressed in Canadian dollars.
- Only Proposals found to be Technically Compliant will be evaluated Financially. Financial Evaluations will be in accordance with *5.1 – Evaluation of Financial Proposals*.

KEY CONTRACTUAL CONSIDERATIONS

Technical Forms



Form-1

Bidder's Experience
-information required to demonstrate eligibility of Projects or Experience submitted in accordance with Evaluation Criteria

Form-2

Curriculum Vitae for proposed Personnel
-information required to demonstrate eligibility of Projects or Experience submitted in accordance with Evaluation Criteria

Form-3

Risk Register
- template to be filled out in accordance with the Evaluation Criteria

KEY CONTRACTUAL CONSIDERATIONS

Financial Tables



Table-1

- Cost of Personnel Identified by DFATD
- Positions identified by DFATD
 - Firm all-inclusive Daily Rates per year

Table-2

- Cost of Personnel Proposed by Bidder
- Positions identified by the Bidder in its Methodology
 - Firm all-inclusive Daily Rates per year

Table-3

- Reimbursable Expenses
- Bidders are required to estimate Reimbursable Expenses that they will incur in the realization of the project
 - Contain no elements of Fees
 - Not evaluated

Table-4

- Summary of Total Cost
- Total Financial Proposal: Table-1 + Table-2 + Table-3 (Forms the basis for maximum Contract amount)

Table-5

- Indigenous Supplier Incentive
- Maximum of 50 points
 - Represents 5% of total evaluation points

KEY CONTRACTUAL CONSIDERATIONS

Important Concepts



- The Contract must be interpreted and governed and the relations between the parties determined by Canadian law.
- The Consultant must provide the Services in compliancy with laws and regulations applicable in the Recipient Country and the Project Location.
- RFP Section 3.8 – Conditions of Contract Award
- Performance Security: Irrevocable Standby Letter of Credit (ISLC), issued and confirmed by an Approved Financial Institution:
 - In the amount of \$250,000 Canadian dollars.
 - ISLC is due within 28 days of Contract signature.
- Insurance Requirements:
 - Specified in 7.3 Insurance Requirements.
 - Must be in place within 10 days from the signature of the Contract.



- Access important information related to Solicitations:
 - Status of Solicitation
 - Publication and Closing Dates
 - Contact Information
 - Brief Description of Requirement
 - Solicitation Documents
 - RFP
 - Amendments / Questions and Answers
 - Additional Documentation, including Bidder's Conference Presentation
 - Responsibility of the Bidder to check for current and updated information, including all Amendments and Questions & Answers



- Option to follow tenders and subscribe for notifications:

Activity

The following statistics are only for the English page and are provided in close to real time. To calculate the total activity for a tender notice, you will need to add the English and French statistics.

**Page views
(English page)** 64

**Unique page views
(English page)** 52

Tender notice updates

Get notifications for this tender notice:



For more information on notifications, visit the [Follow Opportunities](#) page.

- <https://buyandsell.gc.ca/procurement-data/tenders/get-started/steps-to-search-and-follow-tenders>

KEY CONTRACTUAL CONSIDERATIONS

Important Dates



- RFP posted: November 30th, 2020
- Bidder's Conference: December 14th, 2020
- Requests for Extension: January 27th, 2021
- Requests for Clarification: January 27th, 2021
- RFP Closing Date: February 1st, 2021

QUESTIONS?

