



**RFP #23-227256**

**TITLE:**  
**Field Support Services Project (FSSP) in Mozambique –**  
**QUESTIONS AND ANSWERS #3 dated May 09, 2024**

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**QUESTION 1**

Regarding the Technical specialist: The RFP does not state precisely

- a. how many technical specialist will be recruited and financed during the project period
- b. the estimated number of days for each specialist per year
- c. and related to b, will these be part time or full-time employees or consultants?

**ANSWER 1**

**As per indication in the RFP, at page 31, under 7.0 Technical Specialists:**

**A financial envelope (see Annex B – Basis of Payment) is reserved for the services of short, medium, and long-term Technical Specialists as requested by DFATD.**

**Technical Specialists are responsive to DFATD and in alignment with Canada's development assistance priorities; and could include, but will not necessarily be limited to: health and nutrition, education, gender equality, environmental sustainability, inclusive governance, humanitarian assistance, peace-building, conflict resolution, institutional capacity building, public financial management, private sector development, communications, and monitoring and evaluation.**

**The number of technical specialists will depend of the needs of DFATD throughout the entire period of the contract.**

**QUESTION 2**

The RFP does imply that the bidders cannot charge any overheads or margins over an above the consultant costs.?

- a. Is this correct?

**ANSWER 2**

**This is correct there is no provision for Overhead or profit margins.**

**QUESTION 3**

Related to the above a and b, there are employment costs associated with consultants technical specialists, will these costs be covered by GAC, separately?

- a. Or should the bidder factor these costs into the fully loaded costs.



### ANSWER 3

**The Contractor is required to source and provide Technical Specialists. The professional relationship between the contractor and Technical Specialists is at the Discretion of the Contractor. GAC is not responsible for and will not reimburse any employment costs and will only reimburse Level of Effort and Per Diem rates.**

### QUESTION 4

We have discussed the contracting responsibilities for consultants with the Ministry of Labor and have learned that if a consultant is contracted for more than 120 days per year, and as per the regulation, these consultants cannot be deemed to be in ISPC regime (the lower tax regime) consultants. Furthermore, according to the labor department and based on the prevailing regulation the department could base on an evaluation of fact for any and all consultants, deem a consultant to be an employee and then require compliance with the statutory requirements for employees instead of consultants raising the cost profile.

- a. Should this occur – a change in the low tax regime mid course- will GAC be responsible for these expenses or will this increase in cost be carried by the bidders, and be part of the bidders responsibility to include this risk in their overhead?
- b. Second should the number of days per year cross 150 days and the labour department deem the consultant to be a defacto employee and impose the costs or fines and compliance costs with the statutory requirements prescribed for employees, then, what will happen to these new costs?
  - a. Can these costs be transferred to GAC
  - Or
  - b. Should the bidders factor these potential costs – risks into their fully loaded overhead?

### ANSWER 4

**The nature of the professional relationship between the Contractor and it's resources is at the discretion of the Contractor.**

- a. **GAC will not be responsible for any additional costs associated to the nature of the professional relationship. Any costs incurred as a result of the professional relationship will be incurred by the Contractor. GAC will only reimburse for Per Diem rates proposed in response to this RFP and as indicated in Annex B, Basis of Payment.**

### QUESTION 5

Do you an estimate of the total number of TS requirement and number of days per year for each specialist?

### ANSWER 5

**As per answer to question 1 it will depends on the needs during the period of the contract, we do not have the total number of TS requirements and number of days per year for each**



**technical specialist will vary. The need and planning or Technical Specialists requirements will be determined by GAC.**

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