REQUEST FOR PROPOSAL FOR CONSULTANCY SERVICES TO CONDUCT AN EMPLOYEE SATISFACTION AND WORK ENVIRONMENT SURVEY

(RFP)

(SELECTION OF INDIVIDUAL PROFESSIONAL CONSULTANTS)

TENDER NO. KEMRI/HQ/05/2019-2020

NOTICE DATE : 22ND OCTOBER, 2019

CLOSING DATE : 6TH NOVEMBER, 2019 AT 10.00 AM

All correspondence to:

THE DIRECTOR
KENYA MEDICAL RESEARCH INSTITUTE
P.O. BOX 54840-00200
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTRODUCTION</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>SECTION I</td>
<td>LETTER OF INVITATION</td>
<td>4</td>
</tr>
<tr>
<td>SECTION II</td>
<td>INFORMATION TO CONSULTANTS</td>
<td>5</td>
</tr>
<tr>
<td>SECTION III</td>
<td>TERMS OF REFERENCE</td>
<td>14</td>
</tr>
<tr>
<td>SECTION IV</td>
<td>TECHNICAL PROPOSAL</td>
<td>15</td>
</tr>
<tr>
<td>SECTION V</td>
<td>FINANCIAL PROPOSAL</td>
<td>16</td>
</tr>
<tr>
<td>SECTION VI</td>
<td>STANDARD CONTRACT FORM</td>
<td>17</td>
</tr>
</tbody>
</table>
INTRODUCTION

1. This standard Request for Proposals for selection of individual professional consultants has been prepared for use by public entities in Kenya. It has been found necessary for selection of individual consultants who are also regulated by their professional institutions or associations as opposed to selection of consultants who could be either individuals or body corporate.

2. This Request for proposals will be used for open tendering, restricted tendering or request for proposals.

3. The general conditions of contract in the Standard contract Form should not be modified and instead the special conditions of the contract may where necessary be modified by the procuring entity, for use, to reflect the unique circumstances of the particular assignment.
SECTION I- LETTER OF INVITATION

To [name and address of consultant] Date

Dear Sir/Madam,

1.1 The Kenya Medical Research Institute (KEMRI) invites proposals for consultancy services for conducting employee satisfaction survey.

1.2 The request for proposal (RFP) includes the following documents;
   - Section I - Letter of invitation
   - Section II - Information to Consultants
   - Section III - Terms of reference
   - Section IV - Technical proposal
   - Section V - Financial proposal
   - Section VI - Standard Forms

1.3 On receipt of this RFP please inform us
   (a) that you have received the letter of invitation; and
   (b) whether or not you will submit a proposal for the assignment

Yours sincerely.
The Director
Kenya Medical Research Institute
P.O. Box 54840-00200
Nairobi
## SECTION II - INFORMATION TO CONSULTANTS

### Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1 Introduction</td>
<td>6</td>
</tr>
<tr>
<td>2.2 Clarification and amendments to the RFP documents</td>
<td>7</td>
</tr>
<tr>
<td>2.3 Preparation of proposals</td>
<td>7</td>
</tr>
<tr>
<td>2.4 Financial proposal</td>
<td>8</td>
</tr>
<tr>
<td>2.5 Submission receipt and opening of proposals</td>
<td>9</td>
</tr>
<tr>
<td>2.6 Evaluation of proposals (General)</td>
<td>10</td>
</tr>
<tr>
<td>2.7 Evaluation of Technical proposals</td>
<td>10</td>
</tr>
<tr>
<td>2.8 Opening and evaluation of Financial proposals</td>
<td>11</td>
</tr>
<tr>
<td>2.9 Negotiations</td>
<td>13</td>
</tr>
<tr>
<td>2.10 Award of Contract</td>
<td>13</td>
</tr>
<tr>
<td>2.11 Confidentiality</td>
<td>13</td>
</tr>
</tbody>
</table>
SECTION II - INFORMATION TO CONSULTANTS

2.1 Introduction

2.1.1 The Kenya Medical Research Institute will select an individual consultant among those invited to submit proposals or those who respond to the invitation for proposals in accordance with the method of selection detailed under this section and consistent with the regulations.

2.1.2 The consultants are invited to submit a technical proposal and a financial proposal for consulting services required for the assignment stated in the letter of invitation (Section I).

2.1.3 In the assignment where the procuring entity intends to apply standard conditions of engagement and scales of fees for professional services, which scale of fees will have been approved by a relevant authority, a technical proposal only may be invited and submitted by the consultants. In such a case the highest ranked individual consultant in the technical proposals shall be invited to negotiate a contract on the basis of the set scale of fees. The technical proposals will be the basis for contract negotiations and ultimately for a signed contract with the selected individual consultant.

2.1.4 The consultants must familiarize themselves with local conditions as regards the assignment and take them into account in preparing their proposals. To obtain adequate information on the assignment and on the local conditions, consultants are encouraged to liase with the procuring entity regarding any information that they may require before submitting a proposal.

2.1.5 The client will provide the inputs and services specified in the special conditions of contract needed to assist the individual consultant to carry out the assignment.

2.1.6 The cost of preparing the proposal and negotiating the contract including any visit to the procuring entity are not reimbursable as a direct cost of the assignment. The procuring entity is not bound to accept any of the proposals submitted.
2.1.7 The procuring entity’s employees, committee members, board members and their relative (spouse and children) are not eligible to participate in the tender.

2.2 Clarification and amendment to the RFP documents

2.2.1 Individual consultant may request clarification of any of the RFP documents not later than Seven (7) days before the deadline for the submission of the proposals. Any request for clarification must be sent in writing by post, fax or email to the procuring entity’s address indicated in the special conditions of contract. The procuring entity will respond by post, fax or email to such requests and will send written copies of the response (including an explanation of the query but without identifying the source of inquiry) to all individual consultants invited to submit proposals.

2.2.2 At any time before the deadline for submission of the proposals, the procuring entity may for any reason; either at its own initiative or in response to a clarification requested by an intended individual consultant amend the RFP. Any amendment shall be issued in writing, fax or email to all invited individual consultants and will be binding on them. The procuring entity may at its discretion extend the deadline for the submission of the proposals.

2.2.3 Clarification of tenders shall be requested by the tenderer to be received by the procuring entity not later than 7 days prior to the deadline for submission of tenders.

2.2.4 The procuring entity shall reply to and clarifications sought by the tenderer within 3 days of receiving the request to enable the tenderer to make timely submission of its tender.

2.3 Preparation of proposals

2.3.1 The individual consultant’s proposal shall be written in English language.

2.3.2 In preparing the Technical proposal, the individual consultants are expected to examine the documents consisting the RFP in detail.
Material deficiencies in providing the information requested may result in rejection of a proposal.

2.3.3 While preparing the Technical proposal, the individual consultant must give particulars attention to the following:

(a) If an individual consultant considers that he/she does not have all the expertise required for the assignment he/she may suggest in the proposals other individual(s) who will assist in the assignment but they will not be party to the contract for the purpose of the performance of the assignment. An individual consultant will not propose other individual consultants invited to submit proposals for the assignment. Any individual consultant in contravention of this requirement shall automatically be disqualified.

(b) For all the staff who will be involved in the exercise of the proposals to consultant must indicate their responsibility in the assignment and also the staff time as necessary.

(c) The curriculum vitae (CV) of the staff proposed must be submitted with the proposal.

2.3.4 The Technical proposal shall provide the following information;

(a) The individual consultants CV and a brief of any recent experience of assignment of a similar nature. For each assignment the brief should indicate the profiles of staff involved, contract amount and the individual consultant’s involvement.

(b) Any comments or suggestions on the Terms of Reference and a list of service and facilities requested to be provided by the procuring entity.

(c) A description of the methodology and work plan for performing the proposed assignment.

(d) Any additional information requested in the special conditions of contract.

2.3.5 The Technical proposal shall be separate from the financial proposal and shall not include any financial information.

2.4 Financial proposal

2.4.1 In preparing the financial proposal, the individual consultants are expected to take into account the time required in completing the
assignment as outlined in the RFP documents. The financial proposal will therefore be quoted in fees per day or month. The financial proposal may also include other costs as necessary, which will be considered as reimbursable.

2.4.2 The Financial proposal should include the payable taxes.

2.4.3 The fees shall be expressed in Kenya Shillings.

2.4.4 The Financial proposal must remain valid for 90 days after the submission date. During this period the individual consultant is expected to keep available at his own cost any staff proposed for the assignment. The procuring entity will make best efforts to complete negotiations within this period. If the procuring entity wishes to extend the validity period of the proposals, the consultants who do not agree, have the right not to extend the validity of their proposals.

2.4.5 The financial proposal must comply with the law governing the profession of the consultant.

2.5 Submission, Receipt and opening of proposals

2.5.1 The technical proposal and the financial proposal (if required) shall be prepared in indelible ink. It shall contain no interlineations or overwriting, except as necessary to correct errors made by the individual consultants. Any such corrections must be initialed by the individual consultant.

2.5.2 For each proposal the individual consultants shall prepare the proposals in the number of copies indicated in the special conditions of contract. Each Technical proposal and financial proposal shall be marked “ORIGINAL” or “COPY” as appropriate. If there are any discrepancies between the original and the copies of the proposal, the original shall govern.

2.5.3 The original and all copies of the Technical proposal shall be placed in a sealed envelope clearly marked “TECHNICAL PROPOSAL”, and the original and all copies of the financial proposal in a sealed envelope duly marked “FINANCIAL PROPOSAL”. Both envelopes shall be placed in an outer envelope and sealed. This outer envelope shall bear the procuring entities address and other information
indicated in the appendix to the instructions to consultants and clearly marked “DO NOT OPEN before 6th November, 2019 at 10:00AM

2.5.4 The completed Technical and Financial proposals must be delivered at the submission address on or before the time and date of the submission of the proposals indicated in the appendix to the instructions to consultants. Any proposals received later than the closing date for submission of proposals shall be rejected and returned to the individual consultant unopened. For this purpose the inner envelope containing the technical and financial proposals will bear the address of the individual consultant submitting the proposals.

2.5.5 After the deadline for submission of proposals the outer envelope and the technical proposals shall be opened immediately by the opening committee in the presence of the candidates or their representatives who choose to attend at the Kenya Medical Research Institute (KEMRI) at the training center at 10:00AM. The financial proposals shall be marked with the individual consultants number allocated at the time of opening the outer envelope and the technical proposals but shall remain sealed and in the custody of a responsible officer of the procuring entity up to the time set for opening them.

2.6 Evaluation of the Proposal (General)

2.6.1 From the time the proposals are opened to the time of the contract award, if any individual consultant wishes to contact the procuring entity on any matter relating to his/her proposal, he/ she should do so in writing at the address indicated in the appendix to the instructions to consultants. Any effort by an individual consultant to influence the procuring entity’s staff in the evaluation of proposals companion proposals or awards of contract may result in the rejection of the individual consultant proposal.

2.6.2 The proposal evaluation committee shall have no access to the Financial Proposal, which in any case will remain sealed, until the technical evaluation is concluded or finalized.

2.7 Evaluation of Technical Proposals

2.7.1 The evaluation committed appointed by the procuring entity to evaluate the proposals shall carry out the evaluation of technical
proposals following the criteria set out in the terms of reference based on the following points criteria

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) CV of the individual consultant</td>
<td>30</td>
</tr>
<tr>
<td>(ii) specific experience of the individual consultant related to the assignment</td>
<td>30</td>
</tr>
<tr>
<td>(iii) adequacy of methodology and work plan in response to the Terms of reference</td>
<td>40</td>
</tr>
<tr>
<td>Total points</td>
<td>100</td>
</tr>
</tbody>
</table>

2.7.2 Any proposal which will be examined and found not to comply with all the requirements for submission of the proposals will be declared non responsive. All the proposals found to have complied with all the requirements for submission of proposal shall be declared responsive by the evaluation committee.

2.7.3 Each responsive proposal will be given a technical score (ST). Any technical proposal which fails to achieve the total minimum score indicated in the appendix to the information to tenderers shall be rejected at this stage and will not proceed to the next stage of evaluation. The respective financial proposal will be returned to the individual consultant unopened.

2.8 Opening and Evaluation of Financial Proposals

2.8.1 After completion of the evaluation of Technical proposals the procuring entity shall notify the individual consultants whose proposal did not meet the minimum technical score or were declared non responsive to the RFP and terms of reference. The notification will indicate that their financial proposals shall not be opened and will be returned to them un opened after the completion of the selection process and contract award. At the same time, the procuring entity shall simultaneously notify the consultants who have secured the minimum technical score that they have passed the technical qualifications and inform them the date and time set by the procuring entity for opening their financial proposal. They will also be invited to attend the opening ceremony if they wish to do so.
2.8.2 The financial proposals shall be opened by the procuring entity in the presence of the individual consultants who choose to attend the opening. The name of the individual consultant, the technical score and the proposed fees shall be read out aloud and recorded. The evaluation committee shall prepare minutes of the opening of the financial proposals.

2.8.3 The formulae for determining the financial score (SF) unless an alternative formula is indicated in the appendix to the information to tenderers shall be as follows:

\[ SF = 100 \times \frac{F_m}{F} \quad \text{where} \]

- SF is the financial score
- Fm is the lowest fees quoted and
- F is the fees of the proposal under consideration.

The lowest fees quoted will be allocated the maximum score of 100.

2.8.4 The individual consultants proposals will be ranked according to their combined technical score (ST) and financial score (SF) using the weights indicated in the appendix to the instructions to consultants. Unless otherwise stated in the appendix to the instructions to consultants the formule for the combined scores shall be as follows:

\[ S = ST \times T\% + SF \times P\% \]

Where
- S, is the total combined scores of technical and financial scores
- St is the technical score
- Sf is the financial score
- T is the weight given to the technical proposal and
- P is the weight given to the financial proposal

Note P + T will be equal to 100%

The individual consultant achieving the highest combined technical and financial score will be invited for negotiations.
2.9 **Negotiations**

2.9.1 Negotiations will be held at the same address indicated in the appendix to the information to consultants. The purpose of the negotiations is for the procuring entity and the individual consultant to reach agreements on all points regarding the assignment and sign a contract.

2.9.2 The negotiations will include a discussion on the technical proposals, the proposed methodology and work plan, staff and any suggestions made by the individual consultant to improve the Terms of reference. The agreed work plan and Terms of reference will be incorporated in the description of the service or assignment and form part of the contract.

2.9.3 The negotiations will be concluded with a review of the draft contract. If negotiations fail, the procuring entity will invite the individual consultant whose proposal achieved the second highest score to negotiate a contract.

2.10 **Award of Contract**

2.10.1 The contract will be awarded before commencement of negotiations. After negotiations are completed the procuring entity will promptly notify the other individual consultants that they were unsuccessful and return the financial proposals of the individual consultants who did not pass technical evaluation.

2.10.2 The selected individual consultant is expected to commence the assignment on the date indicated in the appendix to the information to consultants or any other date agreed with the procuring entity.

2.11 **Confidentiality**

2.11.1 Information relating to evaluation of proposals and recommendations of contract award shall not be disclosed to the individual consultants who submitted the proposal or to other persons not officially concerned with the process, until the winning individual consultant has been notified that he/she has been awarded the contract.
SECTION III - TERMS OF REFERENCE (TOR)
A. SCOPE AND COVERAGE OF THE SURVEY

The survey will cover staff in all grades, departments, and centers of the Institute

The Terms of reference are:

1. Under take employees’ satisfaction and work environment audit.
2. The extent and quality of use of available resources (e.g. Time, human resource, money, space, equipment etc.).
3. Determine the employee satisfaction status obtaining at KEMRI in relation to:
   i) Provision of basic working tools,
   ii) Implementation of scheme of service,
   iii) Organizational structure,
   iv) Performance appraisals,
   v) Employee development (promotions and training),
   vi) employee welfare,
   vii) job placements,
   viii) internal communication,
   ix) center structure,
   x) staffing levels,
   xi) work distribution.
4. Determine the work environment status obtaining at KEMRI in relation to: Physical work environment, immediate surroundings of the work place including social, psychological, environmental and ergonomic factors.
5. Determine the level of implementation of recommendations of the 2017/2018 surveys on Employee Satisfaction and Work Environment.
6. Determine the employee satisfaction index in percentage terms.
7. Prepare and submit report detailing strategies to improve employee satisfaction and work environment status index with an implementation matrix

B. EXPECTED OUTPUT / DELIVERABLES

The main objective of the surveys will be to assess the level of KEMRI staff satisfaction; perception of the organization; and their aspirations. More specifically, the surveys will seek to:

1. Evaluate the level of staff satisfaction with remuneration, staff benefits and welfare;
2. Determine the level of staff motivation, morale and recognition by management at all levels.
3. Determine the extent of opportunities for Training and Career advancement;
4. Find out the perceived level of job satisfaction;
5. Determine the effectiveness of supervision, evaluation and appraisal of staff
6. Evaluate the Impact of Social relationship including team building activities;
7. Find out staff intentions to turnover and what drives the intentions;
8. Evaluate the effectiveness of communication within KEMRI;
9. Develop a composite measure of staff satisfaction and use it to determine the overall rating of the current level of staff satisfaction;
10. Find out staff perception of the Working Environment;
11. Identify specific areas that require improvement;
12. Assess best practices and identify performance gaps
13. Recommend measures to enhance staff satisfaction and productivity; and,
14. Prepare and submit comprehensive reports on the findings, methodology and recommendations from the surveys.

SECTION IV - TECHNICAL PROPOSAL (TP)

Notes on the Preparation of Technical Proposal

The Technical Proposal shall provide the following information;

a) A brief description of the firm’s organization and an outline of recent experience on assignments of a similar nature, their contract sum, name of client and contacts. For each assignment the outline should indicate the profiles of the staff proposed, duration of the assignment, contract amount and firm’s involvement.

b) Any comments or suggestions on the Terms of Reference, a list of services and facilities to be provided by the Client.

c) A description of the methodology and work plan for performing the assignments.

d) The list of the proposed staff team by specialty, the tasks that would be assigned to each staff team member and their timing.

e) CVs recently signed by the proposed professional staff and the authorized representative submitting the proposal. Key information should include number of years working for the firm/entity and degree of responsibility held in various assignments during the last five (5) years.

f) Estimates of the duration the assignment is expected to take.

g) A detailed description of the proposed methodology and staffing.
### C. QUALIFYING CRITERIA

#### STAGE 1: MANDATORY REQUIREMENTS

Bidders must meet all the mandatory requirements in order to proceed to the next stage of evaluation.

<table>
<thead>
<tr>
<th>No</th>
<th>Mandatory Requirements</th>
<th>Yes/No</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>Copy of certificate of incorporation/ Registration</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Copy of CR 12 certificate</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Copy of valid single business permit from county Government</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Duly filled, signed and stamped form of tender</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Duly filled, signed and stamped confidential business questionnaire</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Copy of valid Tax compliance certificate from KRA</td>
<td></td>
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<tr>
<td>7</td>
<td>Duly filled, signed and stamped anti-corruption declaration</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Audited accounts for three years-2016, 2017 and 2018. (The accounts must be signed by auditors who are approved by ICPAK.)</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Power of attorney</td>
<td></td>
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<tr>
<td>10</td>
<td>Recommendation letters from at least five major clients (must be Government entities) provided with similar service in the last three years.</td>
<td></td>
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<tr>
<td>11</td>
<td>Submission of a signed declaration to the effect that the directors and key staff members are of good conduct</td>
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<tr>
<td>12</td>
<td>The tender must submit two copies of the tender document (original &amp; Copy)</td>
<td></td>
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<tr>
<td>13</td>
<td>The tender document must be paginated/serialized/numbered</td>
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<tr>
<td>14</td>
<td>Provide evidence of a reasonable professional indemnity guarantee</td>
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STAGE 2: TECHNICAL EVALUATION

Bidders are required to score at least 70% to proceed to the next evaluation stage

<table>
<thead>
<tr>
<th>No</th>
<th>TECHNICAL EVALUATION</th>
<th>Max score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5 duly filled, signed and stamped client reference form (to be signed by client)</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>Client reference from rating</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Excellent (5 marks)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Good (2 marks)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Average (1 mark)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Poor (0 mark)</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Professional minimum qualification and experience of the principal officer (Attach certificate &amp; CV)</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>• Bachelor’s Degree Social/ Business OR Bachelor degree in Human Resource (10 marks)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Relevant experience (20 marks)</td>
<td></td>
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<td></td>
<td>(one mark for each year of experience- max 10 years of experience)</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Professional qualifications and experience of two other technical personnel (Attach certificates &amp; CV)</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>• OR (3 marks for each personnel)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Membership to IHRM (2 marks for each personnel)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• (5 marks for each personnel)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(One mark for each year of experience - max 5 years of experience for each personnel.)</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Adequacy of the proposed technical approach and methodology in responding to the schedule of requirement.</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>100</td>
</tr>
</tbody>
</table>

The firm must meet the minimum qualifying criteria stipulated below. Firms which do not meet the technical criteria will not be considered.
1. **The minimum total number of professional/technical staff** (minimum qualifying being a University Degree from reputable institution and relevant experience) required on this assignment is as follows:

   a) At least one of the proposed professional/technical staff with a minimum of 5 years experience in the research industry (excluding team leader’s experience). All the other staff must have at least 3 years demonstrable experience/knowledge.

   b) Team leader must have at least 7 years experience in general management including employee satisfaction survey and a minimum academic/technical qualification of a University degree plus relevant experience.

   c) The firm must have undertaken a minimum of five similar tasks successfully and submit evidence of timely completion.

   d) Team members may only be replaced by people with similar qualifications as set out here, and with the approval of KEMRI.

2. **Registration as a Research Company under Companies Act and Certificate of Incorporation.** The firm should be a registered limited liability company. **Attach a copy** of the certificate of incorporation. The firm must also indicate the physical address of the business premises and directors of the firm

   *(to be prepared by the consultant as appropriate)*
SECTION V - FINANCIAL PROPOSAL (FP)

Notes on the Preparation of Financial Proposal

The financial proposal shall be prepared and submitted by the consultants. It shall contain the following.

(a) Submission letter indicating total fees
(b) Summary of costs
(c) Breakdown of fees per activity
(d) Breakdown of reimbursable costs/expenses per activity
(e) Miscellaneous expenses

(to be prepared by the consultant as appropriate)

SECTION VI - STANDARD CONTRACT FORM

INDIVIDUAL PROFESSIONAL CONSULTANTS
(Lump-sum payment)

The contract form shall be completed by the procuring entity after the award of the contract and negotiation of the contract. It will be signed by both parties pursuant to the information to consultants clause 2.10.2
SECTION VI - STANDARD CONTRACT FORM

1. STANDARD CONTRACT FORM

INDIVIDUAL PROFESSIONAL CONSULTANTS
(Lump-sum payments)

This Agreement, [hereinafter called “the Contract”) is entered into this ____
_____ [insert starting date of assignment], by and between.

____________________________________________________________________
[insert Client’s name] of [or whose registered office is situated at]
____________________________________________________________________
[insert Client’s address] (hereinafter called “the Client”) of the one part AND

____________________________________________________________________
[insert Consultant’s name] of [or whose registered office is situated at]
____________________________________________________________________
[insert Consultants address ] (hereinafter called “the Consultant”) of the other part.

WHEREAS the Client wishes to have the Consultant perform the services
[hereinafter referred to as “the Services”, and

WHEREAS the Consultant is willing to perform the said Services,

NOW THEREFORE THE PARTIES hereby agree as follows:-

1. Services
   (i) The Consultant shall perform the Services specified in Appendix A, “Terms of Reference and Scope of Service, “which is made an integral part Of this Contract.

   (ii) The Consultant shall provide the personnel listed Appendix B, “Consultant’s Personnel,” to perform the Services.

   (iii) The Consultant shall submit to the Client the reports in the form and within the time periods specified in Appendix C, “Consultant’s Reporting Obligations.”
2. **Term**

   The Consultant shall perform the Services during the period commencing on [insert starting date] and through to [insert completion date], or any other period(s) as may be subsequently agreed by the parties in writing.

3. **Payment**

   **A. Ceiling**

   For Services rendered pursuant to Appendix A, the Client shall pay the Consultant an amount not to exceed [insert amount]. This amount has been established based on the understanding that it includes all the Consultant’s costs and profits as well as any tax obligation that may be imposed on the Consultant.

   **B. Schedule of Payments**

   The schedule of payments is specified below (Modify in order to reflect the output required as described in Appendix C.)

   Kshs.__________ upon the Client’s receipt of the Draft report, acceptable to the Client; and

   Kshs.__________ upon the Client’s receipt of the Final report, acceptable to the Client.

   Kshs.______________ Total

   **C. Payment Conditions**

   Payment shall be made in Kenya Shillings unless otherwise specified not later than thirty (30) days following submission by the Consultant of invoices in duplicate to the Coordinator designated in Clause 4 here below. If the Client has delayed payments beyond thirty (30) days after the due date hereof, simple interest shall be paid to the Consultant for each day of delay at a rate three Percentage points above the prevailing Central
Bank of Kenya’s average rate for base lending.

4. **Project Administration**

A. Coordinator

The Client designates [insert name] as Client’s Coordinator; the Coordinator will be responsible for the Coordination of activities under this Contract, for acceptance and approval of the reports and of other deliverables, by the Client and for receiving and approving invoices for payment.

B. Reports

The reports listed in Appendix C, “Consultant’s Reporting Obligations,” shall be submitted in the Course of the assignment and will constitute the basis for the payments to be made under paragraph 3.

5. **Performance Standards**

The Consultant undertakes to perform the Services with the highest standards of professional and ethical competence and integrity. The Consultant shall promptly replace any employees assigned under this Contract that the Client considers unsatisfactory.

6. **Confidentiality**

The Consultant shall not, during the term of this Contract and within two years after its expiration, disclose any proprietary or confidential Information relating to the Services, this Contract or the Client’s business or operations without the Prior written consent of the Client.

7. **Ownership of Material**

Any studies, reports or other material, graphic, software or otherwise prepared by the Consultant for the Client under the Contract shall belong to and remain the property of the Client. The Consultant may retain a copy of such documents and software.
8. **Consultant Not to be Engaged in certain Activities**  
The Consultant agrees that during the term of this Contract and after its termination the Consultant and any entity affiliated with the Consultant shall be disqualified from providing goods, works or services (other than the Services and any continuation thereof) for any project resulting from or closely related to the Services.

9. **Insurance**  
The Consultant will be responsible for taking out any appropriate insurance coverage.

10. **Assignment**  
The Consultant shall not assign this Contract or sub-contract any portion of it without the Client’s prior written consent.

11. **Law Governing Contract and Language**  
The Contract shall be governed by the laws of Kenya and the language of the Contract shall be English language.

12. **Dispute Resolution**  
Any dispute arising out of the Contract which cannot be amicably settled between the parties shall be referred by either party to the arbitration and final decision of a person to be agreed between the parties. Failing agreement to concur in the appointment of an Arbitrator, the Arbitrator shall be appointed by the chairman of the Chartered Institute of Arbitrators, Kenya branch, On the request of the applying party.

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<thead>
<tr>
<th>For the Client</th>
<th>For the Consultant</th>
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REQUEST FOR REVIEW FORM

FORM RB 1

REPUBLIC OF KENYA
PUBLIC PROCUREMENT ADMINISTRATIVE REVIEW BOARD

APPLICATION NO…………….OF…………20……..

BETWEEN

…………………………………APPLICANT

AND

…………………………………RESPONDENT (Procuring Entity)

Request for review of the decision of the…………… (Name of the Procuring Entity) of
…………….dated the…day of ………….20……….in the matter of Tender No…………..of
…………..20…

REQUEST FOR REVIEW

I/We………………………………, the above named Applicant(s), of address: Physical
address……………….Fax No…….Tel. No……..Email ……………, hereby request the Public
Procurement Administrative Review Board to review the whole/part of the above mentioned
decision on the following grounds, namely:-

1.
2.

etc.

By this memorandum, the Applicant requests the Board for an order/orders that: -

1.
2.

etc

SIGNED ……………….(Applicant)

Dated on…………….day of ……………./…20…
FOR OFFICIAL USE ONLY

Lodged with the Secretary Public Procurement Administrative Review Board on .......... day of ............20..........

SIGNED
Board Secretary