

# **Government of Zimbabwe**

## **STANDARD**

## **REQUEST FOR PROPOSALS**

### **For the**

### **Selection of Consultancy Services**



**REQUEST FOR PROPOSAL FOR THE SELECTION OF A CONSULTANT TO CONDUCT  
SUPERVISORY DEVELOPMENT PROGRAMME FOR ZIMRA STAFF**

**PROCUREMENT REFERENCE NO: ZIMRA RFP 16-2021**

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**Standard Request For Proposals For The Selection Of A Consultant To Conduct  
Supervisory Development Programme for ZIMRA Staff.**

**Procurement Reference No: ZIMRA RFP 16/2021**

**Procuring Entity: Zimbabwe Revenue Authority**

**Date of Issue: June 25, 2021**

**Closing Date: July 23, 2021 @1000hrs**



**REQUEST FOR PROPOSAL FOR THE SELECTION OF A CONSULTANT TO CONDUCT  
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**PROCUREMENT REFERENCE NO: ZIMRA RFP 16-2021**

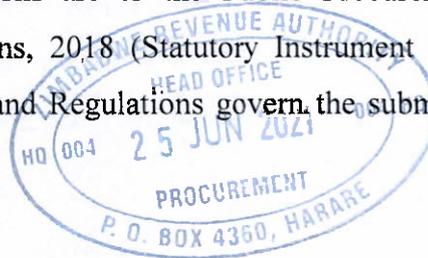
**PART 1: PROPOSAL PROCEDURES**

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**PART 1: REQUEST FOR PROPOSALS PROCEDURES**

**References:**

References to the Act are to the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and references to the regulations are to the Public Procurement and Disposal of Public Assets (General) Regulations, 2018 (Statutory Instrument No. 5 of 2018). The terms and requirements in the Act and Regulations govern the submission of Proposals and should be read by all Consultants.



**Preparation of Proposals:**

Only consultants registered with the Procurement Regulatory Authority of Zimbabwe in terms of section 4 of the Regulations are eligible to participate.

You are requested to submit a Proposal to provide the consulting services detailed in the Statement of Requirements by submitting separate technical and financial proposals, as detailed below. The standard forms contained within this Request for Proposals may be retyped for completion but the Consultant is responsible for their accurate reproduction.

You are advised to read carefully the complete Request for Proposals document, including the Special Conditions of Contract in Part 3, as well as the Contract Agreement and the General Conditions of Contract for Consultancy Services (available on the Authority's website or on request), before preparing your proposal. Part 3: Contract Agreement is provided not for completion at this stage but to enable Consultants to note the Contract terms they will enter into if their bid is successful.

**Number of bids allowed**

No Consultant or Firm may submit more than one bid, either individually or as a joint venture partner in another bid, except as a subcontractor. A conflict of interest will be deemed to arise if bids are received from more than one Consultancy owned, directly or indirectly, by the same person.

Bidders are also required to submit the following **mandatory** documents for eligibility;

1. Proof of registration with the Procurement regulatory Authority of Zimbabwe;
2. A copy of current and valid tax clearance certificate and VAT registration;

REQUEST FOR PROPOSAL FOR THE SELECTION OF HEAD OFFICE CONSULTANT TO CONDUCT SUPERVISORY DEVELOPMENT PROGRAMME FOR ZIMRA STAFF

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3. Company Profile;
4. Certificate of Incorporation, CR6 and CR14 or other company registration documents;
5. Detailed Curriculum Vitae with supporting documents
6. Bidders **MUST** state the number of operational experience;
7. **Declaration of any Litigation.** This should be on your company letter head or from your attorney. Bidders should give, if there is any, details of the litigation which they may have been involved in and any, which they are involved in.

**Preparation of Technical Proposals:**

Technical proposals should contain the following documents and information:

8. A description of the methodology for performing the services, demonstrating understanding of the objectives of the assignment;
9. a work plan, showing the inputs of all key staff;
10. A proven track record of having Experience in developing and delivering training programmes relating to the specialized sectors
11. Team leader should be a management consultant with at least have 5 years of overall work/professional experience in leadership and management.
12. Knowledge of Labour legislation especially in Zimbabwe.
13. Minimum qualifications for the consultants should have a relevant Master's degree in any Social Science Degree or Business Administration.

**Preparation of Financial Proposals:**

Financial proposals should contain the following documents and information:

1. the Financial Proposal Submission Sheet in this Part and clearly indicating the charge per post for shortlisting, interviewing, psychometric tests and reporting.
2. the Breakdown of Contract Price form in this Part, showing all costs for the assignment, broken down into fees and reimbursable costs;

**Basis of Pricing and Payment:**

The contract will be a time based contract.

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Payments will be made on the following basis:

The contract price must be a maximum amount. Payment will be made for the time actually spent and for reimbursable expenses actually incurred by the Consultant in the performance of the Services, using the rates specified in the Breakdown of Contract Price.

Payment shall therefore be made upon submitting of Consultant Invoice after completing the task required.

Clarification of the request for proposals document may be requested in writing by any Consultant or Firm up to 16 June 2021 and should be sent to:

**Director, Procurement**

**Zimbabwe Revenue Authority (ZIMRA)**

**10<sup>th</sup> Floor, ZB Centre, Corner Kwame Nkrumah Ave/ First Street**

**Harare, Zimbabwe.**

Or via Email to [procurement@zimra.co.zw](mailto:procurement@zimra.co.zw)

Responses to questions / queries will be made in writing to all prospective bidders by July 19, 2021.

**Validity of Proposals:**

The minimum period for which the Consultant's proposal must remain valid is sixty (60) days from the deadline for submission of proposals.

**Sealing and marking of Proposals:**

The technical and financial proposals should be sealed in separate envelopes, both clearly marked with the Procurement Reference Number above, the Consultant's name, the name of the Procuring Entity and either "Technical Proposal" or "Financial Proposal" as appropriate.

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Both envelopes should be enclosed in a single outer envelope, clearly marked with the Procurement Reference Number above, the Consultant's name and the name of the Procuring Entity. All the two envelopes should be sealed in such a manner that opening and resealing cannot be achieved undetected. The single outer envelope make a single full bid. Bids should be submitted in **triplicate** with one (1) original copy marked "**ORIGINAL**" and two (2) copies each marked "**COPY**" All 3 copies should be in sealed envelopes clearly marked with the details of the tender, and should be deposited in a tender box situated at the below address. In the event of any discrepancy between the original and the copies, the original will prevail.

**Submission of Proposals:**

Proposals should be submitted to the address below, no later than the date and time of the deadline below. Late proposals will be rejected. The Procuring Entity reserves the right to extend the proposal submission deadline but will notify all consultants invited to submit proposals of the amended proposal submission deadline

Date for Submission: **July 23, 2021**

Time of Submission **1000 Hours (local time).**

Address for submission: **Zimbabwe Revenue Authority  
Reception Area, 6<sup>th</sup> Floor, ZB Centre  
Corner Kwame Nkrumah Ave/ First Street  
Harare, Zimbabwe.**

**Means of acceptance:**

Bids in the sealed envelopes shall be deposited in a tender box situated at the above address. All the bidders should record their bids in the tender submission register situated thereto, in the format prescribed in the register.

**Opening of Proposals:**

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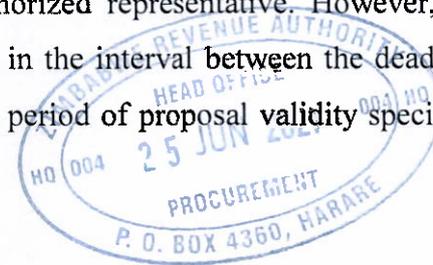
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The technical proposals will be opened in public immediately following the deadline for submission. Financial proposals will be kept unopened and the evaluation committee will have no access to financial information until the technical evaluation is concluded.

Financial proposals of rejected bids will be returned unopened. Financial proposals for accepted bids will be opened in public on the date specified in the notice of results for the technical evaluation.

**Withdrawal, amendment or modification of Proposals:**

A Consultant may withdraw, substitute, or modify its Proposals after it has been submitted by sending a written notice, duly signed by an authorized representative. However, no Proposal may be withdrawn, substituted, or modified in the interval between the deadline for submission of Proposals and the expiration of the period of proposal validity specified by the Consultant or any extension thereof.



**Evaluation of Proposals:**

The evaluation of proposals will use the **Quality and Cost Based Selection (QCBS)** evaluation methodology as detailed below:

**Quality and Cost Based Selection (QCBS):**

1. Preliminary examination to confirm that all documents required have been provided, to confirm the eligibility of consultants and to confirm that the Consultant has accepted all terms and conditions without material deviation or reservation;
2. Technical evaluation to assess the technical quality of proposals against the criteria below, to determine the technical score for each proposal and to determine which proposals reach the minimum technical score given below; and
3. Financial evaluation to determine the financial score of each proposal, to weight the technical and financial scores and to determine the total score of each proposal. Proposals failing any stage will be eliminated and not considered in subsequent stages.

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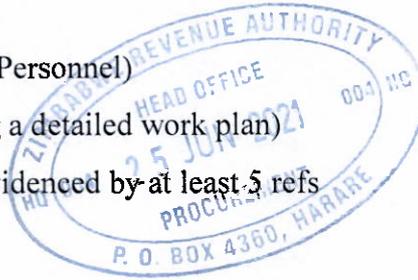
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**Technical Evaluation Criteria:**

Submitted proposals shall be evaluated and awarded by using the technically qualified with lowest price approach. Technical proposal shall be evaluated out of 80% whereas Financial shall be evaluated out of 20%.

Below is the breakdown of the scores on technical proposal out of 100% which shall be deduced to 80%:

Education (Qualifications of Key Personnel)	[20] Marks
Methodology Proposed (including a detailed work plan)	[50] Marks
Specific working experience as evidenced by at least 5 refs	[30] Marks
<b>Total Marks</b>	<b>[100]</b>



The minimum technical qualifying score required to pass the technical evaluation is 80 points.

**Financial Criteria:**

Financial scores will be determined by awarding 100 points to the lowest priced proposal and giving all other proposals a score which is proportionate to this.

Total scores will be determined using a weighting of 80% for technical proposals and a weighting of 20% for financial proposals.”

**Currency:**

Bids should be priced in both United States Dollars (US\$) and Zimbabwean Dollars (ZW\$). The payment will be made in Zimbabwean Dollars, using the prevailing exchange rates published by the Reserve Bank of Zimbabwe (RBZ). The US\$ price shall be used as the bases for any future price increases in the event of RBZ rate movement.

**Recommendation for Award:**

The proposal with the highest total score will be recommended for award of contract, subject to any negotiations required.

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**Award of contract:**

Award of contract will be by placement of a contract in accordance with Part 3 of this Request for Proposals. The proposed award of contract will be by issue of a Notification of Contract Award in terms of section 55 of the Act which will be effective until signature of the contract documents in accordance with Part 3: Contract. Unsuccessful Consultants will receive the Notification of Contract Award and, if they consider they have suffered prejudice from the process, they may, within 14 days of receiving this Notification, submit to the Procuring Entity a Challenge in terms of section 73 of the Act, subject to payment of the applicable fee set out in section 44 of and the Third Schedule to the Regulations.

The contract will only be valid subject to payment of annual contract administration fees in line with Part V of the Fifth Schedule to the Regulations.

**Right to Reject:**

The Procuring Entity reserves the right to accept or reject any proposal or to cancel the procurement process and reject all proposals at any time prior to contract award.

**Corrupt Practices:**

The Government of Zimbabwe requires that Procuring Entities, as well as Consultants, observe the highest standard of ethics during the procurement and execution of contracts.

In pursuit of this policy:

1. the Procuring Entity will reject a recommendation for award if it determines that the Consultant recommended for award has, directly or through an agent, engaged in corrupt, fraudulent, collusive, coercive or obstructive practices in competing for the Contract or been declared ineligible to be awarded a procurement contract under section 99 of the Act; a definition of these terms is found in clause 1.9 of the GCC;
2. the Authority may under Section 72 (6) of the Act impose the debarment sanctions under section 74(1) of the Regulations;
3. in accordance with section 42 of the Regulations, submission of a bid will be deemed to be an undertaking on behalf of the Consultant to accept the responsibilities described in clause 1.1 of the GCC; and
4. Any conflict of interest on the part of the Consultant must be declared.

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**Declaration by the Accounting Officer:**

I declare that the procurement is based on neutral and fair technical requirements and the Consultant's qualifications.



.....  
**Signature**



.....  
**Date**

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**Technical Proposal Submission Sheet**

*{Note to Consultants: Complete this form with all the requested details and submit it as the first page of your technical proposal, with the documents requested in Part 1 attached. Ensure that your proposal is authorised in the signature block below. A signature and authorisation on this form will confirm that the terms and conditions of this RFP prevail over any attachments. If your proposal is not authorised, it may be rejected.*

*In case the Consultant is a Joint Venture (JV), the Bid must be signed by an authorized representative of the JV on behalf of the JV, and so as to be legally binding on all the members as evidenced by a power of attorney signed by their legally authorized representatives.}*

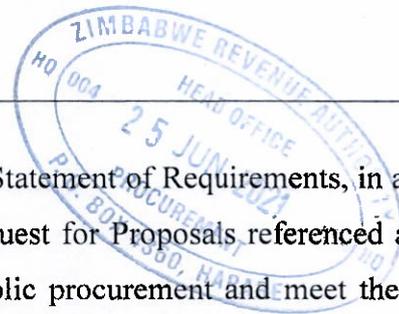
Procurement Reference Number:

Subject of Procurement:

Name of Consultant:

Consultant's Reference Number:

Date of Technical Proposal:



We offer to provide the services described in the Statement of Requirements, in accordance with the terms and conditions stated in your Request for Proposals referenced above. We confirm that we are eligible to participate in public procurement and meet the eligibility criteria specified in Part 1: Proposal Procedures of your Request for Proposals. The validity period of our proposal is: ..... days from the date of the submission. We submit on the attached Appendices the evidence to demonstrate our suitability to perform the required services:

**Appendix A:** Methodology and Work Plan;

**Appendix B:** Experience and Qualifications.

We understand that the proposals in these Appendices, if approved or as amended, will be included in the Contract Appendices and shall form a contractual commitment. We enclose

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a separately sealed financial proposal. We declare that we are not debarred from bidding and that the documents we submit are true and correct.

**Technical Proposal Authorised By:**

<b>Signed</b> .....	<b>Name</b> .....
	:
<b>In capacity of:</b> .....	<b>Date:</b> .....(DD/MM/YY)
<b>Duly authorised for and on behalf of:</b>	
<b>Firm</b> .....	
...	
<b>Address:</b> .....	
.....	
<b>Corporate Seal (where appropriate)</b>	



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**Financial Proposal Submission Sheet**

*{Note to Consultants: Complete this form with all the requested details and submit it as the first page of your financial proposal, with the documents requested above attached. Ensure that your proposal is authorised in the signature block below. A signature and authorisation on this form will confirm that the terms and conditions of this RFP prevail over any attachments. If your proposal is not authorised, it may be rejected. The total price of the proposal should be expressed in a currency permitted in the SCC}.*

*In case the Consultant is a Joint Venture (JV), the Bid must be signed by an authorized representative of the JV on behalf of the JV, and so as to be legally binding on all the members as evidenced by a power of attorney signed by their legally authorized representatives.*

Procurement Reference Number:

Subject of Procurement:

Name of Consultant:

Consultant's Reference Number:

Date of Financial Proposal:

The total price of our proposal is: \_\_\_\_\_ and \_\_\_\_\_. {insert currencies and amounts}

We confirm that the rates quoted in our Financial Proposal are fixed and firm for the duration of the validity period and will not be subject to revision or variation or adjustment.

**Financial Proposal Authorised By:**

<b>Signed</b> .....	<b>Name:</b> .....
<b>In capacity</b> .....	<b>Date:</b> .....(DD/MM/YY)
<b>of:</b>	
<b>Duly authorised for and on behalf of:</b>	
<b>Firm</b> .....	

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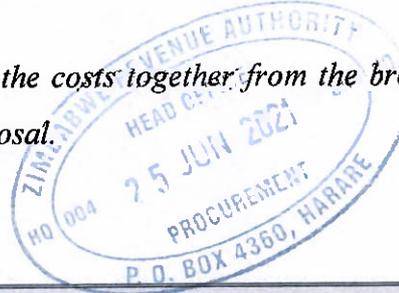
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**PART 1: PROPOSAL PROCEDURES**

<p><b>Address:</b> .....</p> <p><b>Corporate Seal (where appropriate)</b></p>
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**Summary of Costs**

*{Complete this form to summarise all the costs together from the breakdown of costs and submit it as part of your financial proposal.*



Item	Costs
	[Indicate Currency]
Fees	
Reimbursable Costs	
VAT	
<b>Total Cost of Financial Proposal<sup>1</sup></b>	

1 The total cost must coincide with the sum in the Financial Proposal Submission Sheet.

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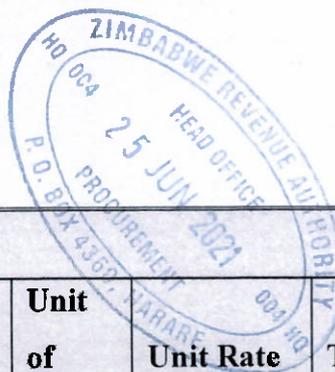
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**BREAKDOWN OF CONTRACT PRICE (FEES)**

*{Complete this form with details of all your costs and submit it as part of your financial proposal. Authorise the rates quoted in the signature block below. Where this is a lump sum contract, the total price will be the contract price and the breakdown will be used only to determine the price of any additional services. Where this is a time-based contract, the breakdown will be used as the cost estimates and payment will be made for the services actually performed and costs actually incurred.}*

**Currency of Costs:** \_\_\_\_\_



<b>FEES</b>				
<b>Name and Position of Personnel</b>	<b>Input Quantity</b>	<b>Unit of Input</b>	<b>Unit Rate</b>	<b>Total Price</b>
<b>Sub Total:</b>				

**Breakdown of Contract Price Authorised By:**

<b>Signed</b> .....	<b>Name:</b> .....
<b>In capacity</b> .....	<b>Date:</b> .....(DD/MM/YY)
<b>of:</b>	
<b>Duly authorised for and on behalf of:</b>	
<b>Firm</b> .....	.....

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**PART I: PROPOSAL PROCEDURES**

**Address:** .....

.....

**Corporate Seal (where appropriate)**



**BREAKDOWN OF CONTRACT PRICE (REIMBURSABLES)**

**Currency of Costs:** \_\_\_\_\_

<b>REIMBURSABLE COSTS</b>				
<b>Description of Cost</b>	<b>Quantity</b>	<b>Unit of Measure</b>	<b>Unit Price</b>	<b>Total Price</b>
<b>Sub Total:</b>				

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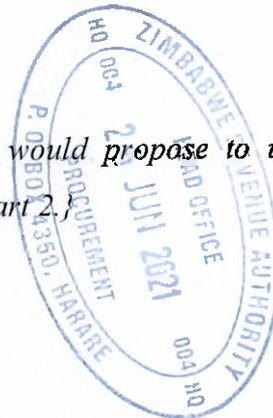
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**Breakdown of Contract Price Authorised By:**

<b>Signed</b> .....	<b>Name</b> .....
	<b>:</b> .....
<b>In capacity of:</b> .....	<b>Date:</b> .....(DD/MM/YY)
<b>Duly authorised for and on behalf of:</b>	
<b>Firm</b> .....	
<b>Address:</b> .....	
	.....
<b>Corporate Seal</b> (where appropriate)	

**Appendix A: Methodology and Work Plan**

*{Describe the methodology and work plan you would propose to use in meeting the requirements in the statement of requirements in Part 2.}*



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**Appendix B: Experience and qualifications**

*{Provide background information about the consultancy firm that is bidding for the Contract and of any other firm that is associated with this bid. State whether any of the required services will be sub-contracted. Describe the experience of the firm in performing similar consultancy Contracts, if so required by the instructions in Part 1.*

*Name the key personnel who will perform the requirements under the Contract, their proposed period of engagement, including working hours and holidays, and describe their qualifications and experience in working on similar Contracts, distinguishing between foreign consultants and national (Zimbabwean) consultants. Describe any intended transfer of knowledge to consultants and other personnel in Zimbabwe and how this transfer will be achieved.}*



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PART 2: STATEMENT OF REQUIREMENTS

**PART 2: STATEMENT OF REQUIREMENTS**

**List of Services and Price Schedule**

Procurement Reference Number: \_\_\_\_\_

Bidder's Name: \_\_\_\_\_

Bidder's Reference Number: \_\_\_\_\_

*Note to Bidders: Complete the currency of your quotation and the unit and total rates for each item listed below.*

Currency of Bid:

	Description of Goods	Quantity	Unit Price <sup>3</sup>	Total Price <sup>4</sup>
1	Supervisory Development Programme Training for ZIMRA Staff	70		

- The description or quantity must indicate the unit of measure where relevant.

# ZIMBABWE REVENUE AUTHORITY

## Terms of Reference

### Recruitment of a Facilitator for the Supervisory Development Programme

#### Module 2.



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**PART 2: STATEMENT OF REQUIREMENTS**

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**1. Background**

Since its inception in 2001 ZIMRA has been focusing mainly on the technical aspects of capacity building in customs and taxes. In 2010 a strategic decision was made to give more attention to the development of management. In this regard a Supervisory and management Development Programme (SMDP) was designed to address the managerial deficiencies which were apparent in the management team. Through a procurement process driven by a development partner, a consultant was engaged to design and implement a programme tailor made for ZIMRA management. A training programme was designed for each level of management in ZIMRA, being supervisors, middle managers, senior managers and executive managers. The training is still on-going as new managers come on board.

The SMDP has a modular design to the competencies required at each managerial level of the organization. The courses are open to ZIMRA Managerial employees ranging from newly appointed supervisors up to the Executive Management level. There are specific mandatory modules which each level should complete. The training supplier is expected to design and deliver content which is directly related to ZIMRA's core business, mission and values. An 'off-the-shelf' course content is not expected as a proposal.

**2. Objectives**

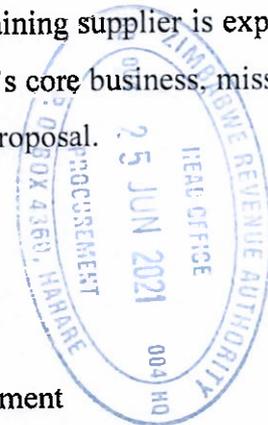
At the end of the course participants should be able to:

- 1) Effectively and efficiently perform their duties
- 2) Apply sound principles and techniques of effective management
- 3) Manage workload and deliver against objectives
- 4) Communicate positively with subordinates and superiors
- 5) Handle legal, moral and financial obligations with integrity

**3. Tasks and Responsibilities**

Having regard to the objectives above the Consultants shall:-

- 1) Prepare a module and other course material relating to course objectives for distribution to course participants.



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- 2) Ensure that participants complete the Course Registration form.
- 3) Deliver the training over 5 days covering the following aspects/areas:
  - a) Supervisors' Role in the Code of Conduct and Disciplinary Issues
  - b) Managing and Mentoring the Workforce
  - c) Performance management
  - d) Integrity and Ethics
  - e) Successful Delegation
  - f) Teambuilding
  - g) Conflict Management
  - h) Writing Effective Reports
- 4) Ensure completion of Daily Attendance Register by participants.
- 5) Ensure that participants submit research project previously assigned.



**4. Deliverables**

The Consultant will deliver the following outputs of the assignment:

- 1) Comprehensive module in MsWord prior to the commencement of the course.
- 2) Deliver the training in five days for each session through e-learning.
- 3) Prepare and administer an examination on the last day of the course.
- 4) Ensure that participants evaluate the course using the ZIMRA approved Course Evaluation form.
- 5) Mark answer scripts and research project and submit schedule of results to ZIMRA.
- 6) Issue certificates (including at diploma level) reflecting affiliation with institutions of higher learning.
- 7) Submit final course report at the end of 2 weeks after the course covering the following.
  - Individual performance on the examination.
  - Suggested recommendations.

**5. Organizational Setting**

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**PART 2: STATEMENT OF REQUIREMENTS**

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The Consultant will work partially at their duty station and partially at selected course venue in the Republic of Zimbabwe for providing training under the direct supervision of the Head Human Resources Development. The Consultant shall consult with the Training Coordinator during the assignment.

**6. Inputs**

- 1) The Training Coordinator will provide the Consultant with the necessary information and materials for fulfilment of tasks and will facilitate the necessary meetings.
- 2) The Consultant is expected to spend time in discussions with designated ZIMRA trainers and some past trainees to assess success and problems with past training and design an appropriate best practice approach to address these issues.

**7. Duration**

Training should be done in ten (10) days in total, five days or each session.

- a) Session1, 6-10 September 2021
- b) Session 2, 6-10 December 2021.

**8. Qualifications and skills required**

**Qualifications and Experience**

- Minimum qualifications for the consultants should have a relevant Master's degree.
- Team leader should be a management consultant with at least have 5 years of overall work/professional experience in leadership and management.
- Knowledge of Labour legislation especially in Zimbabwe.
- Experience in developing and delivering training programmes relating to the specialized sectors.
- Excellent communication and writing skills.

**Abilities:**

- Strong communication skills.
- Excellent analytical skills and strong commitment to sharing relevant expertise and experiences.

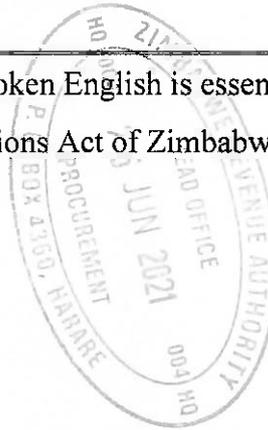
**REQUEST FOR PROPOSAL FOR THE SELECTION OF A CONSULTANT TO CONDUCT SUPERVISORY DEVELOPMENT PROGRAMME FOR ZIMRA STAFF**

**PROCUREMENT REFERENCE NO: ZIMRA RFP 16-2021**

**PART 2: STATEMENT OF REQUIREMENTS**

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- A high standard of written and spoken English is essential.
- Interpretation of the Labour Relations Act of Zimbabwe.



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**PART 3: CONTRACT FOR CONSULTANTS' SERVICES**

**Lump Sum Contract**



between

\_\_\_\_\_

*[name of the Procuring Entity]*

and

\_\_\_\_\_

*[name of the Consultant]*

**Dated:** \_\_\_\_\_

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**Contract**

*[Text in brackets [] is for the guidance of the person who drafts the document; all notes should be deleted in final text]*

This CONTRACT (hereinafter called "the Contract") is made on the [day] day of the month of [month], [year], between, on the one hand, [full name and address of Procuring Entity] (hereinafter called the "Procuring Entity") and, on the other hand, [full name of Consultant] (hereinafter called the "Consultant").

*[Note: If the Consultant consist of more than one entity, the above should be partially amended to read as follows: "... (hereinafter called the "Procuring Entity") and, on the other hand, a joint venture/consortium/association consisting of the following entities, each of which will be jointly and severally liable to the Procuring Entity for all the Consultant's obligations under this Contract, namely, [name of Consultant] and [name of Consultant] (hereinafter called the "Consultant").*

WHEREAS

- (a) the Procuring Entity has requested the Consultant to provide certain consulting services as defined in this Contract (hereinafter called the "Services");
- (b) the Consultant, having represented to the Procuring Entity that he has the required professional skills, and personnel and technical resources, has agreed to provide the Services on the terms and conditions set forth in this Contract;
- (c) the Procuring Entity has secured budgeted funds towards the cost of the Services and intends to apply a portion of the funding to eligible payments under this Contract, it being understood that such payments will be subject, in all respects, to the terms and conditions of the contract;

NOW THEREFORE the Parties hereby agree as follows:

1. The following documents (hereinafter called "the Contract Documents") attached hereto shall be deemed to form an integral part of the Contract:
  - (a) The General Conditions of Contract;
  - (b) The Special Conditions of Contract;

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(c) The following Appendices: [*Note: If any of these Appendices are not used, the words "Not Used" should be inserted below, next to the title of the Appendix*]

Appendix A: Methodology and Work Plan {*This should be in accordance with Section A of the Statement of Requirements*} [Not used]

Appendix B: Experience and Qualifications of Key Personnel {*This should be in accordance with Section B of the Statement of Requirements.*} [Not used]

Appendix C: Cost Estimates [Not used]

This Contract shall prevail over the Contract Documents. In the event of any discrepancy or inconsistency within the Contract Documents, then the documents shall prevail in the order listed above.

2. The reciprocal rights and obligations of the Parties shall be as set forth in the Contract and the Contract Documents, in particular:
  - (a) the Consultant shall carry out the Services in accordance with the provisions of the Contract; and
  - (b) the Procuring Entity shall make payments to the Consultant in accordance with the provisions of the Contract.
3. Irrespective of when the Contract is signed by the Parties, the Effective Date of the Contract is the date referred to in clause 2.1 of the General Conditions of Contract, i.e. the date of the Procuring Entity's notice to the Consultant instructing the Consultant to begin carrying out the Services.

IN WITNESS WHEREOF, the Parties have caused the Contract to be signed in their respective names.

For and on behalf of	<i>[name of Procuring Entity]</i>
Signed:	..... <i>[Authorized Representative]</i>
Name:	
In capacity as:	
For and on behalf of	<i>[full name of Consulting Company]</i>

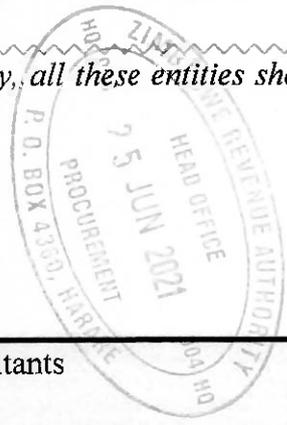
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Signed:	.....[Authorized Representative]
Name:	
in capacity as:	

*[Note: If the Consultant consists of more than one entity, all these entities should appear as signatories, e.g., in the following manner:]*



For and on behalf of	each of the Members of the Consultants
Name of Member:	
	.....[Authorized Representative]
Name of signatory:	
in capacity as:	
Name of Member:	
	.....[Authorized Representative]
Name of signatory:	
in capacity as:	

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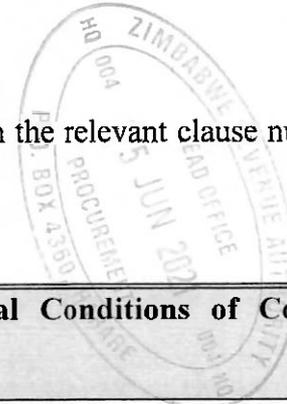
Part 3: Contract

**General Conditions of Contract**

Any resulting contract placed shall be subject to the General Conditions of Contract (GCC) for the Procurement of Consultancy Services (copy available on the Authority's website or on request) except where modified by the Special Conditions below.

**Special Conditions of Contract**

The clause numbers given in the first column correspond with the relevant clause numbers of the General Conditions of Contract.



GCC reference	Amendment or supplement to the General Conditions of Contract for Services
1.4	<p>The address for the Procuring Entity is:</p> <p><i>[Address]</i></p> <p><i>[Address]</i></p> <p>Email:</p> <p>The address for the Consultant is:</p> <p><i>{Consultant to provide contact details}</i></p> <p>Email:</p>
1.5	The location for the performance of services are <i>[provide details]</i>

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GCC reference	Amendment or supplement to the General Conditions of Contract for Services
1.6	The Member in Charge is <i>{Consultant to provide details}</i>
1.7	The Authorized Representatives are:  For the Procuring Entity: <i>[Insert name and telephone number]</i>
	For the Consultant: <i>{insert name and telephone number}</i>  <i>[If the Consultant consists of a joint venture/consortium/ association of more than one entity, specify the entity that is authorised to act on behalf of the other entities in exercising all the Consultant's rights and obligations towards the Procuring Entity under this Contract, including without limitation the receiving of instructions and payments from the Procuring Entity.]</i>
1.8	<b>Taxes and duties:</b> The Consultant, Sub-Consultants and Personnel shall pay all such indirect taxes, duties, fees and other impositions as are levied under the laws of Zimbabwe. <i>[Amend if any tax exemptions apply.]</i>
1.10	Nationals of the following countries are ineligible for performance of this Contract <i>[Insert ineligible countries or state none]</i>
2.1	The effectiveness conditions are the following: <i>[insert conditions]</i>  <i>[Note: List here any conditions of effectiveness of the Contract, e.g., Procuring Entity's approval of Consultant's proposals for appointment of specified key staff members, etc. If there are no effectiveness conditions, delete this and Clause SC 2.1 from the SC].</i>
2.3	Latest time for commencement of services <i>[insert time period, e.g.: 30 days]</i> days after the Effective Date.
2.4	The Contract shall expire after <i>[insert time period, e.g.: twelve months]</i> from the Effective Date.
3.5	<b>Insurance to be taken out by the Consultant.</b>

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GCC reference	Amendment or supplement to the General Conditions of Contract for Services
	<p>The risks and the coverage shall be as follows:</p> <ul style="list-style-type: none"> <li>(a) Third Party motor vehicle liability insurance in respect of motor vehicles operated in Zimbabwe by the Consultant or its Personnel or any Sub-Consultants or their Personnel, with a minimum coverage of <i>[insert amount and currency]</i>;</li> <li>(b) Third Party liability insurance, with a minimum coverage of <i>[insert amount and currency]</i>;</li> <li>(c) professional liability insurance, with a minimum coverage of <i>[insert amount and currency]</i>;</li> <li>(d) employer's liability and workers' compensation insurance in respect of the Personnel of the Consultant and of any Sub-Consultants, in accordance with the relevant laws of Zimbabwe, as well as, with respect to such Personnel, any such life, health, accident, travel or other insurance as may be appropriate; and</li> <li>(e) insurance against loss of or damage to (i) equipment purchased in whole or in part with funds provided under this Contract, (ii) the Consultant's property used in the performance of the Services, and (iii) any documents prepared by the Consultant in the performance of the Services.</li> </ul> <p><i>[Note: Delete what is not applicable].</i></p>
3.7	<p><b>Consultant's actions requiring the Procuring Entity's prior approval:</b> <i>[State any other actions for which the Procuring Entity's prior approval is required or state none.]</i></p>
3.9	<p><b>Restrictions on the future use of documents and software prepared by the Consultant:</b> <i>[All plans, drawings, specifications, designs, reports, other documents and software prepared by the Consultant for the Procuring Entity under this Contract shall become and remain the property of the Procuring Entity. State any additional restrictions that shall apply to the future use of these</i></p>

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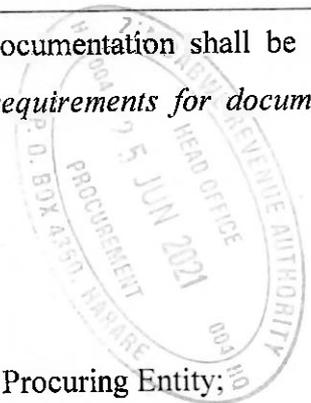
GCC reference	Amendment or supplement to the General Conditions of Contract for Services
	<i>documents and software.]</i>
3.12	<b>Contract Administration Fee:</b> The Contract Administration Fee set out in Part V of the Fifth Schedule to the Regulations is due upon the signing of the Contract and the applicable Fee is \$ <i>[State applicable fee or delete]</i> .
4.6	<b>Resident Project Manager:</b> <i>[State whether a Resident Project Manager is required and, if so, the period of residence and the terms and conditions of his residence in Zimbabwe.</i>
5.1	<b>Assistance and exemptions:</b> <i>[State whether any exceptions are to be made to the provisions of GCC 5.1. and any additional assistance that will be provided by the Procuring Entity]</i>
5.4	<b>Services, Facilities and Property of the Procuring Entity:</b> <i>[State the services facilities and property that will be made available free of charge to the Consultant and Personnel during the period of performance of the Contract and how/when they will be made available.]</i>
5.6	<b>Counterpart Personnel:</b> <i>[Provide information about the professional and support counterpart personnel that will be made available free of charge to support the work of the Consultant, including any restrictions on dates or hours of work.]</i>
6.1	<b>Contract Price:</b> The contract price is <i>[insert amount(s) and currency(ies)]</i>
6.2(b)	<b>Type of Contract:</b> Lump Sum /Time Based contract <i>[Select the type of contract]</i>
6.5(a)	<p>The following payment schedule shall apply:</p> <p><i>[insert payment terms agreed]</i></p> <p><b>[Sample clause for Time-Based contracts – amend as required]</b></p> <ul style="list-style-type: none"> <li>• Once off payment shall be made for the actual inputs provided and</li> </ul>

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GCC reference	Amendment or supplement to the General Conditions of Contract for Services
	reimbursable costs incurred by the Consultant, against invoices supported by itemized statements and supporting documentation.
6.5(b)	<b>The Consultants Account(s):</b> <i>{Consultant to insert Bank Account details for payment}</i>
6.5(c)	<b>Advance Payment:</b> <i>[State whether any advance payment will be made and, if so, the amount of such advance payment and any conditions for its use. Any advance payment must be supported by an Advance Payment Guarantee, as at Appendix D.]</i>
6.6(a)	<b>Payment period:</b> Payments shall be made within thirty (30)days from submission of a correct payment request. <i>[Amend as necessary]</i>
6.6(b)	<p><b>Payment Documentation:</b> The following documentation shall be required to support request for payment: <i>[List the full requirements for documentation to effect payment e.g.:</i></p> <p><b>Sample clause for Lump Sum Contracts</b></p> <p><i>(a) reports or other deliverables</i></p> <p><b>Sample clause for Time Based Contracts</b></p> <p><i>(a) timesheets for key Personnel signed by the Procuring Entity;</i></p> <p><i>(b) evidence of reimbursable expenditure, including tickets, boarding passes and other receipts</i></p>
6.6(d)	<b>Interest for late payment:</b> <i>[State whether interest will be paid at the rate set by the Reserve bank of Zimbabwe for payments that are delayed by more than fifteen days beyond the due date.]</i>
6.7	<b>Price Adjustment:</b> <i>[State whether any price adjustment will be allowed and, if so, the basis for any such adjustment.]</i>



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**Appendices for Time-based Contracts**

**APPENDIX A – STATEMENT OF REQUIREMENTS**

*[Note: This Appendix will include the final Terms of Reference, including the methodology and work plan, worked out by the Procuring Entity and the Consultants during technical negotiations, dates for completion of various tasks, place of performance for different tasks, specific tasks to be approved by Procuring Entity, Reporting requirements, List format, frequency, and contents of reports; persons to receive them; dates of submission, etc.]*

*DESCRIBE ANY INTENDED TRANSFER OF KNOWLEDGE TO CONSULTANTS AND OTHER PERSONNEL IN ZIMBABWE AND HOW THIS TRANSFER WILL BE ACHIEVED].*

**APPENDIX B - KEY PERSONNEL AND SUB-CONSULTANTS**

*[Note: List:*

*Titles [and names, if already available], detailed job descriptions and minimum qualifications of Key Personnel to be assigned to work on the provision of consultancy services, indicating whether foreign or Zimbabwean, number of days' allocation and, for foreign personnel, distinguish between home and field days allocated.*

**APPENDIX C - COST ESTIMATES**

*[Note: List hereunder cost estimates:*

1. (a) *Monthly rates for Foreign Personnel (Key Personnel and other Personnel)*  
(b) *Monthly rates for local Personnel (Key Personnel and other Personnel).*
2. *Reimbursable expenses (items that are not applicable should be deleted; others may be added):*
  - (a) *Per diem allowances for each of the Personnel for every day in which such Personnel shall be absent from his or her home office.*
  - (b) *Air transport for Foreign Personnel: the cost of international transportation of the foreign Personnel by the most appropriate means of transport and the most direct practicable route to and from the Consultants' home office. In the case of air travel, this shall be by less than first class;*

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- (d) *Miscellaneous travel expenses: the fixed unit price per round trip for miscellaneous travel expenses such as the cost of transportation to and from airports, airport taxes, passport, visas, travel permits, vaccinations, etc.*
- (e) *Other expenses, such as communications, printing, workshop or conference expenses etc.]*

