



REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES – QUALITY AND COST- BASED SELECTION (QCBS))

KINGDOM OF LESOTHO
MINISTRY OF FINANCE
PUBLIC SERVICE MODERNIZATION PROJECT (PSMP)
Credit No.: 5772-LS
Project Number: P152398

Assignment Title: ENGAGEMENT OF HR CONSULTANCY FIRM FOR ASSIGNMENTS IN ESTABLISHMENT MANAGEMENT AND BUSINESS PROCESS REENGINEERING

Reference No. (as per Procurement Plan): LS-MOF-12516-CS-QCBS

The Government of the Kingdom of Lesotho (GOL) has received financing from the World Bank toward cost of the PUBLIC SECTOR MODERNIZATION PROJECT (PSMP), and intends to apply part of the proceeds for consulting services. The consultancy will provide specialist advice to contribute to the successful implementation of the Public Sector Modernization Project Appraisal Document (PAD) through development and provision of services for Support of Government of Lesotho Establishment Management and Human Resources Business Process Reengineering.

The consulting services (“the Services”) include enhancing the integrity and performance of civil and teaching services through massive overhaul of establishment management machinery and revamping of human resources business processes through:

- Improving the management of Establishment Registry (ER), as well as the quality and reliability of data
- Align the ER with the registry (or directory) of all budget institutions defined as one of the key reference tables in IFMIS.
- Ensure the interface requirements with other systems (IFMIS, National ID, and Banking Systems) works efficient.

- Enhancement of human resources management to improve establishment management controls, processes and practices
- Enhancement of human resources business processes in public service and teaching service
- Enrichment of controls in personnel emoluments budgeting and expenditure

The duration of the contract is ten (10) months with the expected start date is 1st October 2017.

The assignment will be conducted in six (6) main stages namely:

Establishment Management: Guidelines for establishment management, restructuring; re-deployment procedure; job analysis framework; etc.

Business Process Reengineering: Mapping of AS IS processes; standard operating procedure manual; teacher management strategy; job evaluation and grading framework; etc.

The Government of the Kingdom of Lesotho now invites eligible consulting firms (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria are:

Potential bidders must have the necessary qualifications and previous experience in conducting field audits/surveys of similar nature, data analysis and report production in developing countries. Experience in undertaking similar exercise is a prerequisite. A team of suitably qualified personnel is to be led by a project manager and the following personnel should be on the team:

- a. Project Manager;(Quality control of the project incorporated in this role)
- b. Establishment Management/Organizational Development Specialist;
- c. Business process Re-engineering specialist
- d. Local Education specialist

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank’s *Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers* (“Consultant Guidelines”), setting forth the World Bank’s policy on conflict of interest.

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

Consultants will be selected in accordance with the Quality and Cost-Based Selection method set out in the Consultant Guidelines.

Further information can be obtained at the address below during office hours

The Public Financial Management Reform Secretariat
Attn: The Procurement Officer
Ministry of Finance
Corner Kingsway and High Court Road
Government Complex, Finance House
Third Floor, Office # 3043
P.O. Box 395
Maseru, Lesotho
E-mail: lsopfm@gmail.com

Expressions of interest must be delivered in a written form to the address above (in person, or by mail or email) by **4th August 2017, 16.30 local time.**