

BIDS AND AWARDS COMMITTEE FOR CONSULTING SERVICES (BAC-C)

Pre-Bid Conference for the Rebidding of Consulting Services for the Conduct of the Fourth Phase of Transformation and Core Values (TCV) Program

Bid Bulletin No. 2

14 December 2020

This Bid Bulletin contains the Minutes of the Pre-Bid Conference held on 10 December 2020, 9:00 PM via Zoom. This Bid Bulletin contains clarifications and modifications and shall form an integral part of the Bid Documents.

PART I. MINUTES OF THE PRE-BID CONFERENCE

I. Attendees

BAC-C

Atty. Joanna Eileen M. Capones Vice-Chairperson

Virgil M. Alvarez Member
Jocelyn L. Caniones Member
Madonna M. Cinco Member

<u>TWG</u>

Vergel Paras

Mark Rey DG. Batonghinog

Jayvee L. Lanciola

Secretariat

Stevenson E. Tugas Jr. Head-Secretariat

Cornelio Peter Yap

End-user

Raul Buensalida

<u>IASO</u>

Irene Jacob

<u>COA</u>

Mark Anthony Ibañez

Representative of Prospective Bidders

Arjae Albania Optiminds
Jon Fontanilla Optiminds





II. CALL TO ORDER:

There being a quorum, Vice Chairperson Capones called the pre-conference to order at 9:05 AM and welcomed the prospective bidders.

III. PRE-BID CONFERENCE PROPER

A. Raul Buensalida presented the details of the project to the prospective bidders. The salient points were as follows:

a. Approved Budget for the Contract

The approved budget for the contract (ABC) is as follows, inclusive of all government taxes and fees:

BATCH	BUDGET (PHP)
1	1,650,000
2	1,650,000
3	1,400,000
4	1,300,000

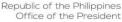
b. BCDA Group Core Values

Core Values			
BCDA	Integrity, Excellence, Stewardship, Innovation		
CDC	Integrity, Professional Excellence, Open Communication, Spirit of Service		
CIAC	Commitment, Integrity, Accountability, Competency, Teamwork, Inclusiveness/ Corporate Citizenship, Excellence, and Service		
JHMC	Stewardship, Passion for the Environment, Integrity, Commitment, Excellence		
PPMC	Integrity, Excellence, Stewardship, Innovation		

c. Objectives

Establishing cohesion and unity across all types of employees within the organization, regardless of rank or capabilities, is necessary to achieve one company culture. Therefore, the BCDA Group must consolidate under "One Common Language" (OCL). OCL is an awareness of the organization's core values and an understanding that employees' roles, strengths, and behavior in the workplace play a part in the fulfilment of the organization's objectives.







2. The TCV program aims to complement the employee-specific skill set training given by the Human Resources (HR) Department by providing employees with a training program that focuses more on their inner self, motivation, values, and psychological foundation. BCDA is implementing this TCV Program in different phases to customize the methodology that is dependent on the profile of the participants and target outputs.

d. Implementation of the TCV Program

- 1. Phase 1 (Pilot run)
- 2. Phase 2 (Capacitating the BCDA Mancom)
- 3. Phase 3 (Capacitating the Mancom of BCDA Subsidiaries)
- 4. Phase 4 (Capacitating the Implementers/Technical Employees)*

*subject of the bidding process

e. Scope of Works of the Consultant

- 1. Design a program that considers the BCDA Group profile, the mission and vision, internal systems and processes, and as outlined in the scope of work
- 2. Conduct training sessions in four (4) batches and in accordance with the prescribed timetable
- 3. Draw out and identify BCDA Group Core Values of the participants
- 4. Formulate Initial BCDA Culture and Core Values Sustainability Plan based on the results of the four phases of the TCV Program
- 5. Assist BCDA in the planning and implementation of the Transformation and Core Values Program for the BCDA Group
- 6. Coordinate with the participants for any pre-training requirements and conduct one-on-one or group sessions with them to solicit feedback and assessment of the training program
- 7. Coordinate with BCDA Corporate Planning Department (CPD) and Organizational Development and Management Department (ODMD) from the design, concept, implementation, and post-event activities for this project

f. Deliverables

- 1. Concept, design, plan of approach and methodology.
- 2. Actual Conduct of training for a minimum of one hundred twenty (120) participants.
- 3. Materials including certificates of attendance/participation.
- 4. Report on the outcome of each training session.
- 5. Conduct of individual one-on-one sessions and/or group sessions with the participants, whenever necessary.
- 6. BCDA Group Core Values Manifest consisting of consolidated participants' values from Phase 1 to Phase 4 of the TCV Program.
- 7. Draft BCDA Culture and Core Values Sustainability Plan based on the identification of the core values, strengths, and behavioral characteristics of all participants from Phase 1 to Phase 4.
- 8. Creation of additional Champions for the Transformation and Core Values Program from the participants of Phase 4 of the TCV Program.





- **g. Composition of the Project Team.** At the minimum, the Project Team shall be composed of the following:
 - 1. One (1) **Project Head/Lead Trainer/Facilitator**. Certified to administer experiential tools such as the Points of you, Ikigai, Gallup Clifton Strengths and TetraMap, with at least 3 years experience as a Lead Trainer/Facilitator in said tools, has bachelor's degree in a field related to the project on bid.
 - 2. Two (2) **Support Trainers/Facilitators**. At least 3 years experience in handling projects related to the project on bid, has a bachelor's degree, and has acquired skills in any of the Points of You, Ikigai, Gallup Clifton Strengths and TetraMap.

h. Evaluation Criteria

The CONSULTANT shall be selected through competitive bidding in accordance with the Revised IRR of RA 9184 and its implementing guidelines. The prospective bidders' proposal shall be evaluated based on the **Quality-Cost Based Evaluation (QCBE)** procedure. The technical and financial proposals shall be given weights of eighty percent (80%) and twenty percent (20%), respectively. The Technical Proposal shall be evaluated according to the following criteria:

Criteria	Rating
Experience and Capability of the Consultant	20%
Quality of Personnel to be Assigned to the Project	40%
Plan of Approach and Methodology	40%
Total	100%

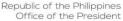
The required minimum score to pass is 70%. The shortlisted proponent shall be entitled to bid upon payment of a non-refundable fee of Ten Thousand Pesos only (Php10,000.00). Notwithstanding the eligibility of a CONSULTANT and/or its inclusion in the shortlist, BCDA reserves the right to review its qualifications at any time during the procurement process.

i. Elements of the TCV Program Design

The consultant shall consider the following elements of the TCV Program as stated in the Terms of Reference:

- 1. Program Design
 - a. Part I Organizational Perspective
 - 1) Performance with purpose
 - 2) Disruptive thinking
 - 3) Teamwork essential
 - b. Part II Individual Perspective
 - 1) Discovery of Inner self and Motivation
 - 2) Profiling and Analysis of Org. Strengths
 - 3) Profiling and Complementation of Behavioral Patterns in the Organization
- 2. Facilitation in the Identification of BCDA Core Values and Corporate Culture







- 3. Craft BCDA One Common Culture and Core Values Sustainability Plan
- 4. Conduct of the Trainings
 - a. Pre-work
 - 1) Conduct of complete staff work
 - 2) Submit concept, design, plans of approach and methodology
 - 3) Conduct a Walk-Through of the training activities
 - 4) Conduct Dry-run
 - 5) Coordinate with the venue owner/operator
 - 6) Coordinate with the participants of the training sessions
 - 7) Ensure that each training session is held in compliance with the minimum public health standards and IATF guidelines and protocol
 - b. Actual Conduct of the Training Sessions
 - 1) Facilitate the conduct of training sessions.
 - 2) Conduct technical rehearsal and manage technical requirements
 - 3) Document the proceedings of all training sessions, workshops, and team building activities
 - c. Post Training Activities
 - 1) Submit an accomplishment report and training materials
 - 2) Together with the CPD, conduct an assessment of each session.
 - 3) Conduct a Follow-up Consultation with the Participants

j. Ownership of the Training materials, BCDA Core Values Manifest, and One Culture and Core Values Sustainability Plan

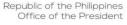
The BCDA shall have ownership of the training materials (except those that are covered by any local or international intellectual rights), BCDA Core Values Manifest, and One Culture and Core Values Sustainability Plan. Thus, all relevant data, materials, documents or reports prepared in the course of the performance of the Services by the CONSULTANT shall be considered as an exclusive property of the BCDA and shall not be used by the CONSULTANT for purposes unrelated to this project without the prior written approval of the BCDA. Upon the completion or delivery of the Services, all such data, materials, documents or reports, shall be turned over by the CONSULTANT to BCDA. The CONSULTANT shall not retain any of the said materials (except those that are covered by any local or international intellectual rights) for its records.

k. Standard of Services

The CONSULTANT shall fulfill its obligations by using its technical expertise and according to the best-accepted professional and industry standards. The CONSULTANT shall exercise all reasonable skill, care, diligence, and prudence in the discharge of the duties agreed to be performed and shall always work for the best interest of BCDA.

The services shall be conducted by the CONSULTANT in accordance with the instructions or directions made or to be made by the BCDA at any time before the Project's completion. The CONSULTANT shall conduct regular consultation with BCDA in relation to the undertaking of its responsibilities.







I. Obligations of BCDA

BCDA, through the Corporate Planning Department, shall:

- 1) coordinate with the CONSULTANT who shall conceptualize, design, and conduct the Transformation and Core Values Program for the latter's efficient performance;
- 2) facilitate the processing and approval of documents for the Project per deliverables and reports

m. Performance Security

To guarantee the faithful performance by the CONSULTANT of its obligations under the contract, it shall post a Performance Security within a maximum period of ten (10) calendar days from the receipt of the Notice of Award and in no case later than the signing of the contract. The Performance Security may be in any of the following forms:

Criteria	Rating
Cash, or cashier's check/manager's check issued by a Universal or Commercial Bank.	
Bank draft/guarantee or irrevocable letter of credit issued by a Universal or Commercial Bank: provided, however, that it shall be confirmed or authenticated by a Universal or Commercial Bank, if issued by a foreign bank	Five percent (5%)
Surety bond callable on demand issued by a surety or insurance company duly certified by the Insurance Commission as authorized to issue such security.	Thirty percent (30%)

The Performance Security shall remain valid until the issuance by BCDA of the Final Certificate of Acceptance.

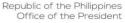
n. Corrupt, Fraudulent, Collusion, and Coercive Practices

Any attempt by a CONSULTANT to influence the BAC-C or its authorized representatives in the evaluation of the bids or contract award decision shall result in the rejection of its bid or revocation of award as the case may be, and the implementation of other sanction as remedies provided by law.

o. Confidentiality

After the end of the contract, all materials, data, proprietary information and other related documents provided to the CONSULTANT and which are hereby deemed owned by the BCDA shall be returned to the BCDA. The CONSULTANT undertakes that it shall make appropriate instructions to its employees who need to have access to such information and materials to satisfy and comply with this confidentiality clause. This confidentiality obligation shall survive even after the termination of the Contract.







The Consultant's breach of the confidentiality provision shall entitle BDA to legal and other equitable remedies, including but not limited to, the immediate cancellation of the Contract, and shall entitle the BCDA to claim for damages and any other relief applicable under the circumstances. BCDA may also elect to terminate further access by the CONSULTANT to any data and information related to the Project.

A Non-Disclosure Agreement shall be executed between BCDA and the CONSULTANT which shall form part and shall outline, among others, confidential materials, knowledge, or information that both parties wish to share with one another for certain purposes but wish to restrict access to or by third parties.

p. Contract Signing

The winning CONSULTANT shall enter into contract with BCDA within ten (10) calendar days from receipt of the Notice of Award provided that all the documentary requirements and the posting of the Performance Security are complied with

q. Other Conditions

BCDA reserves the right to reject any or all proposals, or to waive any defect or informality thereon or minor deviations, which do not affect the substance and validity of any or all of the proposals and reserves the right to reject the proposal of a proponent found to be in any of the following situations:

- a. The offer is not in accordance with the BCDA requirements as provided for in this Terms of Reference;
- b. The proponent has been discovered to have suppressed or falsified the information given to BCDA;
- c. The proponent failed to satisfactorily perform/complete any previous contract with BCDA;
- d. The proposal is NOT in compliance with the existing minimum health standards and protocols and Inter-Agency task Force (IATF) guidelines and issuances (see Part XVIII. APPENDIX for IATF guidelines that apply).

BCDA reserves the right to gather and conduct further validation of other relevant information affecting the proponent or the proposal before the approval of the contract. Should such verification uncover any misrepresentation made in the proposal documents, or any change in the situation of the proponent which affects the substance of his/her proposal, BCDA may disqualify the said proponent from obtaining the award of the contract.

r. Appendix

The Inter-Agency task Force (IATF) Resolution No. 43 dated June 3, 2020, states that all "Accommodation Establishments" are not allowed to operate under Enhanced, Modified Enhanced, and General Community Quarantine except if the establishments possess the following:

1. Certificate of Authority to operate by the Department of Tourism (DOT).





- 2. All foregoing hotel operations shall be limited to basic accommodation services to guests through in-house skeleton workforce. Ancillary establishments within the premises, such as restaurants, cafes, bars, spas, gyms, and the like shall not be allowed to operate or to provide room service.
- 3. Accommodation establishments may prepare:
 - a. packed meals for distribution to guests who opt for the same; and
 - b. food orders for take-out and delivery only.

Furthermore, amendments to Section [4] Guidelines for areas under General Community Quarantine (GCQ), Paragraph 5 of Resolution No. 43 states that mass [...] gatherings that are essential for the provision of government services or authorized humanitarian activities shall be allowed provided that participants shall be limited to <u>fifty percent (50%) of the seating or venue capacity.</u>

Only hotels and accommodation establishments accredited as provided by law and relevant DOT and DILG issues may operate, and only upon issuance of a Certificate of Authority to operate with the DOT. DOT and DILG shall work with LGUs to ensure compliance of accommodation establishments.

s. Consideration and Terms of Payment

Milestone/Deliverable	Payment (% of Contract Price)	Due Date
A. Signing of Contract	10%	30 days upon contract signing
B. Conduct of each training session	(18% X 4) 72%	30 days upon submission of report
C. Submission of BCDA Culture and Core Values Sustainability Plan	8%	30 days upon submission of report
D. Submission of final report	10%	30 days upon submission of report
TOTAL	100%	

t. Contract Duration

The contract shall be for a maximum period of six (6) months from the issuance of the Notice to Proceed (NTP).

B. Mr. Vergel Paras presented the Components of the Bid, the Technical and Financial Proposal, Checklist and Tabbing Requirements, BidForms and Procurement Schedule. The following are the highlights of the presentations:

CHECKLIST OF TECHNICAL PROPOSAL FORMS		
TECHNICAL PROPOSAL		
Tab #	Tab # Description	
1	TPF 1	Technical Proposal Submission Form



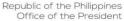


2		Valid Bid Security	
3	TPF 2	Consultant's References	
4	TPF 3	Comments and Suggestions of Consultant on the TOR & on the Data, Services, Facilities to be Provided by BCDA	
5	TPF 4	Description of the Methodology and Work Plan for performing the project	
6	TPF 5	Team Composition and Tasks	
7	TPF 6	Curriculum Vitae for each of the nominated key staff Curriculum Vitae (CV) of proposed Professional Staff to be assigned to the Project (duly signed and notarized). Please attach supporting documents, i.e. valid licenses/professional registrations, certificates of trainings attended, work experiences and other supporting documents relative to credentials of proposed Professional Staff	
	7.1	Project Head/Lead Trainer Facilitator	
	7.2	Support Trainer/Facilitator 1	
	7.3	Support Trainer/Facilitator 2	
8	TPF 7	Time Schedule for Professional Personnel	
9	TPF 8	Activity (Work) Schedule	
10		Omnibus Sworn Statement (duly signed and notarized)	

	CHECKLIST OF FINANCIAL PROPOSAL FORMS			
	FINANCIAL PROPOSAL			
Tab #	Tab # Description			
1	FPF 1 Financial Proposal Submission Form			
2	2 FPF 2 Summary of Costs			
3	3 FPF 3 Breakdown of Price per Activity			
4	FPF 4	Breakdown of Remuneration per Activity		
5	FPF 5 Reimbursable per Activity (not applicable)			
6	FPF 6	Miscellaneous Expenses		

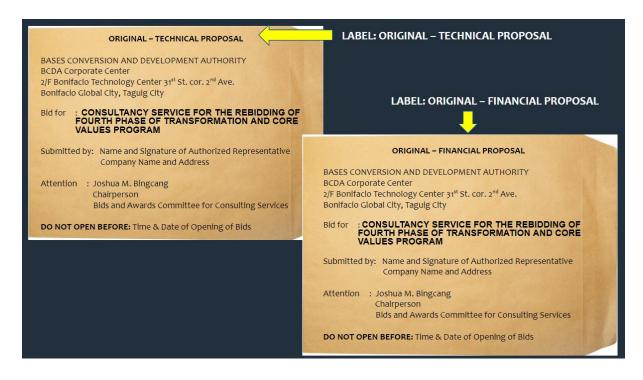
Note: BCDA shall not assume any responsibility regarding erroneous interpretations or conclusions by the bidder out of the data furnished by BCDA in relation to this bidding. It is the responsibility of the bidder to ensure the completeness of its submission based on its diligence in complying with the requirements of the Bid Documents and its amendments.

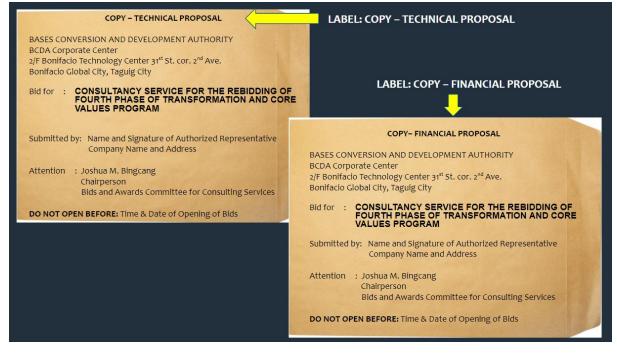






Envelope Labeling

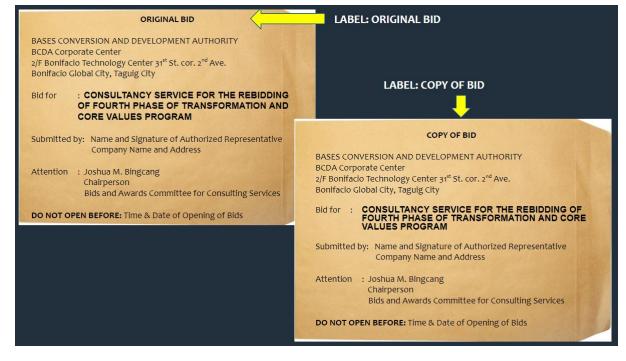
















BID

BASES CONVERSION AND DEVELOPMENT AUTHORITY **BCDA Corporate Center** 2/F Bonifacio Technology Center 31st St. cor. 2nd Ave. Bonifacio Global City, Taguig City

Bid for : CONSULTANCY SERVICE FOR THE REBIDDING OF FOURTH PHASE OF TRANSFORMATION AND CORE VALUES PROGRAM

Submitted by: Name and Signature of Authorized Representative

Company Name and Address

Attention: Joshua M. Bingcang

Chairperson

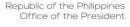
Bids and Awards Committee for Consulting Services

DO NOT OPEN BEFORE: Time & Date of Opening of Bids



SUBMIT TO BCDA PROPERLY "SEALED"







REMINDERS ON SIGNING, SEALING AND MARKING OF BIDS

- Each and every page of the Technical Proposal Submission Form and the Financial Proposal Submission Form shall be signed by the duly authorized representative/s of the Consultant. Failure to do so shall be a ground for the rejection of the bid.
- Any interlineations, erasures or overwriting shall be valid only if they are signed or initialed by the duly authorized representative of the Consultant.
- The Original and the Copy of the Bid shall be typed or written in indelible ink and shall be signed by the prospective bidder or its duly authorized representative.

SEALING AND MARKING OF ELIGIBILITY DOCUMENTS

- All envelopes shall:
 - (a) contain the name of the contract to be bid in capital letters;
 - (b) bear the name and address of the Consultant in capital letters;
 - (c) be addressed to BCDA's BAC specified in accordance with ITB Clause 18.1;
 - (d) bear the specific identification of this bidding process indicated in ITB Clause 1.2; and
 - (e) bear a warning "DO NOT OPEN BEFORE..." the date and time for the opening of bids, in accordance with ITB Clause 18.
- Please use Tabs for quick reference of the documents.







Procurement Schedule

	ACTIVITY	TIME	DATE
1	Pre-Bid Conference	9:00 AM	10-Dec-2020 (Thurs)
2	Request for Clarification (last day)	Until 5:00PM	11-Dec-2020 (Thu)
3	Issuance of Supplemental Bid Bulletin (last day)		14-Dec-2020 (Mon)
4	Deadline for Submission of Bids	9:00 AM	22-Dec-2020 (Mon)
5	Opening of Technical Proposals & Preliminary Examination	10:00 AM	22-Dec-2020 (Mon)

REMINDERS



- Bidders may submit their Eligibility Documents a day before the deadline for submission to avoid the possibility of being late for submission.
- The BAC expects the bidders to exercise due diligence in going through the Eligibility Documents to be able to prepare it intelligently.

BCDV,

C. The following questions/clarifications were raised during the Question and Answer portion of the Pre-Bid Conference and received via email:

Questions	Answer/ Clarification
The state of the s	The experience of the nominated personnel must be presented from the most recent date down to the oldest date.
For the conduct of the dry-run, whom are we	The dry-run shall be conducted with the end-users, Corp





going to present it? Is it for the Corp Plan again?		Plan Dept and ODMD.	
security?		The Performance Security is being required under Section 39.1 of the revised IRR of RA 9184 to guarantee the faithful performance by the Consultant of its obligations under the contract, it shall post a Performance Security within a maximum period of ten (10) calendar days from the receipt of the Notice of Award and in no case later than the signing of the contract. It shall also be denominated in Philippine Pesos and posted in favor of the procuring entity or BCDA in the amount not less than the percentage of the total contract price in accordance with the following schedule:	
	1.	If the bidder will opt for a Cash, or cashier's check/manager's check issued by a Universal or Commercial Bank, the amount shall not be less than 5% of the Total Contract Price.	
	2.	If the bidder will opt for a Bank draft/guarantee or irrevocable letter of credit issued by a Universal or Commercial Bank: provided, however, that it shall be confirmed or authenticated by a Universal or Commercial Bank, if issued by a foreign bank. The amount shall not be less than 5% of the Total Contract Price.	
	3.	However, if the bidder will opt for a Surety bond callable on demand issued by a surety or insurance company duly certified by the Insurance Commission as authorized to issue such security. The amount shall not be less than 30% of the Total Contract Price.	

IV. CLOSING OF THE PRE-BID CONFERENCE

The BAC Vice Chairperson thanked the bidders for attending the pre-bid conference and reminded them of the deadline of submission of clarification on December 11, 2020 at 5:00PM. There being no other matters to discuss, the conference was adjourned.



The Performance Security shall remain valid until the issuance by BCDA of the Final Certificate of Acceptance.



For Your Information.

BIDS AND AWARDS COMMITTEE FOR CONSULTING SERVICES

Joshua M. Bingcang

BAC-C Chairperson