

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Ministry of Finance  
Male', Maldives

Reference Number: (IUL)13-PFMU/13/2019/183

## REQUEST FOR EXPRESSION OF INTEREST

### Consultancy for Developing a Public Service Remuneration Framework (International Firm) [RFP No: PSSP-AF/2.2/C/01]

The Government of Maldives (GoM) has received a credit from the International Development Association (IDA) towards the cost of the Maldives Public Financial Management Systems Strengthening Project (PSSP) and wish to apply part of the proceeds towards the cost for recruiting a public service remuneration consulting firm to support the National Pay Commission (NPC) in the Maldives.

The objective of this assignment is to review and evaluate the existing pay classification structures in the Maldivian public service, and formulate a standardized and consolidated public service remuneration framework (that includes the basic salary and allowances) consistent with standards set out in the National Pay Policy Act.

Qualification & Experience Requirements are stated in the Terms of Reference (TOR).

- A minimum of 5 years proven international experience in executing projects for government agencies in the field of remuneration frameworks and management;
- Experience in higher middle income country wage bill and salary structure reform;
- Experience in small-island economies would be an advantage.

The Ministry of Finance, now invites interested eligible firms to submit their Expressions of Interest (EoI). Interested firms must provide information that demonstrates that they are qualified to perform the services (description of similar assignments, experience in similar conditions, availability of appropriate skills, etc.)

The consultant firm will be selected based on the qualification and experience, in accordance with the procedures set out in the World Bank's Guidelines: Selection and Employment of Consultants under IBRD loans and IDA credits and grants by World Bank Borrowers, of July 2016, Revised November 2017 and August 2018.

A more detailed Terms of Reference (TOR) for the consultancy services will be available on the Ministry's website [www.finance.gov.mv](http://www.finance.gov.mv). Interested individuals may obtain further information by writing to the address below.

The expressions of interest must be delivered to the address below by regular mail, emails or fax, no later than 0800 hours Maldivian time on July 28, 2019.

**Mr. Abdulla Hassan**  
Project Director  
Public Financial Management Systems Strengthening Project  
Ministry of Finance  
Ameenee Magu, Male'  
Republic of Maldives  
Tel: (960)3349102, (960)3349106  
E-mail: [mohamed.rishwan@finance.gov.mv](mailto:mohamed.rishwan@finance.gov.mv)  
[hawwa.rishda@finance.gov.mv](mailto:hawwa.rishda@finance.gov.mv)