

BIDS AND AWARDS COMMITTEE
SUPPLEMENTAL BID BULLETIN NO. 01

Consultancy Services for Comprehensive Reorganization

Invitation to Bid No. 2024-06-072

The PNOC Bids and Awards Committee hereby adopts the following amendments in the Philippine Bidding Documents:

1. Amendments / Changes in Terms of Reference (Section VI):

#	From	To
2.c	<i>Appropriate</i> job description, job levels and compensation scheme consistent with a compensation and position classification system that considers career bands <i>rather than</i> salary grades, career grades, career levels, consistent with local and international industry standards.	Alignment with job description, job levels and compensation scheme consistent with a compensation and position classification system that considers career bands salary grades, career grades, career levels, consistent with local and international industry standards.

2. Additional Information / Documents:

- a) Organization charts of PNOC in-scope for the restructuring.
- b) Macro workforce demographics such as total population, number of Plantilla, number of Contract of Service (COS), attrition rates for past two to three (2 - 3) years, etc.

Note:

Additional information / documents can be downloaded thru the link below:

<https://bit.ly/PNOCReorg>



3. Clarifications:

- a) Updating of job descriptions, job grade / salary grade, career bands (i.e. Subprofessional, Professional, etc.) will be limited to roles that are impacted by the future state organization requirements.
- b) Addition of manpower in the course of the project is expressly allowed provided that:
 - i. Original manpower complement remains intact and that the additions are not replacement.
 - ii. No additional cost implication.
 - iii. Seventy-five (75) calendar day timeline was set to align with target of getting GCG approval within the year.
 - iv. Given the seventy-five (75) calendar day requirement, weekend schedules for activities are acceptable.

Amendments/inclusions/clarifications made herein shall be considered an integral part of the Bidding Document.

For guidance and information of all concerned.

Issued this 19th day of August 2024.



f: **ATTY. JOSEPHINE CASSANDRA J. CUI**
Chairperson

