



THE NATIONAL TREASURY & PLANNING

FINANCIAL SECTOR SUPPORT PROJECT

CONSULTANCY TO DEVELOP A COMPREHENSIVE NATIONAL RETIREMENT BENEFITS POLICY

REQUEST FOR EXPRESSIONS OF INTEREST (INDIVIDUAL CONSULTANT SELECTION)

FSSP/PIU/NT/BFEA/55/2020-21

Credit No: 5627 KE

Project ID No: P 151816

1. The Government of Kenya (GoK) has received financing from the World Bank towards the cost of the Financial Sector Support Project (FSSP) whose overall development objective is to strengthen the legal, regulatory and institutional environment for improved financial stability, access to and provision of, affordable and long term financing. It is intended that part of the proceeds of this credit be applied to eligible payments under the contracts for consultancy to develop a comprehensive National Retirement Benefits policy to be implemented over a period of six (6) months.
2. **Objective of the Assignment**
The overall objective of this consultancy is to develop a comprehensive National Retirement Benefits Policy.
3. **Scope of the Work**
The scope of work of the assignment will cover, but is not limited to the tasks described below:
 - Review the current retirement benefits legal and regulatory framework and advise on any gaps and weaknesses and recommend appropriate remedial action;
 - Review the draft retirement benefits policy, formulate a strategy to update this draft, and update the draft policy to incorporate emerging issues like inclusion of the micro pensions sub sector and county pensions administration among others;
 - Review existing linkages or integration with other financial services especially insurance and Sacco's and advise on adequacy of supervisory arrangements in order to remedy any inefficiencies and gaps;
 - Develop an updated national retirement benefits policy for Kenya;
 - Undertake stakeholder consultations as appropriate.
4. The National Treasury (the Client), through its Project Implementation Unit (PIU), now invites **eligible Individual Consultants** to express their interest in providing this service. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Service for a similar institution. The consultant should have extensive consultancy experience in the financial sector. This should include: adequate experience in retirement benefits policy analysis, formulation and development; knowledge and understanding of the retirement benefits sector especially the demand side, supply side and policy, legal and regulatory issues; similar experience in both developed and developing countries; demonstrable track record of designing and leading macro level consultancies of national or regional nature that aims to achieve policy and program transformation on the retirement benefits sector; ability to assess policy and governance framework and institutional capacity and understanding of governance, political, economic and institutional issues affecting the financial sector and specifically the retirement benefits issues in a developing economy; The shortlisting criteria are: (a) Consultancy experience; (b) Relevant job assignments undertaken in the last five years within the retirement benefits sector; (c) Experience in developing/emerging markets.
5. The expression of interest is also open to interested firms who may wish to propose individual consultants. In such cases, only the experience and qualifications of the individuals proposed shall be taken into account in the selection process and not the firm's corporate experience. Consequently, the ensuing contract agreement will be signed directly with the successful individual.
6. 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 published in January 2011 and revised in July 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.
7. Interested eligible individuals may obtain further information at the address given below during office hours between 0900 to 1700 hours, Monday – Friday inclusive, exclusive of public holidays, before the deadline for the submission of Expressions of Interest.
8. A Consultant will be selected in accordance with Selection of Individual Consultant method set out in the Consultants Guidelines.
9. Further information can be obtained at the address below during office hours i.e. 0900 to 1700 hrs.
10. Complete Expressions of Interest documents to be submitted in plain sealed envelopes with consultancy reference and name clearly marked on top should be delivered in person, sent by mail or by email to the address shown below or placed in the tender box at our offices on the 7th floor, Anniversary Towers, North Tower.

Postal Address:

Project Implementation Unit
Attention: Procurement Specialist
P.O Box 21190 –00100
Nairobi, Kenya.

Telephone No: +254-20-2210271/4

Physical Address:

Project Implementation Unit
Attention: Procurement Specialist
7th Floor, Anniversary Towers, North Tower.
Building No.19 Monrovia Street/University Way
Nairobi, Kenya.
E-mail: procurement.fssp@piu.go.ke;

11. **Deadline for submission of Expressions of Interest is 30th October 2020 at 1600 hours Kenyan local time.**

PROJECT MANAGER

FOR: PRINCIPAL SECRETARY/NATIONAL TREASURY