

Kebbi State of Nigeria

Recruitment of a Consultant to Advice on Setting up a Contributory Pension Scheme in Kebbi State

Expression of Interest

The Government of Kebbi State (KBSG) in a bid to achieve the best welfare scheme for its employees, and at a reasonable cost, enacted the Pension Reform Law 2008.

Thereafter, in view of technical challenges encountered in the implementation of the Law, KBSG set up a Committee under the chairmanship of H.E. Alhaji Ibrahim K. Aliyumi, OFR Deputy Governor of Kebbi State to examine the modalities and best options for establishing a contributory pension scheme in Kebbi State.

2. The Committee, under the distinguished chairmanship of the Deputy Governor, has recommended adoption of the modified contributory pension schemes in operation in Kano and Jigawa States as an ideal staff welfare scheme with focus on end of service, death in service and medical benefits. The Committee produced a report recommending a Bill to be enacted by the Kebbi State House of Assembly to repeal the Pension Reform Law 2008 and subsequent enactment of a new Law that will approve the establishment of a contributory pension scheme similar to the pension scheme operated by the Government of Kano State.

3. The KBSG has also set up another ad hoc Committee under the chairmanship of the Deputy Speaker of Kebbi State House of Assembly to undertake audit of its pensioners preparatory to the implementation of a contributory pension scheme in Kebbi State.

4. It is in this context, following the appointment of a Pension Board by KBSG that the Pension Board would like to use a consultant or consulting firm to help, develop modalities and systems for implementing a Contributory Pension Scheme in line with the recommendations of the Committee chaired by the Deputy Governor and the subsequent legislation to be enacted by the Kebbi State House of Assembly.

5. The principal objective of the assignment is to undertake a review of the current pension contributions and related benefits of KBSG employees. The consultant shall undertake a benchmark by reviewing existing pension arrangements, investment

policies, procedures and outcomes in comparable institutions (as obtains in Kano State, Jigawa State, other States as well as at the Federal level of government), identify risks associated, conduct an actuarial review of the financial sustainability of the proposed contributory pension scheme (for defined benefit schemes in particular) and to fully assess the options open to the Pension Board as an implementing entity.

6. For the realization of the principal objective, the consultant or consulting firm shall at least:

(a) Be a major and internationally renowned firm

(b) have at least 5 years relevant experience in the review and restructuring of pension schemes

(c) Have a qualified team of key staff (minimum of a Bachelor degree) with 8 years working experience in pension matters.

(d) Have the capacity to produce and provide reports in the English language and engage employees in the Hausa language in explaining the highlights of a contributory pension scheme arrangement.

5. The selection procedure will be based on Quality and Cost in accordance with Procurement of Construction, Goods and Services (Guidelines) Law No. 5 of 2008, KBSG however is under no obligation to shortlist any consultant who expresses interest.

6. A shortlist of 6 firms, which present the best profiles, shall be drawn up after the expression of interest.

7. Firms that are part of an international network are to submit one expression of interest.

8. The Pension Board now invites eligible consultants (firms) to indicate their interest in providing these services Interested consultants must provide information showing that they are qualified to provide the services; including:

- (i) List of staff and expertise of the consultants in handling pension schemes issues.
- (ii) List of verifiable technical references similar to the objective of this assignment.
- (iii) List of previous clients and contacts for this type of assignment stating the year and the cost of the services provided.
- (iv) Office address of the firm (Location, contact person, telephone, mobile phone, email addresses).

9. Interested consultants are encouraged to express interest as a consortium to enhance their profile and chance of being qualified.

10. Expression of Interest must be delivered in a sealed envelope and clearly marked "Expression of Interest for Consultancy Services on Establishing Contributory Pension Scheme by KBSG. Do not open except in the presence of the Chairperson and members of the Pension Board" to the address below by 15th December 2013 at 2:00 pm;

**The Chairperson,
Kebbi State Pension Board,
c/o Office of the Secretary to the State Government,
Office of the Executive Governor,
Birnin Kebbi,
Kebbi State.**

The Pension Board reserves the right to reject any or all expression of interest submitted pursuant to this advertisement without incurring any liability or obligation to reimburse any consultant of cost or expenditure incurred for preparing and submitted expression of interest/application pursuant to this advertisement.

Signed:

**The Chairperson,
Kebbi State Pension Board,
C/o Office of the Secretary to the State Government,
Office of the Executive Governor,**

Birnin Kebbi.
Kebbi State.