

PROCUREMENT PLAN (Textual Part)

Project information:

Country: [Afghanistan](#)

Project name: [Tackling Afghanistan's Government HRM and Institutional Reforms \(TAGHIR\)](#)

Project ID: [P166978](#)

Project Implementation agency: [Independent Administrative Reform and Civil Service Commission \(IAR&CSC\)](#)

Date of the Procurement Plan: [November 06, 2018](#)

Period covered by this Procurement Plan: [Only one packages provided not the full procurement plan.](#)

Preamble

In accordance with paragraph 5.9 of the "World Bank Procurement Regulations for IPF Borrowers" (July 2016) ("Procurement Regulations") the Bank's Systematic Tracking and Exchanges in Procurement (STEP) system will be used to prepare, clear and update Procurement Plans and conduct all procurement transactions for the Project.

This textual part along with the Procurement Plan tables in STEP constitute the Procurement Plan for the Project. The following conditions apply to all procurement activities in the Procurement Plan. The other elements of the Procurement Plan as required under paragraph 4.4 of the Procurement Regulations are set forth in STEP.

The Bank's Standard Procurement Documents: shall be used for all contracts subject to international competitive procurement and those contracts as specified in the Procurement Plan tables in STEP.

National Procurement Arrangements: In accordance with paragraph 5.3 of the Procurement Regulations, when approaching the national market (as specified in the Procurement Plan tables in STEP), [the procurement documents agreed by the bank shall be used.](#)

When the Borrower uses its own national open competitive procurement arrangements as set forth in the [Procurement Law of the Islamic Republic of Afghanistan dated 27/06/13965 \(September 17, 2016\) published in the Official Gazette No.1223](#), such arrangements shall be subject to paragraph 5.4 of the Procurement Regulations and the following **NPP Conditions for Afghanistan:**

1. The eligibility of bidders shall be as defined under Section III of the World Bank Procurement Regulations for IPF Borrowers (Procurement Regulations). Accordingly, no bidder or potential bidder shall be declared ineligible for contracts financed by the Bank

for reasons other than those provided in Section III of the Procurement Regulations (PR).

2. Only the model bidding documents acceptable to the World Bank shall be used for all national open competitive procurement.
3. The bidding documents shall require that bidders/proposers submitting bids/proposals present a signed acceptance at the time of bidding, to be incorporated in any resulting contracts, confirming application of, and compliance with, the Bank's Anti-Corruption Guidelines, including without limitation the Bank's right to sanction and the Bank's inspection and audit rights.
4. There shall be no negotiations of contract price at post contract stage or termination of the contract - on grounds of operation of Price Adjustment stipulated in a signed contract exceeding a specified percentage.
5. No preference of any kind shall be given to national bidders in the bidding process.

When other national procurement arrangements other than national open competitive procurement arrangements are applied by the Borrower, such arrangements shall be subject to paragraph 5.5 of the Procurement Regulations.

Leased Assets as specified under paragraph 5.10 of the Procurement Regulations: Leasing may be used for those contracts identified in the Procurement Plan tables. *“Not Applicable”*

Procurement of Second Hand Goods as specified under paragraph 5.11 of the Procurement Regulations – is allowed for those contracts identified in the Procurement Plan tables *“Not Applicable”*

Domestic preference as specified under paragraph 5.51 of the Procurement Regulations (***Goods and Works***). *Specify for each*

Goods: [is not applicable/is applicable for those contracts identified in the Procurement Plan tables]; *NA*

Works: [is not applicable/is applicable for those contracts identified in the Procurement Plan tables]; *NA*

Hands-on Expanded Implementation Support (HEIS) as specified under paragraphs 3.10 and 3.11 of the Procurement Regulations is Applicable. *“Not Applicable”*

Other Relevant Procurement Information.

Also, the Procurement in Situations of Urgent Need of Assistance or Capacity Constraints apply for the project.

PROCUREMENT PLAN Afghanistan : Tackling Afghanistan's Government HRM and Institutional Reforms

General Information
Country: Afghanistan **Bank's Approval Date of the Original Procurement Plan:** 2018-11-06
Revised Plan Date(s): (comma delineated, leave blank if not) 2019-09-18
Project ID: P166978 **GFN Date:**
Project Name: Tackling Afghanistan's Government HRM and Institutional Reforms
Loan / Credit No.: / , IDA / D4130
Executing Agency(ies): Independent Administrative Reform and Civil Service Commission

WORKS																												
Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Procurement Process	Prequalification (Y/N)	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Draft Pre-qualification Documents		Prequalification Evaluation Report		Draft Bidding Document / Justification		Specific Procurement Notice / Invitation		Bidding Documents as Issued		Proposal Submission / Opening / Minutes		Bid Evaluation Report and Recommendation for Award		Signed Contract		Contract Completion	
											Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual

GOODS																												
Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Procurement Process	Prequalification (Y/N)	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Draft Pre-qualification Documents		Prequalification Evaluation Report		Draft Bidding Document / Justification		Specific Procurement Notice / Invitation		Bidding Documents as Issued		Proposal Submission / Opening / Minutes		Bid Evaluation Report and Recommendation for Award		Signed Contract		Contract Completion	
											Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
AF-IARCS-C/TAGHIR-128453- GO-RFB / Procurement of IT equipments (Laptop computers, All in One Computers, UPS for Power control and Fire Scanner) - for HRMIS Directorate- through TAGHIR project	IDA / D4130	Component 2: Personnel and Payroll Management	Post	Request for Bids	Open - National	Single Stage - One Envelope		150,000.00	0.00	Pending Implementation						2019-08-30	2019-09-04					2019-10-16	2019-11-15			2019-12-20	2020-06-17	

NON CONSULTING SERVICES																												
Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Procurement Process	Prequalification (Y/N)	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Draft Pre-qualification Documents		Prequalification Evaluation Report		Draft Bidding Document / Justification		Specific Procurement Notice / Invitation		Bidding Documents as Issued		Proposal Submission / Opening / Minutes		Bid Evaluation Report and Recommendation for Award		Signed Contract		Contract Completion	
											Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual

CONSULTING FIRMS																											
Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Contract Type	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Terms of Reference		Expression of Interest Notice		Short List and Draft Request for Proposals		Request for Proposals as Issued		Opening of Technical Proposals / Minutes		Evaluation of Technical Proposal		Combined Evaluation Report and Draft Negotiated Contract		Signed Contract		Contract Completion	
										Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
TAGHIR/IARCS/CS/09 / Consultancy Services for Independent Quality Assurance of Recruitment under TAGHIR	/	Component 1: Human Resource Capacity Injection	Prior	Least Cost Selection	Open - International		1,500,000.00	0.00	Cancelled	2018-11-07	2018-11-28	2019-01-11						2019-02-08	2019-03-10	2019-04-14			2019-05-19	2019-11-15			
AF-IARCS-C/TAGHIR-107745- CS-QCBS / Consulting Services for System and Functionality Assessment of HRMIS-IARCS	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Quality And Cost Based Selection	Open - International		90,000.00	57,612.00	Under Implementation	2019-04-13	2019-05-04	2019-06-17						2019-07-15	2019-08-14	2019-09-18			2019-10-23	2020-10-22			

AF-IARCSCTAGHIR-133794 CS-CQS / Consultancy Services (FIRM) System and Functionality Assessment of HRMIS under TAGHIR Project-IARCS	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Consultant Qualification Selection	Open - International		150,000.00	0.00	Pending Implementation	2019-09-12		2019-10-03		2019-11-16				2019-12-16		2020-01-20		2020-07-18	
AF-IARCSCTAGHIR-129519 CS-QCBS / Consultancy Services (FIRM) System and Functionality Assessment of HRMIS under TAGHIR Project-IARCS	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Quality And Cost Based Selection	Open - International		98,000.00	0.00	Canceled	2019-08-30		2019-09-20		2019-11-03			2019-12-01	2019-12-31	2020-02-04		2020-03-10		2021-03-10

INDIVIDUAL CONSULTANTS

Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Contract Type	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Terms of Reference		Invitation to Identified/Selected Consultant		Draft Negotiated Contract		Signed Contract		Contract Completion			
										Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual		
AF-IARCSCTAGHIR-107740 CS-INDV / Functional Review / Expert for Tashkeel directorate	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open		32,861.75	0.00	Under Implementation	2019-03-30		2019-05-18		2019-06-08		2019-07-13			2020-01-09		
AF-IARCSCTAGHIR-107742 CS-INDV / Functional Review / Expert for Tashkeel directorate	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open		32,861.75	0.00	Under Implementation	2019-03-30		2019-05-18		2019-06-08		2019-07-13			2020-01-09		
AF-IARCSCTAGHIR-107716 CS-INDV / Functional Review for Tashkeel directorate	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open		32,861.75	0.00	Pending Implementation	2019-04-13		2019-06-01		2019-06-22		2019-07-27			2020-01-23		
AF-IARCSCTAGHIR-107743 CS-INDV / Functional Review / Expert for Tashkeel directorate	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open		32,861.75	0.00	Pending Implementation	2019-03-30		2019-05-18		2019-06-08		2019-07-13			2020-01-09		
AF-IARCSCTAGHIR-114562 CS-CDS / Facilitator for development of five years (2019 - 2024) Strategic Plan for the Independent Administrative Reform and Civil Service Commission (IARCS)	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Direct Selection	Direct		21,201.00	0.00	Under Implementation	2019-05-12		2019-05-22				2019-07-26			2020-01-22		
AF-IARCSCTAGHIR-121298 CS-INDV / National HR Specialist (Quality Assurance) - (1 position)	IDA / D4130	Component 1: Human Resource Capacity Injection	Post	Individual Consultant Selection	Open		41,290.32	0.00	Under Implementation	2019-06-27		2019-08-15		2019-09-05		2019-10-10			2020-04-07		
AF-IARCSCTAGHIR-121299 CS-INDV / Recruitment Quality Assurance Team Leader (International)	IDA / D4130	Component 1: Human Resource Capacity Injection	Prior	Individual Consultant Selection	Open		300,000.00	0.00	Under Implementation	2019-06-27		2019-08-15		2019-09-05		2019-10-10			2020-04-07		
AF-IARCSCTAGHIR-121675 CS-INDV / National HR Specialist (Quality Assurance) - (1 Position)	IDA / D4130	Component 1: Human Resource Capacity Injection	Post	Individual Consultant Selection	Open		41,290.32	0.00	Under Implementation	2019-07-07		2019-08-25		2019-09-15		2019-10-20			2020-04-17		
AF-IARCSCTAGHIR-121676 CS-INDV / National HR Specialist (Quality Assurance) - (1 Position)	IDA / D4130	Component 1: Human Resource Capacity Injection	Post	Individual Consultant Selection	Open		41,290.32	0.00	Under Implementation	2019-07-07		2019-08-25		2019-09-15		2019-10-20			2020-04-17		

AF-IARCSC-TAGHIR-121677- CS-INDV / National HR Specialist (Quality Assurance) - (1 Position)	IDA / D4130	Component 1: Human Resource Capacity Injection	Post	Individual Consultant Selection	Open	41,290.32	0.00	Under Implementation	2019-07-07	2019-08-25	2019-09-15	2019-10-20	2020-04-17
AF-IARCSC-TAGHIR-122017- CS-INDV / Data Backup and Recovery Specialist for HRMIS Directorate (1 Position)	IDA / D4130	Component 2: Personnel and Payroll Management	Post	Individual Consultant Selection	Open	22,580.64	0.00	Under Implementation	2019-07-09	2019-08-27	2019-09-17	2019-10-22	2020-04-19
AF-IARCSC-TAGHIR-122028- CS-INDV / National HRMIS Consultant- HRMIS Directorate (1 Position)	IDA / D4130	Component 2: Personnel and Payroll Management	Post	Individual Consultant Selection	Open	41,290.32	0.00	Under Implementation	2019-07-09	2019-08-27	2019-09-17	2019-10-22	2020-04-19
AF-IARCSC-TAGHIR-122035- CS-INDV / Senior Business Analyst-HRMIS Directorate (1 Position)	IDA / D4130	Component 2: Personnel and Payroll Management	Post	Individual Consultant Selection	Open	41,290.32	0.00	Under Implementation	2019-07-09	2019-08-27	2019-09-17	2019-10-22	2020-04-19
AF-IARCSC-TAGHIR-122038- CS-INDV / Senior Software Quality Assurance Specialist- HRMIS Directorate (1 Position)	IDA / D4130	Component 2: Personnel and Payroll Management	Post	Individual Consultant Selection	Open	41,290.32	0.00	Under Implementation	2019-07-09	2019-08-27	2019-09-17	2019-10-22	2020-04-19
AF-IARCSC-TAGHIR-122039- CS-INDV / Software Developer- HRMIS Directorate	IDA / D4130	Component 2: Personnel and Payroll Management	Post	Individual Consultant Selection	Open	22,580.64	0.00	Under Implementation	2019-07-09	2019-08-27	2019-09-17	2019-10-22	2020-04-19
AF-IARCSC-TAGHIR-129247- CS-INDV / National Human Resources Cadre Management Consultant	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-09-01	2019-10-20	2019-11-10	2019-12-15	2020-06-12
AF-IARCSC-TAGHIR-129248- CS-INDV / National Legislation Consultant	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-08-28	2019-10-16	2019-11-06	2019-12-11	2020-06-08
AF-IARCSC-TAGHIR-129249- CS-INDV / National Policies Consultant	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-08-29	2019-10-17	2019-11-07	2019-12-12	2020-06-09
AF-IARCSC-TAGHIR-129250- CS-INDV / National Performance Management Consultant	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-08-29	2019-10-17	2019-11-07	2019-12-12	2020-06-09
AF-IARCSC-TAGHIR-134000- CS-INDV / Functional Review Consultant for the Ministry of Education (MoE)	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-09-22	2019-11-10	2019-12-01	2020-01-05	2020-07-03
AF-IARCSC-TAGHIR-134007- CS-INDV / Functional Review Consultant for the Ministry of Education (MoE)	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-09-22	2019-11-10	2019-12-01	2020-01-05	2020-07-03
AF-IARCSC-TAGHIR-134009- CS-INDV / Senior Project/Monitoring and Evaluation Specialist for Independent Administrative Reform and Civil Service Commission (IARCSC)	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open	41,290.32	0.00	Pending Implementation	2019-09-29	2019-11-17	2019-12-08	2020-01-12	2020-07-10

AF-IARCSCTAGHIR-134245 CS-INDV / Policies and Legislation Advisor- International for IARCSC	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open		41,290.32	0.00	Pending Implementation	2019-10-13		2019-12-01		2019-12-22		2020-01-29		2020-07-24
AF-IARCSCTAGHIR-134246 CS-INDV / Functional Review Expert	IDA / D4130	Component 3: Support to Administrative Reforms	Post	Individual Consultant Selection	Open		41,290.32	0.00	Pending Implementation	2019-10-19		2019-12-07		2019-12-28		2020-02-01		2020-07-30