



NOTICE TO PROPONENTS

AMENDMENT TO THE NUNATSIAVUT GOVERNMENT'S REQUEST FOR PROPOSALS – ORGANIZATIONAL REVIEW

Response to Enquiries & Extension of Submission Deadline

October 17, 2024

Please be advised of the following amendment and response to enquiries to the Request for Proposals – Organizational Review:

Extension of Submission Deadline

The new deadline to submit a proposal in response to the Nunatsiavut Government's Request for Proposals – Organizational Review has been extended from October 22, 2024, to October 31, 2024 at 4:00pm AST. All proposals must be submitted to Janice Andersen – Director of Human Resources at janice.andersen@nunatsiavut.com on or before the deadline

Response to Enquiries

The Nunatsiavut Government received the following enquiries from prospective proponents, to which the following answers are provided to the public:

1. Would the NG entertain a methodology that would be highly participative and inclusive of staff from all departments for the organizational review portion of the mandate – that would 'position' future changes that could arise from the process?

A: The NG will consider any methodology or approach put forward by the Proponent as long as it is consistent with the minimum requirements of the Request for Proposals. All approaches and submissions must be presented in a way that allows the NG to effectively evaluate it to ensure its suitability to complete the work required.

2. As for the process and workflow evaluations, would the NG accept that a number (ex. 5) of priority processes be identified per department, through the organizational review and then evaluated considering their relevance and strategic importance to the NG?

A: Please refer to the answer in question 1.

3. Does the NG have an indication of the number of local governments that should be benchmarked for the organizational structure and staffing?

A: There is no indication of a number but we suggest that local governments of similar size and other Indigenous self-governments be reviewed. The sample size must be large and consistent enough for the Proponent to be able to provide an accurate and comprehensive recommendation to the NG.

25 Ikajuktauvik Road, PO Box 70, Nain, NL, Canada A0P 1L0 Toll Free: 1.866.922.2942 Fax: 709.922.1040

4. Can you please explain the variance from the 192 positions and 495 employees? Are there significant similar positions within many departments with similar functions?

A: There are 192 positions types and there are multiple individuals that hold the same position.

5. Ultimately, to whom will the results of the comprehensive organization review be delivered to for decision and approval?

A: The Successful Proponent will deliver the results to the Director of Human Resources.

6. Does the NG have specific expectations as to virtual or in person delivery of the services?

A: A combination of virtual and in-person delivery is expected. It would be important to visit at least 2-3 of the Nunatsiavut communities.

7. Do you anticipate travel / in-person meetings will be required or preferred over virtual? If so, would you like us to provide cost estimates for travel separate from our fixed fee?

A: Combination is expected. It would be important to visit at least 2-3 of the Nunatsiavut communities. We have the option for Nunatsiavut Government to book travel for the individual that will be completing the work. All travel shall be compensated at cost and using the NG's per diem rates.

8. Is there a budget that has been approved for this work and are you able to share the amount?

A: The NG is unable to share the budgeted amount for this service. Proponents are expected to provide a proposal that would be based what they determine is the value of the work