



**REQUEST FOR PROPOSALS (RFP)**

**GOVERNMENT OF THE DEMOCRATIC SOCIALIST**

**REPUBLIC OF SRI LANKA**

**Family Counselling Training for Public  
Health Nursing Officers and Community  
Psychiatry Nursing Officers**

**RFP No: DDG/NCD/X/2024/39**

**Ministry of Health and Mass Media  
385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.  
Telephone 0112686393**

විදේශ අධිකාරී ජනරාල් (බේ නොවන රෝග)  
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## REQUEST FOR PROPOSALS (RFP)

# Family Counselling Training for Public Health Nursing Officers (PHNO's) and Community Psychiatry Nursing Officers (CPNO's)

Direct Contract

Office of the Deputy Director General (Non Communicable Diseases)

Ministry of Health

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## Section 1. Letter of Invitation

**RFP NO: NCD/NCD/X/2024/39**

**Date:**

### **Family Counselling Training for Public Health Nursing Officers and Community Psychiatry Nursing Officers**

The Deputy Director General, Non-Communicable Diseases Unit, Ministry of Health, 385, Rev. Baddegama Wimalawansa Thero Mawatha, Colombo 10, invites proposals from eligible and qualified consultants to conduct **Family Counselling Training for Public Health Nursing Officers and Community Psychiatry Nursing Officers**.

2. Procurement will be conducted through National Competitive Bidding.
3. Eligible and qualified consultants are invited to submit duly completed covering letters along with the Technical proposal in one sealed envelope (Curriculum Vitae of the Consultants and brief proposal of the intended work) and Financial proposal in a separate sealed envelope with the main sealed cover on or before 10.00 am on 14/05/2026 to reach the below address by hand/ registered post.
4. **“Family Counselling Training for Public Health Nursing Officers and Community Psychiatry Nursing Officers”** shall be indicated on the top left-hand corner of the Envelop/ as the Subject.
5. A pre-proposal meeting will be held on 04/05/2026, 10.00 AM at The Deputy Director General, Non-Communicable Diseases Unit, Ministry of Health, 385, Rev. Baddegama Wimalawansa Thero Mawatha, Colombo 10 and all the interested consultants are expected to attend this meeting.
6. Invitation for individual consultants and terms of Reference (TOR) for the above consultancy are can be download from [www.health.gov.lk](http://www.health.gov.lk) (Home page – under Tenders and Procurement) or from [promise.lk](http://promise.lk) or can be collected from the Office of Deputy Director General Non-Communicable Diseases Office, Ministry of Health and Mass Media.

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Deputy Director General (Non-Communicable Diseases)  
Ministry of Health,  
385, Rev. Baddegama Wimalawansa Thero Mw.,  
Colombo 10.  
[ncdbureausl@gmail.com](mailto:ncdbureausl@gmail.com)  
0112686393

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## Section 2. Instructions to Consultants

### Definitions

- a) "Client" means the procuring entity with which the selected Consultant signs the Contract for the Services.
- b) "Consultant" means any organization that may provide or provides the Services to the Client under the Contract.
- c) "Contract" means the contract signed by the Parties and all the attached documents listed in Clause 1 of, that is the General Conditions (GC), the Special Conditions and the form of agreement.
- d) "Data Sheet" means such part of the Instructions to Consultants used to reflect specific assignment conditions.
- e) "Day" means calendar day.
- f) "Foreign Personnel" means such professionals and support staff who at the time of being so provided had their domicile outside Sri Lanka;
- g) "Instructions to Consultants" (Section 2 of the RFP) means the document which provides shortlisted Consultants with all information needed to prepare their Proposals.
- h) "Local Personnel" means such professionals and support staff who at the time of being so provided had their domicile within Sri Lanka.
- i) "LOI" (Section 1 of the RFP) means the Letter of Invitation being sent by the Client to the shortlisted Consultants.
- j) "Party" means either or both the Client and the Consultant, as the context requires.
- k) "Personnel" means professionals and support staff provided by the Consultant or by any Sub-Consultant and assigned to perform the Services or any part thereof;
- l) "Proposal" means the Technical Proposal and the Financial Proposal.
- m) "RFP" means the Request for Proposal prepared by the Client for the selection of Consultants.
- n) "Services" means the work to be performed by the Consultant pursuant to the Contract.
- o) "Sub-Consultant" means any person or entity with whom the Consultant subcontracts any part of the Services.
- p) "Terms of Reference" (TOR) means the document included in the RFP as Section 5 which explains the objectives, scope of work, activities, tasks to be performed, respective responsibilities of the Client and the Consultant, and expected results and deliverables of the assignment.

**1. Introduction**

- 1.1 The Client named in the Data Sheet will select a consulting firm/organization (the Consultant) from those listed in the Letter of Invitation, in accordance with the method of selection specified in the Data Sheet.
- 1.2 The shortlisted Consultants are invited to submit a Technical Proposal and a Financial Proposal, for consulting services required for the assignment named in the Data Sheet. The Proposal will be the basis for contract negotiations and ultimately for a signed Contract with the selected Consultant.
- 1.3 Consultants should familiarize themselves with local conditions of the location where the assignment has to be carried out and take them into account in preparing their Proposals. To obtain first-hand information on the assignment and local conditions, Consultants are encouraged to visit the Client before submitting a proposal and to attend a pre-proposal conference if one is specified in the Data Sheet. Attending the pre-proposal conference is optional. Consultants should contact the Client's representative named in the Data Sheet to arrange for their visit or to obtain additional information on the pre-proposal conference. Consultants should ensure that these officials are advised of the visit in adequate time to allow them to make appropriate arrangements.
- 1.4 The Client will timely provide at no cost to the Consultants the inputs and facilities specified in the Data Sheet, assist the firm in obtaining licenses and permits needed to carry out the services, and make available relevant project data and reports.
- 1.5 Consultants shall bear all costs associated with the preparation and submission of their proposals and contract negotiation. The Client is not bound to accept any proposal, and reserves the right to annul the selection process at any time prior to Contract award, without thereby incurring any liability to the Consultants.
- 1.6 The Client requires that Consultants provide professional, objective, and impartial advice and at all times hold the Client's interests paramount, strictly avoid conflicts with other assignments or their own corporate interests and act without any consideration for future work.

**Conflict of Interest**

1.6.1 without limitation on the generality of the foregoing, Consultants, and any of their affiliates, shall be considered to have a conflict of interest and shall not be recruited,

under any of the circumstances set forth below:

**Conflicting Activities**

(i) A firm that has been engaged by the Client to provide goods, works or services other than consulting services, and any of its affiliates, shall be disqualified from providing consulting services related to those goods, works or services. Conversely, a firm hired to provide consulting services, and any of its affiliates, shall be disqualified from subsequently providing goods or works or services other than consulting services resulting from or directly related to the firm's consulting services.

**Conflicting assignments**

(ii) A Consultant (including its Personnel and Sub-Consultants) or any of its affiliates shall not be hired for any assignment that, by its nature, may be in conflict with another assignment of the Consultant to be executed for the same or for another Client. For example, a Consultant hired to prepare engineering design for an infrastructure project shall not be engaged to prepare an independent environmental assessment for the same project. Similarly, a Consultant hired to prepare Terms of Reference for an assignment should not be hired for the assignment in question.

**Conflicting relationships**

(iii) A Consultant (including its Personnel and Sub-Consultants) that has a business or family relationship with a member of the Client's staff who is directly or indirectly involved in any part of (i) the preparation of the Terms of Reference of the assignment, (ii) the selection process for such assignment, or (iii) supervision of the Contract, may not be awarded a Contract.

1.6.2 Consultants have an obligation to disclose any situation of actual or potential conflict that impacts their capacity to serve the best interest of their Client, or that may reasonably be perceived as having this effect. Failure to disclose said situations may lead to the disqualification of the Consultant or the termination of its Contract.

1.6.3 No agency or current employees of the Client shall work as Consultants Personnel under their own ministries, departments or agencies. Recruiting former government employees of the Client to work for their former ministries, departments or agencies is acceptable provided no conflict of interest exists. When the Consultant nominates any government employee as Personnel in their technical proposal, such Personnel must have written certification from their government or employer confirming that they are allowed to work full-time outside of their previous official position. Such certification shall be provided to the Client by the Consultant as part of his technical proposal.

**Unfair Advantage**

1.6.4. If a shortlisted Consultant could derive a competitive advantage from having provided consulting services related to the assignment in question, the client shall make available to all shortlisted Consultants together with this RFP all information that would in that respect give such Consultant any competitive advantage over competing Consultants.

**Only one Proposal**

1.7 Shortlisted Consultants may only submit one proposal. If a Consultant submits or participates in more than one proposal, such proposals shall be disqualified. However, this does not limit the participation of the same Sub-Consultant, including individual experts, to more than one proposal.

**Proposal Validity**

1.8 The Data Sheet indicates how long Consultants' Proposals must remain valid after the submission date. During this period, Consultants shall maintain the availability of professional staff nominated in the Proposal. The Client will make its best effort to complete negotiations within this period. Should the need arise, however, the Client may request Consultants to extend the validity period of their proposals. Consultants who agree to such extension shall confirm that they maintain the availability of the professional staff nominated in the Proposal, or in their confirmation of extension of validity of the Proposal, Consultants could submit new staff in replacement, which would be considered in the final evaluation for contract award. Consultants who do not agree have the right to refuse to extend the validity of their Proposals.

**Eligibility of Sub-Consultants**

1.9 In case a shortlisted Consultant intends to associate with Consultants who have not been shortlisted and/or individual expert(s), such other Consultants and/or individual expert(s) shall be subject to the requirements set forth in this RFP.

**Fraud and Corruption**

1.10 The officials of the procuring entity, as well as Consultants participating in this consultant selection process should adhere to the highest ethical standards, both during the selection process and throughout the execution of a contract. In pursuance of this policy, the following definitions are given:

- (i) "corrupt practice" means offering, giving, receiving, or soliciting, directly or indirectly, of anything of value to influence the action of a public official in the selection process or in contract execution;
- (ii) "fraudulent practice" means a misrepresentation or omission of facts in order to influence a selection process or the execution of a contract;
- (iii) "collusive practices" means a scheme or arrangement between two or more consultants with or without the knowledge of the PE, designed to establish prices at artificial, non competitive levels;
- (iv) "coercive practices" means harming or threatening to harm, directly or indirectly, persons or their property to influence their participation in a

procurement process, or affect the execution of a contract.

**2. Clarification and Amendment of RFP Documents**

- 21 Consultants may request a clarification of any of the RFP documents up to the number of days indicated in the Data Sheet before the proposal submission date. Any request for clarification must be sent in writing, to the Client's address indicated in the Data Sheet. The Client will respond in writing and will send written copies of the response (including an explanation of the query but without identifying the source of inquiry) to all Consultants, who have been invited to submit a proposal. Should the Client deem it necessary to amend the RFP as a result of a clarification, it shall do so following the procedure under para. 2.2.
- 22 At any time before the submission of Proposals, the Client may amend the RFP by issuing an addendum in writing. The addendum shall be sent to all Consultants and will be binding on them. Consultants shall acknowledge receipt of all amendments. To give Consultants reasonable time in which to take an amendment into account in their Proposals the Client may, if the amendment is substantial, extend the deadline for the submission of Proposals.

**3. Preparation of Proposals**

- 3.1 The Proposal (see para. 1.2), as well as all related correspondence exchanged by the Consultants and the Client, shall be written in English Language.
- 3.2 In preparing their Proposal, Consultants are expected to examine in detail the documents comprising the RFP. Material deficiencies in providing the information requested may result in rejection of a Proposal.
- 3.3 While preparing the Technical Proposal, Consultants must give particular attention to the following:
- (a) If a shortlisted Consultant considers that it may enhance its expertise for the assignment by associating with other Consultants in a joint venture or sub-consultancy, it may associate with either (a) non- shortlisted Consultant(s), or (b) shortlisted Consultants if so indicated in the Data Sheet. A shortlisted Consultant must first obtain the approval of the Client if it wishes to enter into a joint venture with non-shortlisted or shortlisted Consultant(s). In case of association with non-shortlisted Consultant(s), the shortlisted Consultant shall act as association leader. In case of a joint venture, all partners shall be jointly and severally liable and shall indicate who will act as the leader of the joint venture.
  - (b) The estimated number of Professional staff-months or the budget for executing the assignment shall be shown in the Data Sheet, but not both. However, the Proposal shall be based on the number of Professional staff-months or budget estimated by the Consultants.

For fixed-budget-based assignments, the available budget is given in



- (d) The list of the proposed professional staff team by area of expertise, the position that would be assigned to each staff team member, and their tasks (Form TECH-5 of Section3).
- (e) Estimates of the staff input (staff-months of foreign and local professionals) needed to carry out the assignment (Form TECH-7 of Section 3). The staff-months input should be indicated separately for foreign (if required) and local professional staff.
- (f) CVs of the professional staff signed by the staff themselves or by the authorized representative of the professional staff (Form TECH-6 of Section3).
- (g) a detailed description of the proposed methodology and staffing for training, if the Data Sheet specifies training as a specific component of the assignment.

3.5 The Technical Proposal shall not include any financial information. A Technical Proposal containing financial information may be declared non responsive.

**Financial Proposals**

3.6 The Financial Proposal shall be prepared using the attached Standard Forms (Section 4). It shall list all costs associated with the assignment, including (a) remuneration for staff (local and foreign (if required)); and (b) other expenses indicated in the Data Sheet. If stated in the Data Sheet, these costs should be broken down by activity using FORM FIN – 5 and, if appropriate, into foreign and local expenditures. All activities and items described in the Technical Proposal must be priced separately; activities and items described in the Technical Proposal but not priced, shall be assumed to be included in the prices of other activities or items.

**Taxes**

3.7 A foreign Consultant maybe subject to local taxes on amounts payable by the Client under the Contract. Any such amounts shall not be included in the Financial Proposal as they will not be evaluated, but they will be discussed at contract negotiations, and applicable amounts will be included in the Contract. The tax liability of a local Consultant shall be borne by the Consultant.

3.8 The Consultants must price the local cost in Sri Lanka Rupees only. However, the expenditure involves in foreign currency such as foreign consultant’s fees and air ticket may be price in foreign currency.

**4. Submission, Receipt, and Opening of**

4.1 The original Proposal (Technical Proposal and, Financial Proposal) shall contain no interlineations or overwriting, except as necessary to correct errors made by the Consultants themselves. The person who signed the Proposal must initial such corrections. Submission letters for both

**Proposals**

Technical and Financial Proposals should respectively be in the format of TECH-1 of Section 3, and FIN-1 of Section4

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Consultants to influence the Client in the examination, evaluation, ranking of Proposals, and recommendation for award of Contract may result in the rejection of the Consultants' Proposal.

Evaluators of Technical Proposals shall have no access to the Financial Proposals until the technical evaluation is concluded.

**Evaluation of Technical Proposals**

52 The Client shall evaluate the Technical Proposals on the basis of their responsiveness to the Terms of Reference, applying the evaluation criteria, sub-criteria, and point system specified in the Data Sheet. Each responsive Proposal will be given a technical score (St). A Proposal shall be rejected at this stage if it does not respond to important aspects of the RFP, and particularly the Terms of Reference or if it fails to achieve the minimum technical score indicated in the Data Sheet.

**Public Opening of Financial Proposals (only for QCBS, FBS and LCS)**

53 After the technical evaluation is completed in accordance with paragraph 5.2 above, the Client shall notify those Consultants whose Proposals did not meet the minimum qualifying mark or were considered non responsive to the RFP and TOR, that their Financial Proposals will be returned unopened after completing the selection process. The Client shall simultaneously notify in writing Consultants that have secured the minimum qualifying mark, the date, time and location for opening the Financial Proposals. The opening date should allow Consultants sufficient time to make arrangements for attending the opening. Consultants' attendance at the opening of Financial Proposals is optional

54 Financial Proposals shall be opened publicly in the presence of the Consultants' representatives who choose to attend. The name of the Consultants and the technical scores obtained by each qualified Consultant shall be read aloud. The Financial Proposal of the Consultants who met the minimum qualifying mark will then be inspected to confirm that they have remained sealed and unopened. These Financial Proposals shall be then opened, and the total prices read aloud and recorded.

**Evaluation of Financial Proposals for QCBS**

55 Following the ranking of technical Proposals as described under 5.2 above, The Client will examined the Financial Proposal of the first ranked Consultant. First, the Client will examine whether Financial Proposal is complete. Then the Proposal is checked for arithmetical errors. The reasonability of the following in comparison with the supporting documents submitted by the Consultant is examined:

- a) The remuneration rates, social costs, overheads, profits; and
- b) Other costs such as out of pocket expenses, cost of surveys, equipment, office rent, supplies, travel, transport, computer rental, mobilization, and printing.

Following the ranking of technical Proposals, when selection is based on quality only (QBS), the first ranked Consultant is invited to negotiate its proposal and the Contract in accordance with the instructions given under para. 6 of these Instructions.

**Evaluation of Financial Proposals (only for QCBS, FBS, and LCS )**

5.6 The Evaluation Committee will correct any computational errors. When correcting computational errors, in case of discrepancy between a partial amount and the total amount, or between word and figures the formers will prevail. In addition to the above corrections, as indicated under para. 3.6, activities and items described in the Technical Proposal but not priced, shall be assumed to be included in the prices of other activities or items. In case an activity or line item is quantified in the Financial Proposal differently from the Technical Proposal, (i) if Option B is applicable under Clause 6 of GC, the Evaluation Committee shall correct the quantification indicated in the Financial Proposal so as to make it consistent with that indicated in the Technical Proposal, apply the relevant unit price included in the Financial Proposal to the corrected quantity and correct the total Proposal cost, (ii) if Option A is applicable under Clause 6 of GC, no corrections are applied to the Financial Proposal in this respect. Prices shall be converted to Sri Lankan Rupees, if the consultants were allowed to indicate certain expenditure of the Financial Proposal in foreign currency, using the selling rates of exchange, source and date indicated in the Data Sheet.

**Combined Evaluation Technical and Financial Proposals (only for QCBS )**

5.7 In case of QCBS, the lowest evaluated Financial Proposal (Fm) will be given the maximum financial score (Sf) of 100 points. The financial scores (Sf) of the other Financial Proposals will be computed as indicated in the Data Sheet. Proposals will be ranked according to their combined technical (St) and financial (Sf) scores using the weights (T = the weight given to the Technical Proposal; P = the weight given to the Financial Proposal; T + P= 1) indicated in the Data Sheet:  $S = St \times T\% + Sf \times P\%$ . The firm achieving the highest combined technical and financial score will be invited for negotiations.

**Evaluation of Financial Proposals (only for FBS)**

5.8 In the case of Fixed-Budget Selection, the Client will select the firm that submitted the highest ranked Technical Proposal within the budget. Proposals that exceed the indicated budget will be rejected. The evaluated proposal price according to para. 5.6 shall be considered, and the selected firm is invited for negotiations

**Evaluation of Financial Proposals (only for LCS )**

5.9 In the case of the Least-Cost Selection, the Client will select the lowest Proposal among those that passed the minimum technical score. The evaluated proposal price according to para. 5.6 shall be considered, and the selected firm is invited for negotiations

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**6. Negotiations**

61 Negotiations will be held at the date and address indicated in the Data Sheet. The invited Consultant will, as a pre-requisite for attendance at the negotiations, confirm availability of all professional staff. Failure in satisfying such requirements may result in the Client proceeding to negotiate with the next-ranked Consultant. Representatives conducting negotiations on behalf of the Consultant must have written authority to negotiate and conclude a Contract.

**Technical negotiations**

62 Negotiations will include a discussion of the Technical Proposal, the proposed technical approach and methodology, work plan, and organization and staffing, and any suggestions made by the Consultant to improve the Terms of Reference. The Client and the Consultants will finalize the Terms of Reference, staffing schedule, work schedule, logistics, and reporting. These documents will then be incorporated in the Contract as "Description of Services". Special attention will be paid to clearly defining the inputs and facilities required from the Client to ensure satisfactory implementation of the assignment. The Client shall prepare minutes of negotiations which will be signed by the Client and the Consultant.

**Availability of Professional staff/experts**

63 Having selected the Consultant on the basis of, among other things, an evaluation of proposed Professional staff, the Client expects to negotiate a Contract on the basis of the professional staff named in the Proposal. Before contract negotiations, the Client will require assurances that the professional staff will be actually available. The Client will not consider substitutions during contract negotiations unless both parties agree that undue delay in the selection process makes such substitution unavoidable or for reasons such as death or medical incapacity. If this is not the case and if it is established that professional staff were offered in the proposal without confirming their availability, the Consultant may be disqualified. Any proposed substitute shall have equivalent or better qualifications and experience than the original candidate and be submitted by the Consultant within the period of time specified in the letter of invitation to negotiate.

**Financial negotiations (only for QCBS, FBS and LCS )**

64 In the cases of QCBS, FBS, and the LCS methods, unless there are exceptional reasons, the remuneration rates for staff and other proposed unit rates of the financial negotiations shall not be negotiate.

**Financial negotiations (only for QBS,)**

65 For QBS method, if requested by the Client, the Consultants shall provide the information on remuneration rates described in the Appendix attached to Section 4 - Financial Proposal - Standard Forms of this RFP

- Conclusion of the negotiations** 6.6 Negotiations will conclude with a review of the draft Contract. To complete negotiations the Client and the Consultant will initial the agreed Contract. If negotiations fail, the Client will invite the Consultant whose Proposal received the second highest score to negotiate a Contract.
- 7. Award of Contract**
- 7.1 After completing negotiations the Client shall award the Contract to the selected Consultant, and promptly notify all Consultants who have submitted proposals. After Contract signature, the Client shall return the unopened Financial Proposals to the unsuccessful Consultants.
- 7.2 The Client will notify the selected Consultant the date, time and venue for the signing of the agreement following the template given in Section 6. The option selected for the method of payment, under GC Clause 6 is stated in the Data Sheet.
- 7.3 The Consultant is expected to commence the assignment on the date and at the location specified in the Data Sheet.
- 8. Confidentiality**
- 8.1 Information relating to evaluation of Proposals and recommendations concerning awards shall not be disclosed to the Consultants who submitted the Proposals or to other persons not officially concerned with the process, until the publication of the award of Contract. The undue use by any Consultant of confidential information related to the process may result in the rejection of its Proposal and may be subject to the provisions of the Bank's antifraud and corruption policy.

ಶಿವಮೊಗ್ಗ ಉದ್ಯೋಗ ಕಚೇರಿ (ನಿರ್ಮಿತಿಯ ಯೋಜನೆ)  
 ಸಾರ್ವಜನಿಕ, ಯೋಜನೆ ಮತ್ತು ಅಭಿವೃದ್ಧಿ ವಿಭಾಗ, ಬೆಂಗಳೂರು

## Instructions to Consultants

### DATASHEET

<b>A. General</b>	
Paragraph Reference	<b>A. General</b>
1.1	<p><b>Name of the Client:</b> Ministry of Health and Mass Media, No.385, Rev. Baddegama Wimalawansa Thero Mw, Colombo 10. Sri Lanka.</p> <p><b>Method of selection: QCBS method.</b> Direct Contract</p>
1.2	<p><b>The name of the assignment is:</b> Family Counselling training for Public Health Nursing Officers(PHNO's) and Community Psychiatry Nursing Officers (CPNO's).</p>
1.3	<p><b>A pre-proposal conference will be held: Yes</b> on 04/05/2026 at 10.00 Hrs</p> <p>Place: DDG NCD Auditorium of Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.</p> <p><b>The Client's representative is:</b> Dr. S.C. Wickramasinghe, Deputy Director General (Non Communicable Diseases), Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.</p> <p>Telephone: 0112686393 Email: ncdbureausl@gmail.com</p>
1.4	<p>The Client will provide an outline of the training and what are the areas that to be covered.</p> <p>Deputy Director General Non-Communicable Diseases will provide the necessary guidance to the consultants.</p>

<b>B. Preparation of Proposals</b>	
1.8	Proposals must remain valid until <b>14.11.2026</b>
2.1	<p>Clarifications may be requested not later than <b>03 days before the submission date.</b></p> <p><b>The address for requesting clarifications is:</b> Deputy Director General (Non Communicable Disease), Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw. Colombo10  E-mail: <a href="mailto:ncdbureausl@gmail.com">ncdbureausl@gmail.com</a></p>
3.3 (b)	<p><b>The estimated number of professional staff-months required for the assignment is four</b> professional staff months</p> <p>&lt;OR can include the Maximum Budget if this is a Fixed Budget based assignment&gt;</p>
3.4 (g)	<b>Training the client's staff on family counselling is the specific component of this assignment</b>

*සිතියම අධිකාරී පනත (විදි නොවන රට) සහතික, පෝෂණ හා ජෛව විද්‍යා පර්යේෂණ*

3.6	<p>Other Expenses<sup>19</sup>:</p> <p>(1) subsistence allowance in respect of Personnel of the Consultant for every day in which they will work away from the head office;</p> <p>(2) cost of necessary travel (if any), including transportation of the Personnel by the most appropriate means of transport and the most direct practicable route;</p> <p>(3) cost of office accommodation, investigations and surveys;</p> <p>(4) cost local communications such as the use of telephone and facsimile, required for the purpose of the Services;</p> <p>(5) cost of printing and dispatching of the reports to be produced for the Services;</p> <p>(6) other allowances where applicable and provisional or fixed sums (if any); and</p> <p>(7) cost of such further items required for purposes of the Services not covered in the foregoing.</p>
3.6	Breakdown cost of Activities required?: <b>Yes</b>
	<b>C. Submission, Opening and Evaluation</b>
4.3	Consultant must submit the original and 06 copies of the Technical Proposal, and the original of the Financial Proposal.

<sup>17</sup> Select one

<sup>18</sup> List the applicable Reimbursable expenses in foreign and in local currency. A sample list is provided below for guidance: items that are not applicable should be deleted, others may be added. If the Client wants to define ceilings for unit prices of certain Reimbursable expenses, such ceilings should be indicated in this SC 3.6]

<sup>19</sup> Not limited

<sup>20</sup> Select as appropriate

4.5	<p><b>The Proposal submission address is:</b> Deputy Director General (Non Communicable Diseases), Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.</p> <p>Proposals must be submitted no later than:</p> <p><b>Date : 14/05/2026</b> <b>Time: at 10.00a.m.</b></p>												
5.2	<p><b>Criteria, sub-criteria, and point system for the evaluation of Technical Proposals are:</b></p> <p><b>Minimum Points</b> for criteria, sub-criteria, and point system for the evaluation of the full technical proposal</p> <p>(i) Specific experience of the Consultants relevant to the assignment: 50</p> <p>(ii) Methodology and Workplan</p> <table data-bbox="501 1000 1225 1147"> <tr> <td>a) <i>Technical approach and methodology including the curriculum</i></td> <td style="text-align: right;">30</td> </tr> <tr> <td>b) <i>Workplan</i></td> <td style="text-align: right;">10</td> </tr> <tr> <td>c) <i>Organization and staffing</i></td> <td style="text-align: right;">10</td> </tr> </table> <p style="text-align: right;">Total points for criterion (ii): 50</p> <p><i>The number of points to be assigned to each of the above positions or disciplines shall be determined considering the following three sub criteria and relevant percentage weights:</i></p> <table data-bbox="549 1437 1066 1544"> <tr> <td>1) <i>General qualifications</i></td> <td style="text-align: right;">20%</td> </tr> <tr> <td>2) <i>Adequacy for the assignment</i></td> <td style="text-align: right;">20%</td> </tr> <tr> <td>3) <i>Experience with similar work</i></td> <td style="text-align: right;">60%</td> </tr> </table> <p style="text-align: right;">Total weight: 100%</p>	a) <i>Technical approach and methodology including the curriculum</i>	30	b) <i>Workplan</i>	10	c) <i>Organization and staffing</i>	10	1) <i>General qualifications</i>	20%	2) <i>Adequacy for the assignment</i>	20%	3) <i>Experience with similar work</i>	60%
a) <i>Technical approach and methodology including the curriculum</i>	30												
b) <i>Workplan</i>	10												
c) <i>Organization and staffing</i>	10												
1) <i>General qualifications</i>	20%												
2) <i>Adequacy for the assignment</i>	20%												
3) <i>Experience with similar work</i>	60%												

	iii) The minimum technical score is required to pass is: 70
5.3 5.4	Since this is a direct contract, if the Consultant has obtained the minimum technical score, the Client will open the financial proposal without informing the Consultant on the date of such opening, in the absence of the Consultants.
5.6	<b>For the conversions to Sri Lankan Rupees:</b>  The quotation to be made in Sri Lankan Rupees only.
5.7	This is a direct contract and the selection is based on (QCBS) Quality and Cost
7.2	<b>The method of payment is:</b> Option A of General Conditions Clause 6 (Refer to the Special conditions of contract, page 68)
7.3	<b>Expected date for commencement of consulting services:</b> <b>Date: 01/07/2026</b> <b>at:</b> Office of the Deputy Director General (Non Communicable Diseases), Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.

සමස්ත ප්‍රධානීන්ගේ සහතිකය (බෝ නොවන රෝග) සඳහා, පෝෂණ හා දේහික වෛද්‍ය ප්‍රවෘත්තිය

### Section 3. Technical Proposal – Standard Forms

*[Comments in brackets [ ] provide guidance to the shortlisted Consultants for the preparation of their Technical Proposals; they should not appear on the Technical Proposals to be submitted.]*

TECH-1 Technical Proposal Submission Form

TECH-2 Consultant's Organization and Experience

A Consultant's Organization

B Consultant's Experience

TECH-3 Comments or Suggestions on the Terms of Reference and on Counterpart Staff and Facilities to be provided by the Client

A On the Terms of Reference

B On the Counterpart Staff and Facilities

TECH-4 Description of the Approach, Methodology and Work Plan for Performing the Assignment

TECH-5 Team Composition and Task Assignments

TECH-6 Curriculum Vitae (CV) for Proposed Professional Staff

TECH-7 Staffing Schedule

TECH-8 Work Schedule

ಕರ್ನಾಟಕ ಸರ್ಕಾರ (ಡಿ) ಹಾವಳಿ ರೋಗ  
ನಿರ್ಮೂಲನೆ, ನಿಯಂತ್ರಣ ಮತ್ತು ತಡೆಗಟ್ಟುವ ಕಾರ್ಯಕ್ರಮದ  
ಉಪ-ಪ್ರಾಜೆಕ್ಟ್

FORM TECH-1 TECHNICAL PROPOSAL SUBMISSION FORM

[Location, Date]

To: [Name and address of Client]

We, the undersigned, offer to provide the consulting services for [Insert title of assignment] in accordance with your Request for Proposal dated [Insert Date] and our Proposal. We are hereby submitting our Proposal, which includes this Technical Proposal, and a Financial Proposal sealed under a separate envelope.

We are submitting our Proposal in association with: [Insert a list with full name and address of each associated Consultant]<sup>33</sup>

We hereby declare that all the information and statements made in this Proposal are true and accept that any misinterpretation contained in it may lead to our disqualification.

If negotiations are held during the period of validity of the Proposal, i.e., before the date indicated in Paragraph Reference 1.8 of the Data Sheet, we undertake to negotiate on the basis of the proposed staff. Our Proposal is binding upon us and subject to the modifications resulting from Contract negotiations.

We undertake, if our Proposal is accepted, to initiate the consulting services related to the assignment not later than the date indicated in Paragraph Reference 7.3 of the Data Sheet.

We understand you are not bound to accept any Proposal you receive.

We remain,

Authorized Signature [In full and initials]: -----

Name and Title of Signatory: -----

Name of Consultancy Organization: -----

Address: -----

-----

-----

-----

<sup>33</sup> Delete in case no association is foreseen

විදේශ විද්‍යාත්මක සේවාවන් (බේ) කොළඹ රෝමා  
සංවිධාන, පෝෂණ හා දේශීය වෛද්‍ය අමාත්‍යාංශය

FORM TECH-2 CONSULTANT'S ORGANIZATION AND EXPERIENCE

---

A - Consultant's Organization

*[Provide here a brief (two pages) description of the background and organization of your firm/entity and each associate for this assignment.]*

കോൺസൾട്ടന്റ് (ഒപ്പ് ചെയ്ത രേഖ)  
പേര്, വിലാസം, സമീപ വിലാസം, ഫോൺ നമ്പർ

## B - Consultant's Experience

*[Using the format below, provide information on each assignment for which your firm, and each associate for this assignment, was legally contracted either individually as a corporate entity or as one of the major companies within an association, for carrying out consulting services similar to the ones requested under this assignment. Use maximum of 20 pages.]*

Name of the Firm <sup>34</sup>			
Name and address of Client:			
Assignment name:			
Approx. value of the contract:		Duration of assignment (months):	
Location:		Total No of staff-months of the assignment	
No of professional staff-months provided by you:		Approx. value of the services provided by firm:	
Start date (month/year):		Completion date (month/year):	
Name of associated Consultants, if any:			
Name of senior professional staff of your firm involved and functions performed (indicate most significant pro files such as Project Director/Coordinator, Team Leader):			
Narrative description of Project:			
Description of actual services provided by your staff within the assignment:			

<sup>34</sup> Indicate the firms' name or associate firms' name

FORM TECH-3 COMMENTS AND SUGGESTIONS ON THE TERMS OF  
REFERENCE AND ON COUNTERPART STAFF AND FACILITIES TO BE PROVIDED  
BY THE CLIENT

---

A - On the Terms of Reference

*[Present and justify here any modifications or improvement to the Terms of Reference you are proposing to improve performance in carrying out the assignment (such as deleting some activity you consider unnecessary, or adding another, or proposing a different phasing of the activities). Such suggestions should be concise and to the point, and incorporated in your Proposal.]*

ಶಿಲ್ಪಕಲಾ ಅಧ್ಯಯನದ ಅಧ್ಯಯನ (ದೊರೆ ಹಾಕಲಿಗ ರಂಗ)  
ಸಾಂಘಿಕ, ಪರಿಷತ್ ಮತ್ತು ಸ್ವಯಂ ಸೇವಕ ಅಧಿಕಾರಿಗಳ

## B - On Counterpart Staff and Facilities

*[Comment here on counter part staff and facilities to be provided by the Client according to Paragraph Reference 1.4 of the Data Sheet including: administrative support, office space, local transportation, equipment, data, etc.]*

සහකාර පුද්ගලයන් සපයාගැනීම (බේරි නොවන රෝම) සහතික, පෝෂණ හා පදනම වෙළඳ පොළ ප්‍රමාණවත්ව

FORM TECH-4 DESCRIPTION OF APPROACH, METHODOLOGY AND WORK PLAN FOR PERFORMING THE ASSIGNMENT

---

*Technical approach, methodology and work plan are key components of the Technical Proposal. Suggested to present the Technical Proposal (maximum of 50 pages, inclusive of charts and diagrams) divided into the following three chapters:*

- a) Technical Approach and Methodology,*
  - b) Work Plan, and*
  - c) Organization and Staffing,*
- 
- a) Technical Approach and Methodology. Explain your understanding of the objectives of the assignment, approach to the services, methodology for carrying out the activities and obtaining the expected output, and the degree of detail of such output. Should highlight the problems being addressed and their importance, and explain the technical approach that would adopt to address them. Should also explain the methodologies you propose to adopt and highlight the compatibility of those methodologies with the proposed approach.*
  - b) Work Plan. Should propose the main activities of the assignment, their content and duration, phasing and interrelations, milestones (including interim approvals by the Client), and delivery dates of the reports. The proposed work plan should be consistent with the technical approach and methodology, showing understanding of the TOR and ability to translate them into a feasible working plan. A list of the final documents, including reports, drawings, and tables to be delivered as final output, should be included here. The work plan should be consistent with the Work Schedule of Form TECH-8.*
  - c) Organization and Staffing. Should propose the structure and composition of the team. Should list the main disciplines of the assignment, the key expert responsible, and proposed technical and support staff.]*

*විදේශීය ආධුනික සේවාවන් (බේ) හෝ සේවාවන්  
සපයීම, සේවාවන් හා පුද්ගල සේවාවන්*

FORM TECH-5 TEAM COMPOSITION AND TASK ASSIGNMENTS

Professional Staff				
Name of Staff	Firm	Area of Expertise	Position Assigned	Task/s Assigned

විශේෂ අධ්‍යක්ෂ ජනරාල් (බෝ නොවන රෝග)  
 සෞඛ්‍ය, පෝෂණ හා දේහින පවුල් සුවසිරිත

FORM TECH-6 CURRICULUM VITAE FOR PROPOSED PROFESSIONAL STAFF

1. Proposed Position<sup>35</sup>: -----
2. Name of Firm<sup>36</sup>: -----
3. Name of Staff<sup>37</sup>: -----
4. Date of Birth: ----- Nationality: -----
5. Education<sup>38</sup>: -----
6. Membership of Professional Associations: -----
7. Other Relevant Qualifications<sup>39</sup>: -----
8. Languages<sup>40</sup>: -----
9. Employment Record<sup>41</sup>:  
 From [Year]: to [Year]: -----  
 Employer: -----  
 Positions held (with brief description): -----

13. Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any willful misstatement described herein may lead to my disqualification or dismissal, if engaged.

----- Date-----  
 [Signature of staff member]

----- Date-----  
 [Signature of authorized representative of the client]

Full name of authorized representative: -----

<sup>35</sup> only one candidate shall be nominated for each position

<sup>36</sup> Insert name of firm proposing the staff

<sup>37</sup> Insert full name

<sup>38</sup> Indicate /university and other specialized education of staff member, giving names of institutions, degrees obtained, and dates of obtainment



<sup>39</sup> Indicate significant qualification/training

<sup>40</sup> For each language indicate proficiency: good, fair, or poor in speaking, reading, and writing];

<sup>41</sup> Starting with present position, list in reverse order every employment held by staff member since graduation, giving for each employment (see format): dates of employment, name of employing organization, positions held

FORM TECH-7 STAFFING SCHEDULE<sup>42</sup>

N°	Name of Staff	Staff input (in the form of a bar chart) <sup>43</sup>													Total staff-month input		
		1	2	3	4	5	6	7	8	9	10	11	12	n	Office	Field	Total
<b>National</b>																	
1		[Office]															
		[Field]															
2																	
n																	
													Subtotal				
<b>Foreign<sup>44</sup></b>																	
1		[Office]															
		[Field]															
2																	
n																	
													Subtotal				
													Total				

 Full time input  
 Part time input

<sup>42</sup> For Professional Staff the input should be indicated individually; for Support Staff it should be indicated by category (e.g.: draftsmen, clerical staff, etc.).

<sup>43</sup> Months are counted from the start of the assignment. For each staff indicate separately staff input for office and field work

<sup>44</sup> Only if Expatriate staff is proposed

FORM TECH-8 WORK SCHEDULE

N°	Activity <sup>45/46</sup>	Months <sup>47</sup>												
		1	2	3	4	5	6	7	8	9	10	11	12	n
1														
2														
3														
4														
5														
n														

<sup>45</sup> Indicate all main activities of the assignment, including delivery of reports (e.g.: inception, interim, and final reports), and other benchmarks such as Client approvals. For phased assignments indicate activities, delivery of reports, and benchmarks separately for each phase.

<sup>46</sup> In the case of Engineering/Architectural services design stage/ bidding stage/ supervision stage etc.

<sup>47</sup> Duration of activities shall be indicated in the form of a bar chart.

## Section 4. Financial Proposal - Standard Forms

*[Comments in brackets [ ] provide guidance to the shortlisted Consultants for the preparation of their Financial Proposals; they should not appear on the Financial Proposals to be submitted.]*

Financial Proposal Standard Forms shall be used for the preparation of the Financial Proposal according to the instructions provided under para. 3.6 of Section 2. Such Forms are to be used whichever is the selection method indicated in para. 4 of the Letter of Invitation.

*[The Appendix "Financial Negotiations - Breakdown of Remuneration Rates" is to be only used for financial negotiations when Quality-Based Selection, is adopted.]*

- FIN-1 Financial Proposal Submission Form
  - FIN-2 Summary of Costs
  - FIN-3 Breakdown of Remuneration
  - FIN-4 Reimbursable expenses
  - FIN-5 Breakdown of Costs by Activity (if requested under Clause 3.5 of Data Sheet)
- Appendix: Financial Negotiations - Breakdown of Remuneration Rates  
(for Quality Based Selection only)

සියලුම අධිකාරී පනවුම් (බේ) කෙටිත රෝග)  
සෞඛ්‍ය, සෞඛ්‍ය හා දේශීය වෛද්‍ය අමාත්‍යාංශය

FORM FIN-1 FINANCIAL PROPOSAL SUBMISSION FORM

[Location, Date]

To: [Name and address of Client]

We, the undersigned, offer to provide the consulting services for [Insert title of assignment] in accordance with your Request for Proposal dated [Insert Date] and our Technical Proposal. Our attached Financial Proposal is for the sum of [Insert amount(s) in words and figures<sup>48</sup>].

Our Financial Proposal shall be binding upon us subject to the modifications resulting from Contract negotiations, up to expiration of the validity period of the Proposal, i.e. before the date indicated in Paragraph Reference 1.8 of the Data Sheet.

We understand you are not bound to accept any Proposal you receive.

Authorized Signature [In full and initials]: -----

Name and Title of Signatory:-----

Name of Firm: -----

Address:-----

<sup>48</sup> Amounts must coincide with the ones indicated under Total Cost of Financial proposal in Form FIN-2

ಶಿವಮೊಗ್ಗದ ಸರ್ಕಾರಿ ಕಚೇರಿ (ಬೆಂಗಳೂರು ನಗರ) ಅಧಿಕಾರಿ, ಅಧಿಕಾರಿ ಅಥವಾ ಅಧಿಕಾರಿ ಅಧಿಕಾರಿ ಅಧಿಕಾರಿ

FORM FIN-2 SUMMARY OF COSTS

	Local cost
	(Sri Lankan Rupees)
Remuneration (from FIN 3)	
Other Expenses (From Fin 4)	
Total Costs of Financial Proposal carried to Financial Proposal Submission Form	

විකේන්ද්‍ර අධ්‍යක්ෂ ජනරාල් (බඩ් කොට්ඨාශ රෝල) කොළඹ, පෝලිසා හා ජේට්ටිය වෙදිදා අමාත්‍යාංශය





FORM FIN-5 BREAKDOWN OF OTHER EXPENSES

Group of Activities (Phase): <sup>55</sup> ----- -----				Description: <sup>56</sup> ----- -----	
N°	Description <sup>57</sup>	Unit	Quantity	Unit Cost	
				Amount	
				Local in Sri Lankan Rupees	Local in Sri Lankan Rupees
	Remuneration <sup>58</sup>				
1		Month <sup>59</sup>			
2					
3					
4					
				Sub-total Remuneration	
	Other Expenses <sup>60</sup>				
1					
2					
3					
4					
				Sub-total Other Expenses	
				Total for Activity	

<sup>55</sup> Name/s of activity/ies (phase) should be the same as, or correspond to the ones indicated in the second column of Form TECH-8

<sup>56</sup> Short description of the activities whose cost breakdown is provided in this Form

<sup>57</sup> Delete items that are not applicable or add other items required

<sup>58</sup> Insert name of staff below

<sup>59</sup> If applicable change to Day/Hour

<sup>60</sup> List the item

## Section 5. Terms of Reference

### Terms of Reference (ToR)

#### **Family Counselling Training for Public Health Nursing Officers and Community Psychiatry Nurses**

##### **Part A: Introduction**

Sri Lanka's public health system is globally recognized for its wide reach and success in delivering preventive and curative health services. However, despite its strengths, there remains a significant and long-standing gap in the area of mental health and psychosocial support at the primary care level. Counselling, a critical component of holistic and person-centered care, is underdeveloped within routine public health service delivery.

Public Health Nursing Officers (PHNOs) and Community Psychiatry Nursing Officers (CPNOs) often serve as the first point of contact for individuals and families dealing with emotional, psychological, and social distress at household level. Their work increasingly involves managing patients with:

- Substance use disorders
- Chronic psychiatric conditions
- Domestic and gender-based violence
- Psychological trauma (including historical abuse or conflict)
- Palliative and end-of-life care needs
- Family and caregiver crisis

Despite the complex nature of their role, the current training provided to PHNOs and CPNOs does not adequately equip them with practical, structured counselling skills. This creates a critical service gap that affects patient care, staff confidence, and mental health outcomes at the community level.

Furthermore, government hospitals and public health institutions currently lack sufficient numbers of trained counsellors who can lead in-service counselling training or provide practical mentorship. Given this constraint, the Ministry of Health—through the **Deputy Director General (DDG) of Non-Communicable Diseases (NCD)**—has proposed the initiation of a counselling training for PHNOs and CPNOs. This counselling training needs to be conducted by qualified **external consultants in an institution** with demonstrated expertise in counselling, mental health education, and community-based care.

This training is intended to begin as a **pilot project**, with a flexible and adaptive structure that allows refinement and scaling over time based on field experience, feedback from participants, and evolving mental health needs in Sri Lanka.

## Part B: Background

The burden of mental health issues in Sri Lanka has steadily increased, driven by a combination of social, economic, and conflict-related stressors. Depression, anxiety, substance misuse, domestic violence, and suicide are pressing public health concerns, often intersecting with chronic non-communicable diseases (NCDs) and other long-term health conditions.

In this context, the role of Public Health Nursing Officers and Community Psychiatry Nursing Officers is expanding beyond traditional medical tasks to include **psychosocial support, mental health education, and behavioural counselling**. However, there is currently no structured in-service training within the government health system that focuses specifically on counselling skills tailored to the challenges these professionals face.

Typical cases managed by PHNOs and CPNOs involve:

- Patients with chronic illness or disabilities
- Survivors of trauma or abuse requiring psychological first aid
- Families coping with chronic illness or terminal diagnoses
- People using narcotic drugs or engaging in risky behaviour
- Women facing intimate partner violence or reproductive health-related stress

These situations demand not only clinical knowledge but also **empathy, active listening, trauma-informed communication, and solution-focused counselling skills**—competencies that are currently underdeveloped in the existing public health training framework.

Recognizing this gap, the **DDG/NCD has initiated the conducting of a structured counselling training through external parties** as a national-level intervention, with the intention of building a scalable model that can be institutionalized over time. The training will be developed and implemented in partnership with **external consultants**, due to the lack of trained personnel within government hospitals who can facilitate such specialized training.

This initiative marks a strategic and much-needed step towards **improving mental health literacy and psychosocial service delivery** at the primary healthcare level. It also aligns with national mental health priorities and the **WHO's call to integrated mental health into primary care** through trained, community-level health professionals.

### Part C: Objectives

1. To strengthen the counselling competencies of Public Health Nursing Officers (PHNOs) and Community Psychiatry Nursing Officers (CPNOs) within healthcare settings and homes of patients.
2. To equip participants with specialized techniques for addressing palliative care, mental health conditions, gender-based violence, and issues related to psychiatric medication.
3. To enhance the ability of participants to provide holistic support to patients and families, with an emphasis on emotional resilience, effective coping strategies, and long-term well-being.
4. To promote interdisciplinary collaboration and support the integration of counselling into community-level home based health care delivery.

### Part D: Scope of Work

#### *Technical Consultancy – Counselling Training for PHNOs & CPNOs*

This Scope of Work outlines the responsibilities of the external consultant(s) engaged to design, implement, and support a structured **three-month counselling training** for Public Health Nursing Officers (PHNOs) and Community Psychiatry Nursing Officers (CPNOs), using a blended learning model with both online and in-person sessions.

#### **1. Training Design and Curriculum Development**

**As part of the consultancy the organization need to submit the curriculum(technical proposal) with the associated costs (financial proposal in a separate sealed enveloped) for consideration of the consultancy procurement committee.**

**In the process it is expected that,**

- Review existing circulars, guidelines issued by the Ministry of Health Sri Lanka, and job descriptions for PHNOs and CPNOs to align training objectives with national service delivery expectations.
- Develop a **comprehensive, modular curriculum** covering:
  - a. Core counselling principles (communication, ethics, confidentiality, active listening)
  - b. Practical techniques for:
    - i. Substance use prevention and control
    - ii. Prevention and control of Domestic and gender-based violence
    - iii. Palliative and end-of-life care needs
    - iv. Managing Family and caregiver crisis

v. Tobacco and alcohol cessation

- After awarding the contract the organization should design and prepare all training materials including:
  - Trainer guides and participant manuals
  - Case studies and role-play scenarios
  - Visual aids, handouts, and assessment tools

## 2. Training Delivery

- Implement a **blended training model** over a **3-month period**, structured as follows:
  - **Three weekday online sessions** per week (e.g., Monday, Wednesday, Friday evenings)
  - **Every weekend online session**
  - **One full-day in-person session on the last weekend of each month** (for practical skills, supervision, and evaluation)
- Deliver content through adult-learning methods: interactive discussions, breakout groups, simulations, and reflections.
- Ensure digital access by providing recorded sessions and offline materials for participants with limited internet connectivity.

## 3. Field-Based Support and Mentoring

- During monthly physical sessions:
  - Supervise role-play counselling exercises and real-life case reflections
  - Provide structured feedback using observation checklists
- Encourage peer-to-peer learning and reflection throughout the training period.

## 4. Monitoring, Evaluation, and Learning (MEL)

- Design and implement:
  - **Performance tracking** through assignments and practical exercises

## 5. Reporting and Documentation

- Submit the following deliverables to the Ministry of Health after awarding the contract:
  - **Inception Report** : Final training schedule, session outlines, learning objectives
  - **Monthly Progress Reports**: Attendance, engagement summaries, trainer observations

- **Final Report** (End of Month 3): Evaluation outcomes, training summary, participant performance, and recommendations for continuation and scaling

#### 6. Collaboration and Coordination

- Liaise regularly with:
  - **DDG/NCD, Directorate of Mental Health and Director Nursing - PHS**
- Coordinate with guest speakers or technical experts where relevant (e.g., psychiatrists, psychologists, GBV specialists)

#### Part E: Program Duration & Format

- **Total Duration:** 3 months
- **Delivery Modality:**
  - **Online Training:** 3 weekday evenings + weekend morning
  - **In-Person Training:** 1 full-day session on the **last weekend of each month**
- **Training Load:** Balanced to suit, with a mix of theory, application, and mentoring.

**Number of participants: 50 -100 per one training course**

#### Part F: Deliverables

1. **Inception Report** (by end of Week 2)
  - Detailed training implementation plan with finalized curriculum outline and session schedule
2. **Monthly progress reports including the number of days the program was conducted and the signed and certified attendance sheets.**
3. **Final Report** (within 2 weeks after program conclusion)
  - Summary of program delivery and objectives achieved
  - Participant feedback analysis
  - Recommendations for future scale-up, sustainability, and integration into in-service training
  - All study materials shall be provided by the consultant, and upon completion of the course, all such materials shall be handed over to office of DDG/NCD, together with the rights to reuse them and if required, the right to publish the study material as a book by the DDG/NCD.

## Part G: Qualifications and Experience Required of Lecturers / Trainers

There must be more than two qualified lecturers conducting the sessions. Each lecturer is expected to have following qualifications.

### 1. Academic Qualifications

- A **Master's Degree or higher** in one or more of the following fields:
  - Clinical Psychology
  - Counselling Psychology
  - Psychiatry
  - Social Work with specialization in Mental Health
  - Public Health (with focus on mental health or psychosocial support)

### 2. Professional Experience

- **Minimum 5 years of experience** in delivering counselling or mental health services in clinical, community, or institutional settings.
- Demonstrated experience in **training or lecturing** to health professionals (preferably nurses or community health staff).
- Familiarity with the **Sri Lankan public health system**, especially the roles and responsibilities of PHNOs and CPNOs, will be an added advantage.

### 3. Technical Competencies

- Proficiency in adult learning methodologies and facilitation skills.
- Ability to develop case studies, practical role-plays, and real-world scenarios relevant to the Sri Lankan context.
- Knowledge of counselling approaches applicable to:
  - Palliative care
  - Psychiatric medication adherence
  - Trauma and abuse
  - Gender-based violence
  - Chronic illness and caregiver support

### 4. Language Proficiency

- Fluency in **English and Sinhala** is essential and the ability to **communicate effectively in Tamil** will be an added qualification.

**5. Digital Literacy**

- Familiarity with **online teaching platforms** (e.g., Zoom, MS Teams).
- Ability to deliver sessions virtually and adapt content for blended learning environments.

**6. Availability and Commitment**

- Must be available to deliver scheduled **weekly online sessions** and **monthly in-person sessions** over a period of **three months**.
- Willing to participate in planning, evaluation, and mentoring activities during the training.

4.

**Part H: Budget**

Should be a detailed breakdown and included in a second envelope. It will be opened only if those with expected cut off marks for the technical proposal.

**Proposed payment schedule**

Submission of detailed training curriculum: 15% of the agreed budget

Submission of first month training report with attendance certificates, assignment marks : 20% of the agreed budget

Submission of second month training report with attendance certificates, assignment marks : 20% of the agreed budget

Submission of third month training report with attendance certificates, assignment marks : 20% of the agreed budget

Submission of the final report with final marks, award of certificates to those passing the counsellor course : 25% of the agreed budget

**Part I: Facilities provided by the Client**

Client will not provide any accommodation, communication facilities or any other facilities to the consultant. Consultant is expected to have training hall facilities, on line platforms, office space, and other facilities.

The Consultant shall be responsible for arranging the online platform for virtual sessions, as well as providing accommodation and all necessary facilities for the participants during the physical classes. At the end of each month, the Consultant shall submit invoices for the accommodation provided, together with a detailed statement indicating the number of participants and a breakdown of expenses.

If practical training is needed in the field, Client may assist in organizing such facilities. Transport or meals during field visits will not be provided by the client.

Eligible candidates are required to send in a Request for Proposal (RFP) accompanied by their application, providing brief outline of how they plan to propose the counselling training to DDG/NCD.

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**PART II**

**Section 6. Conditions of Contract and Contract Forms**

**SAMPLE CONTRACT FOR CONSULTANCY SERVICE**

**Small Assignments  
Lump-Sum Payments**

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**SAMPLE CONTRACT FOR CONSULTANCY SERVICES**

**Small Assignments**

**Lump-Sum Payment**

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# I. Form of Contract

## SAMPLE CONTRACT FOR CONSULTACY SERVICE

### SMALL ASSIGNMENTS

### LIMP-SUM PAYMENTS

### CONTRACT NO. DDG/NCD/X/2024/39

This CONTRACT (hereinafter called the "Contract") is made the [day] day of the month of [month], [year], between, on the one hand, [name of client] (hereinafter called the "Client") and, on the other hand, [name of Consultant] (hereinafter called the "Consultant").

[Note: If the Consultant consist of more than one entity, the above should be partially amended to read as follows: "...(hereinafter called the "Client") and, on the other hand, a joint venture/consortium/association consisting of the following entities, each of which will be jointly and severally liable to the Client for all the Consultant's obligations under this Contract, namely, [name of Consultant] and [name of Consultant] (hereinafter called the "Consultant").]

#### WHEREAS

- (a) the Client has requested the Consultant to provide certain consulting services as defined in this Contract (hereinafter called the "Services");
- (b) the Consultant, having represented to the Client that it has the required professional skills, and personnel and technical resources, has agreed to provide the Services on the terms and conditions set forth in this Contract;

NOW THEREFORE the parties hereto hereby agree as follows:

1. The following documents attached hereto shall be deemed to form an integral part of this Contract:

- (a) The General Conditions of Contract;
- (b) The Special Conditions of Contract;
- (c) The following Appendices:

Appendix A: Description of Services

Appendix B: Reporting Requirements

Appendix C: Personnel and Sub-Consultants

Appendix D: Breakdown of Contract Price

Appendix E: Services and Facilities provided by the Client Not used

Appendix G: Form of Advance Payment Guarantee

2. The mutual rights and obligations of the Client and the Consultant shall be as set forth in the Contract, in particular:

- (a) the Consultants shall carry out the Services in accordance with the provisions of the Contract; and
- (b) the Client shall make payments to the Consultants in accordance with the provisions of the Contract.

IN WITNESS WHEREOF, the Parties hereto have caused this Contract to be signed in their respective names as of the day and year first above written.

**For and on behalf of [name of Client]**

\_\_\_\_\_  
[Authorized Representative]

For and on behalf of [name of Consultant]

\_\_\_\_\_  
[Authorized Representative]

[Note: If the Consultant consists of more than one entity, all these entities should appear as signatories, e.g., in the following manner:]

**For and on behalf of each of the Members of the Consultant**

[name of member]

\_\_\_\_\_  
[Authorized Representative]

[name of member]

\_\_\_\_\_  
[Authorized Representative]

ಶಿವಮೊಗ್ಗ ಜಿಲ್ಲಾ ಪಂಚಾಯತ್ (ಬೆಂಗಳೂರು ಜಿಲ್ಲಾ ಪಂಚಾಯತ್ ಅಧೀನ) ಅಧೀನ, ಉಪನಿರ್ದೇಶನ ಮತ್ತು ಸೇವಾ ವಿಭಾಗ

## General Conditions of Contract

### I. GENERAL PROVISIONS

#### 1.1 Definitions

Unless the context otherwise requires, the following terms, whenever used in this Contract, have the following meanings:

- (a) "Applicable Law" means the laws and any other instruments having the force of law in the Democratic Socialist Republic of Sri Lanka, as they may be issued and in force from time to time.
- (b) "Consultant" means any private or public entity that will provide the Services to the Client under the Contract.
- (c) "Contract" means the Contract signed by the Parties and all the attached documents listed in its Clause 1 of the form of agreement, that is these General Conditions (GC), the Special Conditions (SC), and the Appendices.
- (d) "Contract Price" means the price to be paid for the performance of the Services, in accordance with Clause 6;
- (e) "Day" means calendar day.
- (f) "Effective Date" means the date on which this Contract comes into force and effect pursuant to Clause GC 2.1.
- (g) "Foreign Currency" means any currency other than Sri Lankan Rupees.
- (h) "GC" means these General Conditions of Contract.
- (i) "Member" means any of the entities that make up the joint venture/consortium/association, and "Members" means all these entities.
- (j) "Party" means the Client or the Consultant, as the case may be, and "Parties" means both of them.
- (k) "Personnel" means persons hired by the Consultant or by any Sub-Consultants and assigned to the performance of the Services or any part thereof. "Foreign Personnel" means such professionals and support staff that at the time of being so provided had their domicile outside Sri Lanka; "National Staff" means such professionals and support staff who at the time of being so provided had their domicile inside Sri Lanka; and "Key Personnel" means the Personnel referred to in Clause GC 4.2.
- (l) "Reimbursable expenses" means all assignment-related costs That will be paid to the Consultant on actuals "SC" means the Special Conditions of Contract by which the GC may be amended or supplemented.

“Services” means the work to be performed by the Consultant pursuant to this Contract, as described in Appendix A hereto.

- (m) “Sub-Consultants” means any person or entity to whom/which the Consultant subcontracts any part of the Services.
- (n) “Third Party” means any person or entity other than the Government, the Client, the Consultant or a Sub-Consultant.
- (o) “In writing” means communicated in written form with proof of receipt.

**12 Relationship Between the Parties**

Nothing contained herein shall be construed as establishing a relationship of master and servant or of principal and agent as between the Client and the Consultant. The Consultant, subject to this Contract, has complete charge of Personnel and Sub-Consultants, if any, performing the Services and shall be fully responsible for the Services performed by them or on their behalf hereunder.

**13 Law Governing Contract**

This Contract, its meaning and interpretation, and the relation between the Parties shall be governed by the Applicable Law.

**14 Language**

This Contract has been executed in English Language, which shall be the binding and controlling language for all matters relating to the meaning or interpretation of this Contract.

**15 Headings**

The headings shall not limit, alter or affect the meaning of this Contract.

**16 Notices**

- 1.61 Any notice, request or consent required or permitted to be given or made pursuant to this Contract shall be in writing. Any such notice, request or consent shall be deemed to have been given or made when delivered in person to an authorized representative of the Party to whom the communication is addressed, or when sent to such Party at the address specified in the SC.
- 1.62 A Party may change its address for notice hereunder by giving the other Party notice in writing of such change to the address specified in the SC.

**1.7 Location**

The Services shall be performed at such locations as are specified in Appendix A hereto and, where the location of a particular task is not so specified, at such locations, as the Client may approve

*Handwritten text in purple ink, likely a signature or stamp, partially obscured and difficult to read.*

**1.8 Authority of Member in Charge** In case the Consultant consists of a joint venture/ consortium/ association of more than one entity, the Members hereby authorize the entity specified in the SC to act on their behalf in exercising all the Consultant's rights and obligations towards the Client under this Contract, including without limitation the receiving of instructions and payments from the Client.

**1.9 Authorized Representatives** Any action required or permitted to be taken, and any document required or permitted to be executed under this Contract by the Client or the Consultant may be taken or executed by the officials specified in the SC.

**1.10 Taxes and Duties** The Consultant, Sub-Consultants, and their Personnel shall pay such indirect taxes, duties, fees, and other impositions levied under the Applicable Law, the amount of which is deemed to have been included in the Contract Price

**2 COMMENCEMENT, COMPLETION, MODIFICATION AND TERMINATION OF CONTRACT**

**2.1 Effectiveness of Contract** This Contract shall come into force and effect on the date (the "Effective Date") of the Client's notice to the Consultant instructing the Consultant to begin carrying out the Services. This notice shall confirm that the effectiveness conditions, if any, listed in the SC have been met.

**2.2 Commencement of Services** The Consultant shall begin carrying out the Services not later than then umber of Days after the Effective Date specified in the SC.

**2.3 Expiration of Contract** Unless terminated earlier pursuant to Clause GC 2.7 hereof, this Contract shall expire at the end of such time period after the Effective Date as specified in the SC.

**2.4 Modifications or Variations** Any modification or variation of the terms and conditions of this Contract, including any modification or variation of the scope of the Services, may only be made by written agreement between the Parties. However, each Party shall give due consideration to any proposals for modification or variation made by the other Party

**25 Force Majeure**

**2.5.1 Definition**

(a). For the purposes of this Contract, "Force Majeure" means an event which is beyond the reasonable control of a Party, is not foreseeable, is unavoidable, and which makes a Party's performance of its obligations hereunder impossible or so impractical as reasonably to be considered impossible in the circumstances, and includes, but is not limited to, war, riots, civil disorder, earthquake, fire, explosion, to be taken storm,

flood or other adverse weather conditions, strikes, lockouts or other industrial action (except where such strikes, lockouts or other industrial action are within the power of the Party invoking Force Majeure to prevent), confiscation or any other action by Government agencies.

b). Force Majeure shall not include (i) any event which is caused by the negligence or intentional action of a Party or such Party's Sub-Consultants or agents or employees, nor (ii) any event which a diligent Party could reasonably have been expected both to take into account at the time of the conclusion of this Contract, and avoid or overcome in the carrying out of its obligations hereunder.

c). Force Majeure shall not include insufficiency of funds or failure to make any payment required hereunder.

**2.5.2 No Breach of Contract**

The failure of a Party to fulfill any of its obligations under the contract shall not be considered to be a breach of, or default under, this Contract insofar as such inability arises from an event of Force Majeure, provided that the Party affected by such an event (a) has taken all reasonable precautions, due care and reasonable alternative measures in order to carry out the terms and conditions of this Contract, and (b) has informed the other Party as soon as possible about the occurrence of such an event.

**2.5.3 Measures to be Taken**

(a) A Party affected by an event of Force Majeure shall continue to perform its obligations under the Contract as far as is reasonably practical, and shall take all reasonable measures to minimize the consequences of any event of Force Majeure.

(b) A Party affected by an event of Force Majeure shall notify the other Party of such event as soon as possible, and in any case not later than fourteen (14) Days following the occurrence of such event, providing evidence of the nature and cause of such event, and shall similarly give written notice of the restoration of normal conditions as soon as possible.

(c) Any period within which a Party shall, pursuant to this Contract, complete any action or task, shall be extended for a period equal to the time during which such Party was unable to perform such action as a result of Force Majeure.

(d) During the period of their inability to perform the Services as a result of an event of Force Majeure, the Consultant, upon instructions by the Client, shall either:

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- (i) demobilize, in which case the Consultant shall be reimbursed for additional costs they reasonably and necessarily incurred, and, if required by the Client, in reactivating the Services; or
  - (ii) continue with the Services to the extent possible, in which case the Consultant shall continue to be paid under the terms of this Contract and be reimbursed for additional costs reasonably and necessarily incurred.
- (c) In the case of disagreement between the Parties as to the existence or extent of Force Majeure, the matter shall be settled according to Clause GC 8.

**2.6 Suspension**

The Client may, by written notice of suspension to the Consultant, suspend all payments to the Consultant hereunder if the Consultant fails to perform any of its obligations under this Contract, including the carrying out of the Services, provided that such notice of suspension (i) shall specify the nature of the failure, and (ii) shall request the Consultant to remedy such failure within a period not exceeding thirty (30) Days after receipt by the Consultant of such notice of suspension

**2.7 Termination**

The Client may terminate this Contract in case of the occurrence of any of the events specified in paragraphs (a) through (f) of this Clause GC

**2.7.1. By the Client**

2.7.1. In such an occurrence the Client shall give a not less than thirty (30) Days' written notice of termination to the Consultant, and sixty (60) Days' in the case of the event referred to in(e).

- (a) If the Consultant fails to remedy a failure in the performance of its obligations hereunder, as specified in a notice of suspension pursuant to Clause GC 2.6 hereinabove, within thirty (30) Days of receipt of such notice of suspension or within such further period as the Client may have subsequently approved inwriting..
- (b) If the Consultant becomes (or, if the Consultant consists of more than one entity, if any of its Members becomes) insolvent or bankrupt or enter into any agreements with their creditors for relief of debt or take advantage of any law for the benefit of debtors or go into liquidation or receivership whether compulsory or voluntary.
- (c) If the Consultant fails to comply with any final decision reached as a result of arbitration proceedings pursuant to Clause GC 8 hereof.

- (d) If the Consultant, in the judgment of the Client has engaged in corrupt or fraudulent practices in competing for or in executing the Contract.
- (e) If, as the result of Force Majeure, the Consultant are unable to perform a material portion of the Services for a period of not less than sixty (60) Days.
- (f) If the Client, in its sole discretion and for any reason whatsoever, decides to terminate this Contract.

**2.7.2 By the Consultant**

The Consultants may terminate this Contract, by not less than thirty (30) Days' written notice to the Client, such notice to be given after the occurrence of any of the events specified in paragraphs (a) through (c) of this Clause GC 2.7.2:

- (a) If the Client fails to pay any money due to the Consultant pursuant to this Contract and not subject to dispute pursuant to Clause GC 8 hereof within sixty (60) days after receiving written notice from the Consultant that such payment is overdue.
- (b) If, as the result of Force Majeure, the Consultant is unable to perform a material portion of the Services for a period of not less than ninety (90)Days.
- (c) If the Client fails to comply with any final decision reached as a result of arbitration pursuant to Clause GC 8hereof.

**2.5.3 Cessation of Rights and Obligations**

Upon termination of this Contract pursuant to Clauses GC 2.7 here of, or upon expiration of this Contract pursuant to Clause GC 2.3 hereof, all rights and obligations of the Parties hereunder shall cease, except (i) such rights and obligations as may have accrued on the date of termination or expiration, (ii) the obligation of confidentiality set forth in Clause GC 3.3 hereof, (iii) the Consultant's obligation to permit inspection, copying and auditing of their accounts and records set forth in Clause GC 3.6 hereof, and (iv) any right which a Party may have under the Applicable Law.

**2.7.4 Cessation of Services**

Upon termination of this Contract by notice of either Party to the other pursuant to Clauses GC 2.7.1 or GC 2.7.2 hereof, the Consultant shall, immediately upon dispatch or receipt of such notice, take all necessary steps to bring the Services to a close in a prompt and orderly manner and shall make every reasonable effort to keep expenditures for this purpose to a minimum. With respect to documents prepared by the Consultant and equipment and materials furnished by the Client, the Consultant shall proceed as provided, respectively, by Clauses GC 3.7hereof.

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**2.7.5 Payment  
Upon  
Termination**

Upon termination of this Contract pursuant to Clauses GC 2.7.1 or GC 2.7.2, the Client shall make the following payments to the Consultant:

- (a) payment and reimbursable expenditures pursuant to Clause GC 6 for Services satisfactorily performed prior to the effective date of termination;
- (b) except in the case of termination pursuant to paragraphs (e) and (f) of Clause GC 2.7.1, reimbursement of any reasonable cost incident to the prompt and orderly termination of the Contract, including the cost of the return travel of the Personnel and their eligible dependents.

**2.7.6 Disputes  
about Events  
of  
Termination**

If either Party disputes whether an event specified in Clause GC 2.9.1 or in Clause GC 2.9.2 hereof has occurred, such Party may, within forty-five (45) days after receipt of notice of termination from the other Party, refer the matter to Clause GC 8 hereof, and this Contract shall not be terminated on account of such event except in accordance with the terms of any resulting arbitral award.

**3. OBLIGATIONS OF THE CONSULTANT**

**3.1 General**

**3.1.1  
Standard of  
Performance**

The Consultant shall perform the Services and carry out their obligations hereunder with all due diligence, efficiency and economy, in accordance with generally accepted professional standards and practices, and shall observe sound management practices, and employ appropriate technology and safe and effective equipment, machinery, materials and methods. The Consultant shall always act, in respect of any matter relating to this Contract or to the Services, as faithful advisers to the Client, and shall at all times support and safeguard the Client's legitimate interests in any dealings with Sub-Consultants or third Parties.

**3.2 Conflict of  
Interests**

The Consultant shall hold the Client's interests paramount, without any consideration for future work, and strictly avoid conflict with other assignments or their own corporate interests.

**3.2.1 Consultants  
Not to Benefit  
from  
Commissions,  
Discounts, etc.**

The payment of the Consultant pursuant to Clause GC 6 shall constitute the Consultant's only payment in connection with this Contract or the Services, and the Consultant shall not accept for their own benefit any trade commission, discount, or similar payment in connection with activities pursuant to this Contract or to the Services or in the discharge of their obligations under the Contract, and the

Consultant shall use their best efforts to ensure that the Personnel, any Sub-Consultants, and agents of either of them similarly shall not receive any such additional payment.

**3.2.2  
Consultant and  
Affiliates Not to  
be Otherwise  
Interested in  
Project**

The Consultant agrees that, during the term of this Contract and after its termination, the Consultant and any entity affiliated with the Consultant, as well as any Sub-Consultants and any entity affiliated with such Sub-Consultants, shall be disqualified from providing goods, works or services (other than consulting services) resulting from or directly related to the Consultant's Services for the preparation or implementation of the project.

**3.2.3  
Prohibition of  
Conflicting  
Activities**

The Consultant shall not engage, and shall cause their Personnel as well as their Sub-Consultants and their Personnel not to engage, either directly or indirectly, in any business or professional activities which would conflict with the activities assigned to them under this Contract.

**33  
Confidentiality**

Except with the prior written consent of the Client, the Consultant and the Personnel shall not at any time communicate to any person or entity any confidential information acquired in the course of the Services, nor shall the Consultant and the Personnel make public the recommendations formulated in the course of, or as a result of, the Services.

**34 Insurance to  
be Taken  
Out by the  
Consultant**

The Consultant (a) shall take out and maintain, and shall cause any Sub-Consultants to take out and maintain, at their (or the Sub-Consultants', as the case may be) own cost but on terms and conditions approved by the Client, insurance against the risks, and for the coverage, as shall be specified in the SC; and (b) at the Client's request, shall provide evidence to the Client showing that such insurance has been taken out and maintained and that the current premiums have been paid.

**35 Consultant's  
Actions  
Requiring  
Client's Prior  
Approval**

The Consultant shall obtain the Client's prior approval in writing before taking any of the following actions:

- (a) entering into a subcontract for the performance of any part of the Services,
- (b) appointing such members of the Personnel not listed by name in Appendix C, and
- (c) any other action that may be specified in the SC.

**36 Reporting  
Obligations**

(a) The Consultant shall submit to the Client the reports and documents specified in Appendix B hereto, in the form, in the numbers and within the time periods set forth in the said Appendix.

- (b) Final reports shall be delivered in CD ROM in addition to the hard copies specified in said Appendix.
- 3.7 Documents Prepared by the Consultant to be the Property of the Client**
- (a) All plans, drawings, specifications, designs, reports, other documents and software submitted by the Consultant under this Contract shall become and remain the property of the Client, and the Consultant shall, not later than upon termination or expiration of this Contract, deliver all such documents to the Client, together with a detailed inventory thereof.
  - (b) The Consultant may retain a copy of such documents and software. Restrictions about the future use of these documents, if any, shall be specified in the SC.
- 3.8 Accounting, Inspection and Auditing**
- The Consultant (i) shall keep accurate and systematic accounts and records in respect of the Services hereunder, in accordance with accepted accounting principles and in such form and detail as will clearly identify all relevant time changes and costs, and the bases thereof, and (ii) shall periodically permit the Client or its designated representative and/or the Bank, and up to two years from the expiration or termination of this Contract, to inspect the same and make copies thereof as well as to have them audited by auditors appointed by the Client or the Bank, if so required by the Client or the Bank as the case maybe.

**4. CONSULTANT'S PERSONNEL**

- 4.1 Description of Personnel**
- (a) The Consultant shall employ and provide such qualified and experienced Personnel and Sub-Consultants as are required to carryout the Services. The titles, agreed job descriptions, minimum qualifications, and estimated periods of engagement in the carrying out of the Services of the Consultant's Key Personnel are described in Appendix C. The Key Personnel and Sub- Consultants listed by title as well as by name in Appendix C are hereby approved by the Client.
  - (b) If required to comply with the provisions of Clause GC 3.1.1 hereof, adjustments with respect to the estimated periods of engagement of Key Personnel set forth in Appendix C may be made by the Consultant by written notice to the Client, provided (i) that such adjustments shall not alter the originally estimated period of engagement of any individual by more than 10% or one week, whichever is larger, and (ii) that the aggregate of such adjustments shall not cause payments under this Contract to exceed the ceilings set forth in Clause GC 6.1(b) of this Contract. Any other such

Adjustments shall only be made with the Client's written approval.

- (c) If additional work is required beyond the scope of the Services specified in Appendix A, the estimated periods of engagement of Key Personnel set forth in Appendix C may be increased by agreement in writing between the Client and the Consultant. In case where payments under this Contract exceed the ceilings set forth in Clause GC 6.2 of this Contract, this will be explicitly mentioned in the agreement.

**42 Approval of Personnel**

The Key Personnel and Sub-Consultants listed by title as well as by name in Appendix C are hereby approved by the Client. In respect of other Personnel which the Consultant proposes to use in the carrying out of the Services, the Consultant shall submit to the Client for review and approval a copy of their Curricula Vitae (CVs). If the Client does not object in writing (stating the reasons for the objection) within twenty-one (21) Days from the date of receipt of such CVs, such Personnel shall be deemed to have been approved by the Client.

**43 Working Hours, Overtime, Leave, etc.**

In case where Consultant will be paid based on the time spend by any Personnel the Working hours and holidays for such Personnel are set forth in Appendix C hereto. To account for travel time, Foreign Personnel carrying out Services inside Sri Lanka shall be deemed to have commenced, or finished work in respect of the Services such number of days before their arrival in, or after their departure from Sri Lanka as is specified in Appendix C hereto. Such Key Personnel shall not be entitled to be paid for overtime nor to take paid sick leave or vacation leave except as specified in Appendix C hereto, and except as specified in such Appendix, the Consultant's remuneration shall be deemed to cover these items. All leave to be allowed to the Personnel is included in the staff-months of service set forth in Appendix C. Any taking of leave by Personnel shall be subject to the prior approval by the Consultant who shall ensure that absence for leave purposes will not delay the progress and adequate supervision of the Services.

**44 Removal and/or Replacement of Personnel**

- (a) Except as the Client may otherwise agree, no changes shall be made in the Key Personnel. If, for any reason beyond the reasonable control of the Consultant, such as retirement, death, medical incapacity, among others, it becomes necessary to replace any of the Key Personnel, the Consultant shall provide as a replacement a person of equivalent or better qualifications.
- (b) If the Client finds that any of the Personnel have (i) committed serious misconduct or have been charged with having committed a criminal action, or (ii) have reasonable cause to be dissatisfied with the performance of any of the Personnel, then the Consultant shall, at the Client's written request specifying the grounds thereof,

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provide as a replacement a person with qualifications and experience acceptable to the Client.

- (c) The Consultant shall have no claim for additional costs arising out of or incidental to any removal and/or replacement of Personnel.

## 5. OBLIGATIONS OF THE CLIENT

- 51 Assistance and Exemptions** Unless otherwise specified in the SC, the Client shall use its best efforts to ensure that the Government of Sri Lanka shall:
- (a) Provide where applicable, the Consultant, Sub-Consultants and Personnel with work permits and such other documents as shall be necessary to enable the Consultant, Sub-Consultants or Personnel to perform the Services.
  - (b) Arrange where applicable, for the Personnel and, if appropriate, their eligible dependents to be provided promptly with all necessary entry and exit visas, residence permits, exchange permits and any other documents required for their stay in Sri Lanka.
  - (c) Facilitate where applicable, prompt clearance through customs of any property required for the Services and of the personal effects of the Personnel and their eligible dependents.
  - (d) Issue to officials, agents and representatives of the Government agencies all such instructions as may be necessary or appropriate for the prompt and effective implementation of the Services.
  - (e) Provide to the Consultant, Sub-Consultants and Personnel any such other assistance as may be specified in the SC.
- 52 Change in the Applicable Law Related to Taxes and Duties** If, after the date of this Contract, there is any change in the Applicable Law with respect to taxes and duties which increases or decreases the cost incurred by the Consultant in performing the Services, then the remuneration and reimbursable expenses otherwise payable to the Consultant under this Contract shall be increased or decreased accordingly by agreement between the Parties, and corresponding adjustments shall be made to the amounts referred to in Clauses GC6.2
- 53 Services and Facilities**
- (a) The Client shall make available free of charge to the Consultant the professional and support counterpart personnel, Services and Facilities listed under Appendix E.
  - (b) In case that such personnel, services, facilities and property shall not be made available to the Consultant as and when specified in Appendix E, the Parties shall agree on (i) how the affected part of



- 63 Contract Price** (a) The price payable in Sri Lankan Rupees is set forth in the SC.  
 (b) The price payable in foreign currency/currencies is set forth in the SC.
- 64 Payment for Additional Services** For the purpose of determining the remuneration due for additional services as may be agreed under Clause 2.4, a breakdown of the lump-sum price is provided in Appendices D.
- 65 Terms and Conditions of Payment** Payments will be made according to the payment schedule stated in the SC. Unless otherwise stated in the SC, the first payment shall be made against the provision by the Consultant of an advance payment guarantee acceptable to the Client in an amount (or amounts) and in a currency (or currencies) specified in the SC. Such guarantee (i) to remain effective until the advance payment has been fully set off, and (ii) to be in the form set forth in Appendix G hereto, or in such other form as the Client shall have approved in writing. The advance payments will be set off by the Client in installments proportionate to the payments made to the Consultant. Any other payment shall be made after the conditions listed in the SC for such payment have been met, and the Consultant has submitted an invoice to the Client specifying the amount due.
- 66 Interest on Delayed Payments** If the Client has delayed payments beyond thirty (30) days after the due date stated in the Clause SC 6.5, interest shall be paid to the Consultant for each day of delay at the rate stated in the SC.

**OPTION B (Clause 6.2 to 6.5 below are applicable)**

- 62 Cost Estimates ; Ceiling Amount** (a) An estimates of the cost of the Services payable in foreign currency is set forth in Appendix D.  
 (b) Except as may be otherwise agreed under Clause GC 2.4 and subject to Clause GC 6.2(c), payments under this Contract shall not exceed the ceilings in Sri Lankan Rupees and foreign currency  
 (c) Notwithstanding Clause GC 6.2(b) hereof, if pursuant to any of the Clauses GC 5.2, 5.3 or 5.4 hereof, the Parties shall agree that additional payments in local and/or foreign currency, as the case may be, shall be made to the Consultant in order to cover any necessary additional expenditures not envisaged in the cost estimates referred to in Clause GC 6.2(a) above, the ceiling or ceilings, as the case may be, set forth in Clause GC 6.2(b) above shall be increased by the amount or amounts, as the case may be, of any such additional payments.
- 63 Remuneration and** (a) Subject to the ceilings specified in Clause GC 6.2(b) hereof, the Client shall pay to the Consultant (i) remuneration as set forth in

**Reimbursable Expenses**

Clause GC 6.3(b) hereunder, and (ii) reimbursable expenses as set forth in Clause GC 6.3(c) hereunder. Unless otherwise specified in the SC, said remuneration shall be fixed for the duration of the Contract.

- (b) Payment for the Personnel shall be determined on the basis of time actually spent by such Personnel in the performance of the Services after the date determined in accordance with Clause GC 2.2 and Clause SC 2.2 (or such other date as the Parties shall agree in writing), at the rates referred to in Clause SC 6.3(b), and subject to price adjustment, if any, specified in Clause SC6.3(a).
- (c) Reimbursable expenses actually and reasonably incurred by the Consultant in the performance of the Services, as specified in Clause SC6.3(c).
- (d) The remuneration rates referred to under paragraph (b) here above shall cover: (i) such salaries and allowances as the Consultant shall have agreed to pay to the Personnel as well as factors for social charges and overhead (bonuses or other means of profit-sharing shall not be allowed as an element of overhead), (ii) the cost of backstopping by home office staff not included in the Personnel listed in Appendix C, and (iii) the Consultant's fee.
- (e) Any rates specified for Personnel not yet appointed shall be provisional and shall be subject to revision, with the written approval of the Client, once the applicable salaries and allowances are known.
- (f) Payments for periods of less than one month shall be calculated on an hourly basis for actual time spent and directly attributable to the Services (one hour being equivalent to 1/176<sup>th</sup> of a month) and on a calendar-day basis for time spent away from home office (one day being equivalent to 1/30<sup>th</sup> of a month).

**64 Currency of Payment**

Foreign currency payments shall be made in the currency or currencies specified in the SC, and local currency payments shall be made in Sri Lankan Rupees.

**65 Mode of Billing and Payment**

Billings and payments in respect of the Services shall be made as follows:

- (a) Within the number of days after the Effective Date specified in the SC, the Client shall cause to be paid to the Consultant advance payments in foreign currency and in Sri Lankan Rupees as specified in the SC. When the SC indicate advance payment, this will be due after provision by the Consultant to the Client of an advance payment guarantee acceptable to the Client in an amount (or amounts) and in a currency (or currencies) specified in the SC.

Such guarantee (i) to remain effective until the advance payment has been fully set off, and (ii) to be in the form set forth in Appendix G hereto, or in such other form as the Client shall have approved in writing. The advance payments will be set off by the Client in equal installments against the statements for the number of months of the Services specified in the SC until said advance payments have been fully set off.

- (b) As soon as practicable and not later than fifteen (15) days after the end of each calendar month during the period of the Services, or after the end of each time intervals otherwise indicated in the SC, the Consultant shall submit to the Client, in duplicate, itemized statements, accompanied by copies of invoices, vouchers and other appropriate supporting materials, of the amounts payable pursuant to Clauses GC 6.4 and GC 6.5 for such month, or any other period indicated in the SC. Separate statements shall be submitted in respect of amounts payable in foreign currency and in local currency. Each statement shall distinguish that portion of the total eligible costs which pertains to remuneration from that portion which pertains to reimbursable expenses.
- (c) The Client shall pay the Consultant's statements within sixty (60) days after the receipt by the Client of such statements with supporting documents. Only such portion of a statement that is not satisfactorily supported may be withheld from payment. Should any discrepancy be found to exist between actual payment and costs authorized to be incurred by the Consultant, the Client may add or subtract the difference from any subsequent payments. Interest at the annual rate specified in the SC shall become payable as from the above due date on any amount due by, but not paid on, such due date.
- (d) The final payment under this Clause shall be made only after the final report and a final statement, identified as such, shall have been submitted by the Consultant and approved as satisfactory by the Client. The Services shall be deemed completed and finally accepted by the Client and the final report and final statement shall be deemed approved by the Client as satisfactory ninety (90) calendar days after receipt of the final report and final statement by the Client unless the Client, within such ninety (90) day period, gives written notice to the Consultant specifying in detail deficiencies in the Services, the final report or final statement. The Consultant shall thereupon promptly make any necessary corrections, and thereafter the foregoing process shall be repeated. Any amount, which the Client has paid or caused to be paid in accordance with this Clause in excess of the amounts actually payable in accordance with the provisions of this Contract, shall be reimbursed by the Consultant to the Client within

thirty (30) days after receipt by the Consultant of notice thereof. Any such claim by the Client for reimbursement must be made within twelve (12) calendar months after receipt by the Client of a final report and a final statement approved by the Client in accordance with the above.

- (e) Payments in respect of remuneration or reimbursable expenses, which exceed the cost estimates for these items as set forth in Appendices D and E, may be charged to the respective contingencies provided for foreign and local currencies only if such expenditures were approved by the Client prior to being incurred.
- (f) With the exception of the final payment under (d) above, payments do not constitute acceptance of the Services nor relieve the Consultant of any obligations hereunder.

## 7. GOOD FAITH

**7.1 Good Faith** The Parties undertake to act in good faith with respect to each other's rights under this Contract and to adopt all reasonable measures to ensure the realization of the objectives of this Contract.

## 8. SETTLEMENT OF DISPUTES

**8.1 Amicable Settlement** (a) The Parties agree that the avoidance or early resolution of disputes is crucial for a smooth execution of the Contract and the success of the assignment. The Parties shall use their best efforts to settle amicably all disputes arising out of or in connection with this Contract or its interpretation.

(b) If either Party objects to any action or inaction of the other Party, the objecting Party may file a written Notice of Dispute to the other Party providing in detail the basis of the dispute. The Party receiving the Notice of Dispute will consider it and respond in writing within 30 Days after receipt. If that Party fails to respond within 30 Days, or the dispute cannot be amicably settled within 30 Days following the response of that Party, Clause GC 8.2 shall apply

**8.2 Dispute Resolution** Any dispute between the Parties as to matters arising pursuant to this Contract that cannot be settled amicably within thirty (30) Days after receipt by one Party of the other Party's request for such amicable settlement may be submitted by either Party for settlement in accordance with the provisions specified in the SC and in accordance with Sri Lanka Arbitration Act No. 11 of 1995.

### III. Special Conditions of Contract

(Clauses in brackets { } are optional; all notes should be deleted in final text)

Number of GC Clause	Amendments of, and Supplements to, Clauses in the General Conditions of Contract
1.6	<p>The addresses are:</p> <p>Client: Secretary, Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.</p> <p>E-mail: ncdbureau.sl@health.gov.lk</p>
1.9	<p>The Authorized Representatives are:</p> <p>For the Client: Deputy Director General (Non Communicable Diseases), Ministry of Health, No. 385, Rev. Baddegama Wimalawansa Thero Mw., Colombo 10.</p> <p>For the Consultant: _____</p>
2.2	The date for the commencement of Services is 7 Days from the effective date
2.3	The time period shall be 120 days from signing the contract.
3.6	Consultant shall submit the course curriculum, content and lecture schedule
5.1	The applicable option is: Option A

<b>OPTION A</b>	
5.2	The amount in Sri Lankan Rupees is <i>[insert amount]</i> .

5.3	<p>Payments shall be made according to the following schedule:</p> <p>Local Currency Component:</p> <ul style="list-style-type: none"> <li>(a) Fifteen (15) percent of the amount of the Sri Lankan Rupee component shall be paid upon the submission and accepting of the curriculum with names of lectures and allocated time. The client must also prove that on line plat form and lecture hall facilities are available to commence the programme.</li> <li>(b) Twenty (20) percent of the amount of the Sri Lankan Rupee component shall be paid upon submission of first month training completion report with trainee feed back reports. Also trainees performance in assignments and attendance sheets must be submitted. Every effort must be taken to get full participation of trainees.</li> <li>(c) Twenty (20) percent of the amount of the Sri Lankan Rupee component shall be paid upon submission of second month training completion report with trainee feed back reports. Also trainees performance in assignments and attendance sheets must be submitted. Every effort must be taken to get full participation of trainees.</li> <li>(d) Twenty (20) percent of the amount of the Sri Lankan Rupee component shall be paid upon submission of first month training completion report with trainee feed back reports. Also trainees performance in assignments and attendance sheets must be submitted. Every effort must be taken to get full participation of trainees.</li> <li>(e) Twenty five (25) percent of the amount of the Sri Lankan Rupee component shall be paid upon submission of final report with final performance of trainees, the certificates to be awarded and the final feed back of trainees. The client must include in the report suggestions to improve future training.</li> </ul> <p>If the required documents are not submitted, or the course is not completed according to the agreed timeline, a penalty of Two percent (2%) of the contract value per week of delay shall be applied.</p>
6.5 (a)	<p>No advance payment is made under this Contract. Therefore, no advance payment guarantee is applicable.</p>

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**MODEL FORM I**  
**See Note to Form on Clause SC 6.2(b)(ii)**

**Breakdown of Agreed Fixed Rates in Consultant's Contract**

We hereby confirm that we have agreed to pay to the staff members listed, who will be involved in this assignment, the basic salaries and away from headquarters allowances (if applicable) indicated below:

(Expressed in *[insert name of currency]*)

Personnel		1	2	3	4	5	6	7	8
Name	Position	Basic Salary per Working Month/Day/Year	Social Charges <sup>1</sup>	Overhead <sup>1</sup>	Subtotal	Fee <sup>2</sup>	Away from Headquarters Allowance	Agreed Fixed Rate per Working Month/Day/Hour	Agreed Fixed Rate per Working Month/Day/Hour <sup>1</sup>
Home Office									
Field									

1 Expressed as percentage of 1  
 2 Expressed as percentage of 4

\_\_\_\_\_  
 Signature

\_\_\_\_\_  
 Date

Name: \_\_\_\_\_

Title: \_\_\_\_\_



- Demonstrated experience in **training or lecturing** to health professionals (preferably nurses or community health staff).
- Familiarity with the **Sri Lankan public health system**, especially the roles and responsibilities of PHNOs and CPNOs, will be an added advantage.

### 3. Technical Competencies

- Proficiency in adult learning methodologies and facilitation skills.
- Ability to develop case studies, practical role-plays, and real-world scenarios relevant to the Sri Lankan context.
- Knowledge of counselling approaches applicable to:
  - Palliative care
  - Psychiatric medication adherence
  - Trauma and abuse
  - Gender-based violence
  - Chronic illness and caregiver support

### 4. Language Proficiency

- Fluency in **English and Sinhala** is essential and the ability to **communicate effectively in Tamil** will be an added qualification.

### 5. Digital Literacy

- Familiarity with **online teaching platforms** (e.g., Zoom, MS Teams).
- Ability to deliver sessions virtually and adapt content for blended learning environments.

*C2- Lecturer 2. Lecturer is expected to have following qualifications.*

#### 1. Academic Qualifications

- A **Master's Degree or higher** in one or more of the following fields:
  - Clinical Psychology
  - Counselling Psychology
  - Psychiatry
  - Social Work with specialization in Mental Health
  - Public Health (with focus on mental health or psychosocial support)

#### 2. Professional Experience

- Minimum **5 years of experience** in delivering counselling or mental health services in clinical, community, or institutional settings.
- Demonstrated experience in **training or lecturing** to health professionals (preferably nurses or community health staff).
- Familiarity with the **Sri Lankan public health system**, especially the roles and responsibilities of PHNOs and CPNOs, will be an added advantage.

### 3. Technical Competencies

- Proficiency in adult learning methodologies and facilitation skills.
- Ability to develop case studies, practical role-plays, and real-world scenarios relevant to the Sri Lankan context.
- Knowledge of counselling approaches applicable to:
  - Palliative care
  - Psychiatric medication adherence
  - Trauma and abuse
  - Gender-based violence
  - Chronic illness and caregiver support

### 4. Language Proficiency

- Fluency in **English and Sinhala** is essential and the ability to **communicate effectively in Tamil** will be an added qualification.

### 5. Digital Literacy

- Familiarity with **online teaching platforms** (e.g., Zoom, MS Teams).
- Ability to deliver sessions virtually and adapt content for blended learning environments.

*C3- Coordinator. A person with a basic degree in*

- Communication Technology
- Counselling Psychology
- Psychiatry
- Sociology

*Expected to coordinate with the client, trainees and consultants. Need to maintain regular attendance of participants*

*In case where Consultant will be paid based on the time spend by any Personnel, list here*

*the hours of work for Key Personnel; travel time to and from the country of the Government for Foreign Personnel (Clause GC 4.4(a)); entitlement, if any, to overtime pay, sick leave pay, vacation leave pay, etc.*

#### **APPENDIX D - BREAKDOWN OF CONTRACT PRICE**

*Note: List here the elements of cost used to arrive at the breakdown of the lump-sum price - foreign currency portion:*

1. *Monthly rates for Personnel (Key Personnel and other Personnel).*
2. *Reimbursable expenses (items that are not applicable should be deleted; others may be added):*
  - (a) *Per diem allowances for each of the Personnel for every day in which such Personnel shall be required to work outside the Location*
  - (b) *The cost of printing, reproducing and shipping of the documents, reports, drawings, etc.*
  - (c) *The cost of acquisition, shipment and handling of the following equipment, instruments, materials and supplies required for the Services, to be imported by the Consultants and to be paid for by the Client (including transportation to the Client's country).*
  - (d) *The cost of laboratory tests on materials, model tests and other technical services authorized or requested by the Client.*
  - (m) *The cost of such further items not covered in the foregoing but which may be required by the Consultants for the purpose of the Services, subject to the prior authorization in writing by the Client.*

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**කොටස, කොටස හා දේශීය වෙළඳ අමාත්‍යාංශය**

#### **APPENDIX E - SERVICES AND FACILITIES PROVIDED BY THE CLIENT**

*Note: List here the services and facilities to made available to the Consultant by the Client.*

- Client will not provide any accommodation, communication facilities or any other facilities to the consultant.
- Consultant is expected to have their own training hall facilities, on line platforms, office space, and other facilities or rent them.
- If practical training is needed in the field, Client may assist in organizing such facilities. Transport or meals during field visits will not be provided by the client.
- *Client may appoint a coordinator to coordinate activities with the consultant.*

#### **APPENDIX F - FORM OF ADVANCE PAYMENTS GUARANTEE**

*Note: See Clause GC 6.4 and Clause SC 6.4.*

ಶಿವಮೊಗ್ಗ ಸರ್ಕಾರಿ ಕಾಲೇಜ್ (ಬಿ.ಬಿ.ಎ. ಕಾಲೇಜ್)  
ಬಿ.ಬಿ.ಎ. ಕಾಲೇಜ್, ಬಿ.ಬಿ.ಎ. ಕಾಲೇಜ್, ಬಿ.ಬಿ.ಎ. ಕಾಲೇಜ್

## Bank Guarantee for Advance Payment

\_\_\_\_\_ [Bank's Name, and Address of Issuing Branch or Office]

Beneficiary: \_\_\_\_\_ [Name and Address of Client]

Date: \_\_\_\_\_

ADVANCE PAYMENT GUARANTEE No.: \_\_\_\_\_

We have been informed that [name of Consulting Firm] (hereinafter called "the Consultants") has entered into Contract No. [reference number of the contract] dated [insert date] with you, for the provision of [brief description of Services] (hereinafter called "the Contract").

Furthermore, we understand that, according to the conditions of the Contract, an advance payment in the sum of [amount in figures] ([amount in words]) is to be made against an advance payment guarantee.

At the request of the Consultants, we [name of Bank] hereby irrevocably undertake to pay you any sum or sums not exceeding in total an amount of [amount in figures] ([amount in words])<sup>1</sup> upon receipt by us of your first demand in writing accompanied by a written statement stating that the Consultants are in breach of their obligation under the Contract because the Consultants have used the advance payment for purposes other than toward providing the Services under the Contract.

It is a condition for any claim and payment under this guarantee to be made that the advance payment referred to above must have been received by the Consultants on their account number \_\_\_\_\_ at [name and address of Bank].

The maximum amount of this guarantee shall be progressively reduced by the amount of the advance payment repaid by the Consultants as indicated in copies of certified monthly statements which shall be presented to us. This guarantee shall expire, at the latest, upon our receipt of the monthly payment certificate indicating that the Consultants have made full repayment of the amount of the advance payment, or on the day of \_\_\_\_\_, 2,<sup>2</sup> whichever is earlier. Consequently, any demand for payment under this guarantee must be received by us at this office on or before that date.

- <sup>1</sup> The Guarantor shall insert an amount representing the amount of the advance payment and denominated either in the currency (ies) of the advance payment as specified in the Contract, or in a freely convertible currency acceptable to the Client.
- <sup>2</sup> Insert the expected expiration date. In the event of an extension of the time for completion of the Contract, the Client would need to request an extension of this guarantee from the Guarantor. Such request must be in writing and must be made prior to the expiration date established in the guarantee. In

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This guarantee is subject to the Uniform Rules for Demand Guarantees, ICC Publication No. 458.

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*[signature(s)]*

*Note: All italicized text is for indicative purposes only to assist in preparing this form and shall be deleted from the final product.*

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preparing this guarantee, the Client might consider adding the following text to the form, at the end of the penultimate paragraph: “The Guarantor agrees to a on e-time extension of this guarantee for a period not to exceed [six months][one year], in response to the Client’s written request for such extension, such request to be presented to the Guarantor before the expiry of the guarantee.”