



# **NUNATSIAVUT**

kavamanga Government

## **REQUEST FOR PROPOSALS**

### **REVIEW OF SALARIES FOR THE NUNATSIAVUT ASSEMBLY AND NUNATSIAVUT EXECUTIVE COUNCIL**

**Issue Date:**  
**February 19, 2024**

**Closing date and time:**  
**4:00 p.m. Atlantic Time Friday March 25, 2024**

# Project Overview, Objectives and Scope

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The Nunatsiavut Government (NG) was established in 2005 upon the effective date of the *Labrador Inuit Land Claims Agreement* (LILCA). LILCA includes self-government provisions rendering the NG a regional Inuit government within the province of Newfoundland and Labrador. The NG has authority over many central governance areas including health, education, housing, culture and language, justice and community matters.

The Nunatsiavut Assembly is seeking proposals from qualified consultants to conduct a comprehensive compensation study and analysis for its Members. The objective is to ensure that the Elected Officials of the Nunatsiavut Assembly are fairly compensated and that they are competitive to other jurisdictions with comparable responsibilities. This study would include an analysis of the base salary for Elected Officials as well as the stipends paid to the President, Speaker and Deputy Speaker of the Nunatsiavut Assembly and members of the Nunatsiavut Executive Council.

The successful proponent will be expected to perform the following:

- 1) Review the responsibilities of all Members of the Nunatsiavut Assembly and perform a comparative review of the responsibilities of other Elected Officials in the Government of Newfoundland and Labrador and at least two other Indigenous self-governments in Canada;
- 2) Review and compare various types of leave and family supports that Elected Officials from the jurisdictions defined in (1) above have available to them;
- 3) Perform a comparative review of compensation packages for all Elected Officials with equivalent or similar Elected Officials from the jurisdictions defined in (1) above;
- 4) Identify the policy reasons behind aspects of the salaries packages in the designated jurisdictions including how salaries and compensation packages changes/increases are determined; how salaries packages for newly Elected Officials are determined (are they the same as re-elected officials or are they different and if they are different, why);
- 5) If considered advisable, provide recommendations for changes to the current compensation packages for President, Speaker and Deputy Speaker of the Nunatsiavut Assembly and members of the Nunatsiavut Executive Council, with rationales for such changes.

The consultant will be responsible for the submission of progress reports to the Clerk of the Nunatsiavut Assembly within a timeframe to be mutually agreed upon. A draft of the final report must be presented to the Clerk of the Nunatsiavut Assembly who will send it to the Member Services Committee for review and comment.

The project should be completed by May 20th, 2024. Proponents must submit a project plan and schedule as part of their proposal.

Under this contract, the consultant will have access to the Assembly staff, Member Services Committee members; the Assembly and finance staff; and financial documents.

## Requirements

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Specific requirements outlined below do not constitute the final terms of an agreement or an engagement. A formal written agreement between the two parties will determine the ultimate terms.

### *Mandatory Requirements*

Consultants and all team members must state any professional qualifications and certifications including authorizations to undertake their disciplines in the Province of Newfoundland and Labrador.

# Evaluation Criteria for Proposals

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The NG will evaluate each Proposal received in response to this RFP using the following criteria, which is not intended to be exhaustive and is not ranked in order of preference or priority:

- a) Completeness, thoroughness and relevance of the Proposal submitted in response to this RFP;
- b) Relevant experience of the firm;
- c) Relevant experience and knowledge of key personnel;
- d) References, including the contact information of former clients;
- e) Schedule of rates and fees;
- f) Inuit Content as outlined in the Nunatsiavut Government's *Procurement Act*; and
- g) Other criteria as may be applicable.

The Nunatsiavut Government reserves the right to discuss any and/or all proposals, to request additional information from the proponents.

The Nunatsiavut Government may not accept the lowest-cost or any proposal and the Nunatsiavut Government reserves the right to cancel this RFP at any time. Any proposal that is accepted may be accepted in whole or in part.

The Procurement Act will be used to determine the Inuit Content Factor of the submissions and the weighting of the points assigned in this category. It is the responsibility of proponents to show, in their proposal, a calculation of the Inuit Content Factor for the proposal even if the proponent believes that the Inuit Content Factor of their proposal to be '0'. Failure to do so will result in an Inuit Content Factor of '0' being applied to the proposal.

## *Proposal Content*

### Table of Contents

Proposals should include a table of contents properly indicating the section and page numbers of the information included.

### Executive Summary

Responses shall include an abstract of no more than one (1) page on the information presented in the proposal and the proponent's unique qualifications and services.

### Background Information

Provide general information on the proponent, including a brief history and the number of years in business. The proposal should include resumes, relevant project experience, availability, current workload and office location of all key personnel.

Experience advising Indigenous governments and working or living in remote, arctic and sub-arctic regions is a strong asset.

### Project experience

Project experience should include a comprehensive list of relevant projects undertaken by key personnel, including links to any publically available examples where possible.

### Organizational Chart

The chart should indicate the names of the individuals to be involved in the major tasks of the project and the lines of responsibility. The organizational chart should also include the specific responsibilities of the key personnel and their role on the project team.

### References

The proponent should include references related to relevant work experience.

### Other Benefits

The proponent should describe any other services or benefits the NG may realize through these services.

# Instructions to Proponents

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## *Enquiries*

All enquiries regarding this Request for Proposals (RFP) must be made in writing by e-mail and addressed to:

Attn: Marlene Winters-Wheeler  
Clerk of the Assembly  
Telephone: (709) 896-8582  
Email: [marlene.winters-wheeler@nunatsiavut.com](mailto:marlene.winters-wheeler@nunatsiavut.com)

Such enquiries should be delivered by March 18th, 2024 so that questions and answers can be sent to all proponents as an addendum. Information given by word of mouth will not be valid or enforceable.

## *Addenda*

If deemed necessary by the NG, responses to any questions and/or any additional information will be issued by the NG in the form of an addendum, which shall form part of this RFP.

Any addenda issued to this RFP will be posted on the NG website at [www.nunatsiavut.com](http://www.nunatsiavut.com). It is the responsibility of the proponent to ensure that it has received any addenda issued prior to the proposal submission date. Upon submitting a proposal, a proponent will be deemed to have received notice of all addenda that have been issued.

## *Address for Submissions*

To be considered, electronic copies of proposals should be sent to Marlene Winters-Wheeler, Clerk of the Assembly at [marlene.winters-wheeler@nunatsiavut.com](mailto:marlene.winters-wheeler@nunatsiavut.com)

## *Submission Deadline*

Proposals must be received on or before 4:00 pm Atlantic Time on March 25, 2024 (the “Closing Date”).

**PROPOSALS RECEIVED AFTER THAT TIME WILL NOT BE CONSIDERED.**

Proposals will be considered to be open for acceptance by the NG for at least ninety (90) days following the Closing Date.

# General Conditions

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## *Governing Law*

The laws of the Province of Newfoundland and Labrador and Nunatsiavut govern this RFP and any subsequent contract that may arise as a result of this RFP.

## *Cost of Proposal*

Preparation and submission of a proposal in response to this RFP is voluntary and any costs associated with proposal preparation, submission, meetings, negotiations or discussions with the NG must be borne by the proponent submitting the proposal.

## *No Claim*

The NG will not be liable to any proponent for any claims, whether for costs, expenses, losses or damages, or loss of anticipated profits, or for any other matter whatsoever, incurred by the proponent in preparing and submitting a proposal, or participating in negotiations for a contract, or other activity related to or arising out of this RFP. Except as expressly and specifically permitted in this RFP, no proponent shall have any claim for any compensation of any kind whatsoever as a result of participating in this RFP and by submitting a proposal each proponent shall be deemed to have agreed that it has no claim.

## *Proponent's Qualifications*

In submitting a proposal, the proponent acknowledges and agrees that it has read, understood and agrees to all terms and conditions described in the RFP and that it has the necessary experience, skills and ability to effectively provide the services.

## *Acceptance of Proposal*

The NG reserves the right to accept or reject any or all proposals received in response to this RFP. The NG reserves the right to conduct personal interviews with selected proponents and contact the references provided.

## *Withdrawal*

Proponents may withdraw their proposal at any time prior to acceptance.

## *No Binding Contract*

The NG may, after reviewing the proposals received, enter into discussions with one or more of the proponents, without such discussion in any way creating a binding contract between the NG and any proponent. There will be no binding agreement between any proponent and the NG until a formal contract with negotiated terms has been signed by both the NG and a proponent.

## *Solicitation of NG Staff and Assembly Members*

Prior to the Closing Date, proponents should not establish contact with employees or agents of the NG (including the Nunatsiavut Assembly) regarding this RFP, other than the representative(s) identified without that representative's permission.

Failure to abide by this requirement could be grounds for rejection of the proponent's proposal.

#### *Confidentiality*

Any information acquired about the NG by a proponent during this process must not be disclosed unless authorized by the NG, and this obligation survives the termination of the RFP process.

#### *Conflict of Interest*

By submitting a proposal, the proponent declares that it has no pecuniary interest in the business of any third party that would cause a conflict of interest or be seen to cause a conflict of interest in carrying out the services.

#### *Modification of Terms*

NG reserves the right to modify the terms of this RFP at any time in its sole discretion. This includes the right to cancel this RFP at any time prior to entering into a contract with the successful proponent.

#### *Ownership of Proposals and Freedom of Information*

All documents submitted to the NG will become the property of the NG. They will be received and held in confidence by the NG.

#### *Release of Information*

##### While Proposal is Open:

The names of individuals or companies who have picked up the proposal will not be released.

##### At Proposal Opening:

Only the names of proponents will be released.

##### After Proposal Opening:

No further information will be released until after the contract is awarded.