



SPREP
Secretariat of the Pacific Regional
Environment Programme



10th Pacific Islands Conference

**NATURE CONSERVATION
AND PROTECTED AREAS**

Nature Conservation Action for a Resilient Pacific

ANSWERS TO CLARIFICATION QUESTIONS

File: FN_11
Date: 06 July 2020
To: Interested suppliers
Contact: Maraea S. Pogi maraeap@sprep.org
Subject: Request for tenders: **Consultant to develop and write the Secretariat's People Strategy**

Question 1:

Is this assignment it more of a collation and drafting job of the work already carried out by the SMT?

Response:

This assignment is to:

1. Collate and pull together the SMT and staff inputs and contributions with an independent and objective view
2. Develop and write the People Strategy for the Secretariat

Question 2:

What are the major chapters (functions to be covered)?

Response:

The consultant is expected to recommend based on SMT and staff inputs

Question 3:

Do we need to ensure compliance with the binding legal / organizational structures?

Response:

The Strategy should support Organisational Goal 5 of the Secretariat's Strategic Plan 2017-2026. The Consultant is expected to provide an independent and objective view of what the People Strategy should look like for the Secretariat based on inputs from the SMT and staff.

Question 4:

Is there a Learning and Development policy?

Response:

Yes