



Date: 10th October 2018

Amended Bid Document for the Lease of 5000 square feet 4 lands on the Island of Fenfushi in Alifu Dhaalu Atoll.

We make reference to the Council's Lease of 500 square feet 4 lands announcement (IUL) 355-ESMS/INDIV/2018/33 number dated on 30th August 2018

Fenfushi Council in Alifu Dhaalu Atoll has decided to amend the following term of the Bid Document, which shall be effective from the date of 11th October 2018.

22.3. Bids will be evaluated based on the:

i. Proposed Human Resource Plan which shall carry a maximum of 30 marks.

1. Total number of the staff at the pre-opening of the Guest House (3 points)
 - a. *Hotelier with the higher number of staff at the pre-opening will get highest points and the others will be evaluated respectively. (only for Maldivian)*
(Note: The bidder should submit the amount of employees with their proposed designation and qualifications with their bids)
2. Total number of employee shall be recruited to your guest house from Fenfushi citizen on guest house pre-opening and define the remuneration package. (7 Points)
(Note: Hotelier with the higher no of Fenfushi Citizen (04 points) and the higher remuneration package will get the higher number of points (03 points) others will be evaluated respectively.)
3. Staff increment yearly (3 Points)
 - a. *Hotelier with the higher percentage of staff increment yearly will get higher marks*
(Note: the evaluation will be done based on the number of employees in every 5th year and the highest point will be awarded highest number of employees and the others will be evaluated respectively.) (Only for Maldivian)
(Note: The bidder should submit the amount of employees with their proposed designation and qualifications with their bids)
4. Line staff Recruitment, minimum 80% shall be Maldivians (4 Points)
 - a. *Hotelier with the higher percentage will get higher marks. The others will be evaluated respectively.)*
 - b. *(Note: less than 80% of Maldivians from this category will not be entitled any point from this category.)*



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Fenfushi,
Republic of Maldives.

(Note: The bidder should submit the number of employees for line staff category with their proposed qualifications with their bids)

5. From Middle management staff Recruitment, minimum 60% shall be Maldivians (3 Points)
 - a. *Hotelier with the higher percentage will get higher points. The others will be evaluated respectively.*
 - b. *(Note: less than 60% of Maldivian staff from this category will not be entitled any points from this category.)*

(Note: The bidder should submit the number of employees for the middle management category with their proposed designation and qualifications with their bids)
6. From Top Management Staff Recruitment, minimum 20% shall be Maldivian (Depends on availability) (03 Points)
 - a. *Hotelier with the higher percentage will get higher marks. The others will be evaluated respectively.*
 - b. *(Note: less than 20% of Maldivian staff from this category will not be entitled any points from this category.)*

(Note: The bidder should submit the number of employees for the top management category with their proposed designation and qualifications with their bids)
7. Scholarship scheme for Fenfushi Island Youth Development (7 Points)
 - a. *Hotelier with the higher number of scholarship opportunities for Fenfushi Island during the leased period will be awarded highest number of points. The others will be evaluated respectively.*

(Note: The bidder should submit the list of scholarship opportunities targeted to youth of Fenfushi Island during the leased period. The training program for their staff will not count in this program.)

ii. Proposed Marketing Plan which shall carry a maximum of 25 marks.

1. The marketing Plan will be evaluated based on the criteria below.
 - a) Amount of USD to promote Island of Fenfushi 10 Points. (The highest bidder will award the 10 points and the other bidders will be awarded respectively.)
 - b) Amount of USD to promote the guesthouse will be awarded 8 Points. (The highest bidder will award the 08 points and the other bidders will be awarded respectively.)
 - c) Estimated average occupancy of the guesthouse during the leased period. (The highest bidder will award the 7 points and the other bidders will be evaluated respectively.)
2. To prove the bidders' marketing plan please specify the list of details with below information.



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3. Goal setting
 1. Mission & vision
 2. Corporate objectives
4. Analyzing the current situation
 1. Marketing audit
 2. SWOT analysis
 3. Marketing Assumption
5. Creating the marketing strategy
 1. Marketing Objectives and strategies
 2. Forecasts of the expected results
 3. Create alternative plans
6. Allocating marketing resources & monitoring
 1. Marketing Budget
 2. Detailed Action Plan
7. Define the excursion program in relation with local resources
 1. Involvement of locals and local speed boats and dinghies.
8. Purchase of available local products from Fenfushi local shops.
 1. Products from fishermen and Farmers.

iii. Proposed Financial Plan which shall carry a maximum of 25 marks.

1. Estimated yearly Guest House Income (05 Points)
 1. *Hotelier with the higher estimated yearly Guest House Income will get higher marks.*

(Note: the bidder should submit annual income forecast.)
2. Total investment for the commencement of operation (8 points)
 1. *Hotelier with the higher Total investment for the commencement of operation will get higher marks*
3. Proof of funds. (12 points)
 1. *Hotelier with the higher Investment with proof of funds will be awarded 15 Points and the remaining investors will be evaluated respectively.*

(Note: All bidders should submit the details mentioned in this section with supporting documents.)

iv. Corporate Social Responsibility (C.S.R) to be developed which shall carry a maximum of 20 marks.

- i. The bidder applied for the earliest CSR starting date shall carry 05 points



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- ii. The bidder applied for the earliest CSR completing date shall carry 15 points

Please kindly note that, all terms in the Ministry's IFB, otherwise as stated herein, shall remain valid. In addition, this amendment shall be read and construed, as an integral part of the Ministry's IFB. As such, the effect of this amendment shall be only to override the terms of the Ministry's IFB referred to above to the extent that they are inconsistent with the terms herein.

Yours Sincerely,

Shahid Abdul Raheem
President – Fenfushi Council