

NATIONAL TENDER

EXPRESSION OF INTEREST (EOI) IN THE PROVISION OF CONSULTANCY SERVICES FOR BASELINE SURVEY ON EMPLOYEE SATISFACTION AND CORRUPTION PERCEPTION

The Communications Commission of Kenya (CCK) was established in February 1999 by the Kenya Communications Act, 1998, to license and regulate telecommunications, radiocommunications and postal services in Kenya.

The Commission considers its employees a vital resource in the delivery of its mandate. It has therefore put in place various management strategies, policies and procedures, with a view to building staff capacity and to provide a conducive working environment, among others. As reflected in our core values, the Commission has no tolerance for corruption and therefore continuously encourages staff to live and protect these values both in their private and professional lives. Additionally, CCK strives to continuously improve its systems and procedures to eliminate an environment that could breed corruption.

In line with these goals, the Commission wishes to undertake surveys on the following areas:

- a) Employee's Satisfaction
 - To evaluate and determine staff satisfaction and perception on the existing strategies.
- b) Corruption Perception
 - To obtain employee perceptions on corruption within the Commission
 - To obtain employee perceptions on the susceptibility of the Commission to corruption and obtain suggestions for improvement.
 - To obtain customers/clients and other stakeholders' perception on CCK's integrity status based on their experience while dealing with the Commission and propose areas for improvements or actions to seal any loopholes.

CCK invites interested local firms to submit an Expression of Interest for consultancy to carry out an employee satisfaction and corruption perception survey.

The Expression of Interest must be accompanied by copies of the following documents.

1. Company profile (Company history, contacts, services, affiliations etc)
2. Copy of valid KRA Tax Compliance Certificate
3. Provide documentary evidence of the firm having been in operation for at least the last three (3) years.
4. Description of at least three similar surveys carried out in the last five (5) years, with references of the client organizations as well as the respective contact persons. One of the surveys should be related to human resources and/or corruption perception or both.
5. Must demonstrate financial capability in carrying out the Consultancy work. Attach Audited Accounts for the last two (2) years.
6. Provide a proposed plan and schedule of implementation.

The Expression of Interest (EOI) should be submitted in plain sealed envelopes, clearly marked CCK/EOI/03/08-09 "Provision of consultancy services to carry out survey on Employee Satisfaction and Corruption Perception". The EOI should be placed in the Commission's tender box situated on the ground floor of CCK Centre, along Waiyaki Way, or mailed to the address below on or before 12th November, 2008 at 2.30 p.m.

Secretary
Tender Committee
Communications Commission of Kenya
P.O Box 14448, Nairobi 00800
Tel. 4242000, Fax : 4242335
www.cck.go.ke

