**Clarifications**

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| **SN** | **TOR** | **Query** | **Clarifications** |
| 1 | Review the current salary structures and terms and conditions of employment in the NGOs funded by NSIF | * Kindly share the count of employees across NGOs funded by NSIF, also are employment contracts currently being reviewed on sample basis? * Does the NSIF require legal advice on these policies, or could we proceed with the understanding that the scope of the consultancy services is to evaluate and ascertain whether the terms are fair and standardized across all 200 NGOs? | * Estimated no. of employees is 3,000. Employment contracts not currently reviewed. * Scope of consultancy does not include legal advice although consultants may be expected to refer to legal provisions when reviewing current terms and conditions. |
| 2 | Analyse the local market and conduct benchmarking against comparable organisations in the social sector in Mauritius | * Is there a pre-defined list of comparable organizations against which benchmarks are to be shared? * Do all the NGOs use the same set of comparators? * Do we have defined list of roles or functions across NGO organizations which are to be benchmarked? * Do we need to also benchmark benefits for the social sector? * Is the grade structure similar across all the NGOs? | * Benchmarks can be made against NGOs operating in similar sectors. * Comparators not the same across all NGOs. * Defined list of roles available. * Yes, to benchmark benefits as well. * Grade structure not similar across all NGOs. |
| 3 | Conduct a survey of employees to gather feedback on their current salary and employment conditions | * How many employees are to be covered across all NGOs under this survey? * Is there any in-house tool(s) available to conduct a survey at NSIF? (Kindly note: Deloitte has tools/partnerships to conduct these surveys) | * Consultants should propose a sample frame in their methodology. * No in-house tool(s) available, except Google Forms. |