

PHILIPPINE BIDDING DOCUMENTS

**Procurement of
Security Services
FY 2025
(PB 06-2025 EPA)**

National Labor Relations Commission

**Sixth Edition
July 2020**

Preface

These Philippine Bidding Documents (PBDs) for the procurement of Goods through Competitive Bidding have been prepared by the Government of the Philippines for use by any branch, constitutional commission or office, agency, department, bureau, office, or instrumentality of the Government of the Philippines, National Government Agencies, including Government-Owned and/or Controlled Corporations, Government Financing Institutions, State Universities and Colleges, and Local Government Unit. The procedures and practices presented in this document have been developed through broad experience, and are for mandatory use in projects that are financed in whole or in part by the Government of the Philippines or any foreign government/foreign or international financing institution in accordance with the provisions of the 2016 revised Implementing Rules and Regulations of Republic Act No. 9184.

The Bidding Documents shall clearly and adequately define, among others: (i) the objectives, scope, and expected outputs and/or results of the proposed contract or Framework Agreement, as the case may be; (ii) the eligibility requirements of Bidders; (iii) the expected contract or Framework Agreement duration, the estimated quantity in the case of procurement of goods, delivery schedule and/or time frame; and (iv) the obligations, duties, and/or functions of the winning bidder.

Care should be taken to check the relevance of the provisions of the PBDs against the requirements of the specific Goods to be procured. If duplication of a subject is inevitable in other sections of the document prepared by the Procuring Entity, care must be exercised to avoid contradictions between clauses dealing with the same matter.

Moreover, each section is prepared with notes intended only as information for the Procuring Entity or the person drafting the Bidding Documents. They shall not be included in the final documents. The following general directions should be observed when using the documents:

- a. All the documents listed in the Table of Contents are normally required for the procurement of Goods. However, they should be adapted as necessary to the circumstances of the particular Procurement Project.
- b. Specific details, such as the "*name of the Procuring Entity*" and "*address for bid submission*," should be furnished in the Instructions to Bidders, Bid Data Sheet, and Special Conditions of Contract. The final documents should contain neither blank spaces nor options.
- c. This Preface and the footnotes or notes in italics included in the Invitation to Bid, Bid Data Sheet, General Conditions of Contract, Special Conditions of Contract, Schedule of Requirements, and Specifications are not part of the text of the final document, although they contain instructions that the Procuring Entity should strictly follow.

- d. The cover should be modified as required to identify the Bidding Documents as to the Procurement Project, Project Identification Number, and Procuring Entity, in addition to the date of issue.
- e. Modifications for specific Procurement Project details should be provided in the Special Conditions of Contract as amendments to the Conditions of Contract. For easy completion, whenever reference has to be made to specific clauses in the Bid Data Sheet or Special Conditions of Contract, these terms shall be printed in bold typeface on Sections I (Instructions to Bidders) and III (General Conditions of Contract), respectively.
- f. For guidelines on the use of Bidding Forms and the procurement of Foreign-Assisted Projects, these will be covered by a separate issuance of the Government Procurement Policy Board.

Contents

Glossary of Acronyms, Terms, and Abbreviations	5
Section I. Invitation to Bid	8
Section II. Instructions to Bidders	11
1. Scope of Bid	12
2. Funding Information	12
3. Bidding Requirements	12
4. Corrupt, Fraudulent, Collusive, and Coercive Practices	12
5. Eligible Bidders	12
6. Origin of Goods	13
7. Subcontracts	13
8. Pre-Bid Conference	13
9. Clarification and Amendment of Bidding Documents	13
10. Documents comprising the Bid: Eligibility and Technical Components	14
11. Documents comprising the Bid: Financial Component	14
12. Bid Prices	14
13. Bid and Payment Currencies	15
14. Bid Security	15
15. Sealing and Marking of Bids	15
16. Deadline for Submission of Bids	16
17. Opening and Preliminary Examination of Bids	16
18. Domestic Preference	16
19. Detailed Evaluation and Comparison of Bids	16
20. Post-Qualification	17
21. Signing of the Contract	17
Section III. Bid Data Sheet	18
Section IV. General Conditions of Contract	20
1. Scope of Contract	21
2. Advance Payment and Terms of Payment	21
3. Performance Security	21
4. Inspection and Tests	21
5. Warranty	22
6. Liability of the Supplier	22
Section V. Special Conditions of Contract	23

Section VI. Schedule of Requirements	25
Section VII. Technical Specifications	26
Section VIII. Checklist of Technical and Financial Documents	40
Section IX. Bidding Forms	44

Glossary of Acronyms, Terms, and Abbreviations

ABC – Approved Budget for the Contract.

BAC – Bids and Awards Committee.

Bid – A signed offer or proposal to undertake a contract submitted by a bidder in response to and in consonance with the requirements of the bidding documents. Also referred to as *Proposal* and *Tender*. (2016 revised IRR, Section 5[c])

Bidder – Refers to a contractor, manufacturer, supplier, distributor and/or consultant who submits a bid in response to the requirements of the Bidding Documents. (2016 revised IRR, Section 5[d])

Bidding Documents – The documents issued by the Procuring Entity as the bases for bids, furnishing all information necessary for a prospective bidder to prepare a bid for the Goods, Infrastructure Projects, and/or Consulting Services required by the Procuring Entity. (2016 revised IRR, Section 5[e])

BIR – Bureau of Internal Revenue.

BSP – Bangko Sentral ng Pilipinas.

Consulting Services – Refer to services for Infrastructure Projects and other types of projects or activities of the GOP requiring adequate external technical and professional expertise that are beyond the capability and/or capacity of the GOP to undertake such as, but not limited to: (i) advisory and review services; (ii) pre-investment or feasibility studies; (iii) design; (iv) construction supervision; (v) management and related services; and (vi) other technical services or special studies. (2016 revised IRR, Section 5[i])

CDA - Cooperative Development Authority.

Contract – Refers to the agreement entered into between the Procuring Entity and the Supplier or Manufacturer or Distributor or Service Provider for procurement of Goods and Services; Contractor for Procurement of Infrastructure Projects; or Consultant or Consulting Firm for Procurement of Consulting Services; as the case may be, as recorded in the Contract Form signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.

CIF – Cost Insurance and Freight.

CIP – Carriage and Insurance Paid.

CPI – Consumer Price Index.

DDP – Refers to the quoted price of the Goods, which means “delivered duty paid.”

DTI – Department of Trade and Industry.

EXW – Ex works.

FCA – “Free Carrier” shipping point.

FOB – “Free on Board” shipping point.

Foreign-funded Procurement or Foreign-Assisted Project – Refers to procurement whose funding source is from a foreign government, foreign or international financing institution as specified in the Treaty or International or Executive Agreement. (2016 revised IRR, Section 5[b]).

Framework Agreement – Refers to a written agreement between a procuring entity and a supplier or service provider that identifies the terms and conditions, under which specific purchases, otherwise known as “Call-Offs,” are made for the duration of the agreement. It is in the nature of an option contract between the procuring entity and the bidder(s) granting the procuring entity the option to either place an order for any of the goods or services identified in the Framework Agreement List or not buy at all, within a minimum period of one (1) year to a maximum period of three (3) years. (GPPB Resolution No. 27-2019)

GFI – Government Financial Institution.

GOCC – Government-owned and/or –controlled corporation.

Goods – Refer to all items, supplies, materials and general support services, except Consulting Services and Infrastructure Projects, which may be needed in the transaction of public businesses or in the pursuit of any government undertaking, project or activity, whether in the nature of equipment, furniture, stationery, materials for construction, or personal property of any kind, including non-personal or contractual services such as the repair and maintenance of equipment and furniture, as well as trucking, hauling, janitorial, security, and related or analogous services, as well as procurement of materials and supplies provided by the Procuring Entity for such services. The term “related” or “analogous services” shall include, but is not limited to, lease or purchase of office space, media advertisements, health maintenance services, and other services essential to the operation of the Procuring Entity. (2016 revised IRR, Section 5[r])

GOP – Government of the Philippines.

GPPB – Government Procurement Policy Board.

INCOTERMS – International Commercial Terms.

Infrastructure Projects – Include the construction, improvement, rehabilitation, demolition, repair, restoration or maintenance of roads and bridges, railways, airports, seaports, communication facilities, civil works components of information technology projects, irrigation, flood control and drainage, water supply, sanitation, sewerage and solid waste management systems, shore protection, energy/power and electrification facilities, national buildings, school buildings, hospital buildings, and other related construction projects of the government. Also referred to as *civil works or works*. (2016 revised IRR, Section 5[u])

LGUs – Local Government Units.

NFCC – Net Financial Contracting Capacity.

NGA – National Government Agency.

PhilGEPS – Philippine Government Electronic Procurement System.

Procurement Project – refers to a specific or identified procurement covering goods, infrastructure project or consulting services. A Procurement Project shall be described, detailed, and scheduled in the Project Procurement Management Plan prepared by the agency which shall be consolidated in the procuring entity's Annual Procurement Plan. (GPPB Circular No. 06-2019 dated 17 July 2019)

PSA – Philippine Statistics Authority.

SEC – Securities and Exchange Commission.

SLCC – Single Largest Completed Contract.

Supplier – refers to a citizen, or any corporate body or commercial company duly organized and registered under the laws where it is established, habitually established in business and engaged in the manufacture or sale of the merchandise or performance of the general services covered by his bid. (Item 3.8 of GPPB Resolution No. 13-2019, dated 23 May 2019). Supplier as used in these Bidding Documents may likewise refer to a distributor, manufacturer, contractor, or consultant.

UN – United Nations.

Section I. Invitation to Bid

Notes on the Invitation to Bid

The Invitation to Bid (ITB) provides information that enables potential Bidders to decide whether to participate in the procurement at hand. The ITB shall be posted in accordance with Section 21.2 of the 2016 revised IRR of RA No. 9184.

Apart from the essential items listed in the Bidding Documents, the ITB should also indicate the following:

- a. The date of availability of the Bidding Documents, which shall be from the time the ITB is first advertised/posted until the deadline for the submission and receipt of bids;
- b. The place where the Bidding Documents may be acquired or the website where it may be downloaded;
- c. The deadline for the submission and receipt of bids; and
- d. Any important bid evaluation criteria (*e.g.*, the application of a margin of preference in bid evaluation).

The ITB should be incorporated in the Bidding Documents. The information contained in the ITB must conform to the Bidding Documents and in particular to the relevant information in the Bid Data Sheet.



INVITATION TO BID FOR THE PROCUREMENT OF SECURITY SERVICES FY 2025

1. The **National Labor Relations Commission**, through the **National Expenditure Program FY 2025** intends to apply the sum of **Nine Million Three Hundred Seventy One Thousand Five Hundred Pesos (Php9,371,500.00)** being the Approved Budget for the Contract (ABC) for **Procurement of Security FY 2025 [PB 06-2025 EPA]** under **one (1) lot**. Bids received in excess of the ABC shall be automatically rejected at the bid opening.] Bids received in excess of the ABC shall be automatically rejected at the bid opening.
2. The **National Labor Relations Commission** now invites bids for the above Procurement Project. Delivery of the Goods is required for **FY 2025**. Bidders should have completed, within **3 (three) years** from the date of submission and receipt of bids, a contract similar to the Project. The description of an eligible bidder is contained in the Bidding Documents, particularly, in Section II (Instructions to Bidders).
3. Bidding will be conducted through open competitive bidding procedures using a non-discretionary “**pass/fail**” criterion as specified in the 2016 revised Implementing Rules and Regulations (IRR) of Republic Act (RA) No. 9184.
 - a. Bidding is restricted to Filipino citizens/sole proprietorships, partnerships, or organizations with at least sixty percent (60%) interest or outstanding capital stock belonging to citizens of the Philippines, and to citizens or organizations of a country the laws or regulations of which grant similar rights or privileges to Filipino citizens, pursuant to RA No. 5183.
4. Prospective Bidders may obtain further information from the **National Labor Relations Commission** and inspect the Bidding Documents at the address given below from **8:00 AM to 5:00 PM, Mondays to Fridays, except holidays**.
5. A complete set of Bidding Documents may be acquired by interested Bidders on **21 November 2024** from the given address and websites below and upon payment of the applicable fee for the Bidding Documents, pursuant to the latest Guidelines issued by the GPPB, in the amount of **Php10,000.00**. The Procuring Entity shall allow the bidder to present its proof of payment for the fees **in person or through electronic means**.

It may also be downloaded free of charge from the website of the **PhilGEPS** and the website of the **National Labor Relations Commission**, provided that the Bidder shall

pay the applicable fee for the Bidding Documents not later than the submission of their bids.

5. The **National Labor Relations Commission** will hold a Pre-Bid Conference on **29 November 2024** through **video conferencing via Zoom** application. It shall be open to prospective bidders who signified their written intent to join. It shall be open to prospective bidders.
6. Bids must be duly received by the BAC Secretariat through **manual submission** at the office address indicated below on or before **11 December 2024 at 1:00 PM**. Late bids shall not be accepted.
7. All Bids must be accompanied by a bid security in any of the acceptable forms and in the amount stated in **ITB** Clause 14.
8. Bid opening shall be on **11 December 2024 at 2:30 PM** at the given address below with observance of health protocols such as wearing face masks. It shall be open to prospective bidders. Bids will be opened in the presence of the bidders' representatives who choose to attend the activity.
9. *With respect to the documentary requirements, the Committee shall accept any of the following:*
 - a. **Original or certified true copies** duly certified by the issuing agency; or
 - b. **Photocopies subject to verification** with the original during the opening of the bids.
10. The **National Labor Relations Commission** reserves the right to reject any and all bids, declare a failure of bidding, or not award the contract at any time prior to contract award in accordance with Sections 35.6 and 41 of the 2016 revised IRR of RA No. 9184, without thereby incurring any liability to the affected bidder or bidders.
11. For further information, please refer to:
MS. MARIFE S. NUERA
BAC Secretariat through the Administrative Division
10th Floor, Ben-Lor IT Center, 1184 Quezon Ave., Paligsahan, Quezon City
baccentraloffice@nlrc.dole.gov.ph
(02)8740-7733 / (02)8781-771
www.nlrc.dole.gov.ph
6. You may visit the following websites:
For downloading of Bidding Documents: **www.nlrc.dole.gov.ph** and/or **the PhilGEPS website**.

21 November 2024.



VILMA MARIA S. PLAN-BARRERA
Labor Arbiter / Chairperson – Bids and Awards
Committee

Section II. Instructions to Bidders

Notes on the Instructions to Bidders

This Section on the Instruction to Bidders (ITB) provides the information necessary for bidders to prepare responsive bids, in accordance with the requirements of the Procuring Entity. It also provides information on bid submission, eligibility check, opening and evaluation of bids, post-qualification, and on the award of contract.

Instruction to Bidders

1. Scope of Bid

The Procuring Entity, **National Labor Relations Commission**, wishes to receive Bids for the **Procurement of Security FY 2025** with identification number **PB 06-2025 EPA**.

The Procurement Project (referred to herein as "Project") is composed of **one (1) lot**, the details of which are described in Section VII (Technical Specifications).

2. Funding Information

2.1. The GOP through the source of funding as indicated below for **FY 2025** in the amount of **Php9,371,500.00**

2.2. The source of funding is the **National Expenditure Program FY 2025**.

3. Bidding Requirements

The Bidding for the Project shall be governed by all the provisions of RA No. 9184 and its 2016 revised IRR, including its Generic Procurement Manuals and associated policies, rules and regulations as the primary source thereof, while the herein clauses shall serve as the secondary source thereof.

Any amendments made to the IRR and other GPPB issuances shall be applicable only to the ongoing posting, advertisement, or **ITB** by the BAC through the issuance of a supplemental or bid bulletin.

The Bidder, by the act of submitting its Bid, shall be deemed to have verified and accepted the general requirements of this Project, including other factors that may affect the cost, duration and execution or implementation of the contract, project, or work and examine all instructions, forms, terms, and project requirements in the Bidding Documents.

4. Corrupt, Fraudulent, Collusive, and Coercive Practices

The Procuring Entity, as well as the Bidders and Suppliers, shall observe the highest standard of ethics during the procurement and execution of the contract. They or through an agent shall not engage in corrupt, fraudulent, collusive, coercive, and obstructive practices defined under Annex "I" of the 2016 revised IRR of RA No. 9184 or other integrity violations in competing for the Project.

5. Eligible Bidders

5.1. Only Bids of Bidders found to be legally, technically, and financially capable will be evaluated.

- 5.2. Pursuant to Section 23.4.1.3 of the 2016 revised IRR of RA No.9184, the Bidder shall have an SLCC that is at least one (1) contract similar to the Project, the value of which, adjusted to current prices using the PSA's CPI, must be at least equivalent to:
- a. For procurement where the Procuring Entity has determined, after the conduct of market research, that imposition of either (a) or (b) will likely result to failure of bidding that will defeat the purpose of public bidding: the Bidder should comply with the following requirements:
 - i. Completed at least two (2) similar contracts, the aggregate amount of which should be equivalent to at least ***fifty percent (50%) in the case of non-expendable supplies and services or twenty-five percent (25%) in the case of expendable supplies*** of the ABC for this Project; and
 - ii. The largest of these similar contracts must be equivalent to at least half of the percentage of the ABC as required above.
- 5.3. The Bidders shall comply with the eligibility criteria under Section 23.4.1 of the 2016 IRR of RA No. 9184.

6. Origin of Goods

There is no restriction on the origin of goods other than those prohibited by a decision of the UN Security Council taken under Chapter VII of the Charter of the UN, subject to Domestic Preference requirements under **ITB** Clause 18.

7. Subcontracts

The Procuring Entity has prescribed that ***subcontracting shall not be allowed.***

8. Pre-Bid Conference

The Procuring Entity will hold a pre-bid conference for this Project on the specified date and time and either at its physical address and/or through videoconferencing/webcasting as indicated in paragraph 6 of the **ITB**.

9. Clarification and Amendment of Bidding Documents

Prospective bidders may request for clarification on and/or interpretation of any part of the Bidding Documents. Such requests must be in writing and received by the Procuring Entity, either at its given address or through electronic mail indicated in the **ITB**, at least ten (10) calendar days before the deadline set for the submission and receipt of Bids.

10. Documents comprising the Bid: Eligibility and Technical Components

- 10.1. The first envelope shall contain the eligibility and technical documents of the Bid as specified in **Section VIII (Checklist of Technical and Financial Documents)**.
- 10.2. The Bidder's SLCC as indicated in **ITB** Clause 5.3 should have been completed within **three (3) years** prior to the deadline for the submission and receipt of bids.
- 10.3. If the eligibility requirements or statements, the bids, and all other documents for submission to the BAC are in foreign language other than English, it must be accompanied by a translation in English, which shall be authenticated by the appropriate Philippine foreign service establishment, post, or the equivalent office having jurisdiction over the foreign bidder's affairs in the Philippines. Similar to the required authentication above, for Contracting Parties to the Apostille Convention, only the translated documents shall be authenticated through an apostille pursuant to GPPB Resolution No. 13-2019 dated 23 May 2019. The English translation shall govern, for purposes of interpretation of the bid.

11. Documents comprising the Bid: Financial Component

- 11.1. The second bid envelope shall contain the financial documents for the Bid as specified in **Section VIII (Checklist of Technical and Financial Documents)**.
- 11.2. If the Bidder claims preference as a Domestic Bidder or Domestic Entity, a certification issued by DTI shall be provided by the Bidder in accordance with Section 43.1.3 of the 2016 revised IRR of RA No. 9184.
- 11.3. Any bid exceeding the ABC indicated in paragraph 1 of the **ITB** shall not be accepted.
- 11.4. For Foreign-funded Procurement, a ceiling may be applied to bid prices provided the conditions are met under Section 31.2 of the 2016 revised IRR of RA No. 9184.

12. Bid Prices

- 12.1. Prices indicated on the Price Schedule shall be entered separately in the following manner:
 - a. For Goods offered from within the Procuring Entity's country:
 - i. The price of the Goods quoted EXW (ex-works, ex-factory, ex-warehouse, ex-showroom, or off-the-shelf, as applicable);

- ii. The cost of all customs duties and sales and other taxes already paid or payable;
 - iii. The cost of transportation, insurance, and other costs incidental to delivery of the Goods to their final destination; and
 - iv. The price of other (incidental) services, if any, listed in e.
- b. For Goods offered from abroad:
- i. Unless otherwise stated in the **BDS**, the price of the Goods shall be quoted delivered duty paid (DDP) with the place of destination in the Philippines as specified in the **BDS**. In quoting the price, the Bidder shall be free to use transportation through carriers registered in any eligible country. Similarly, the Bidder may obtain insurance services from any eligible source country.
 - ii. The price of other (incidental) services, if any, as listed in **Section VII (Technical Specifications)**.

13. Bid and Payment Currencies

13.1. For Goods that the Bidder will supply from outside the Philippines, the bid prices may be quoted in the local currency or tradeable currency accepted by the BSP at the discretion of the Bidder. However, for purposes of bid evaluation, Bids denominated in foreign currencies, shall be converted to Philippine currency based on the exchange rate as published in the BSP reference rate bulletin on the day of the bid opening.

13.2. Payment of the contract price shall be made in **Philippine Pesos**.

14. Bid Security

14.1. The Bidder shall submit a **Bid Securing Declaration** or any form of **Bid Security** in the amount indicated in the BDS, which shall be not less than the percentage of the ABC in accordance with the schedule in the **BDS**.

14.2. The Bid and bid security shall be valid until **29 February 2024**. Any Bid not accompanied by an acceptable bid security shall be rejected by the Procuring Entity as non-responsive.

15. Sealing and Marking of Bids

Each Bidder shall submit one copy of the first and second components of its Bid.

The Procuring Entity may request additional hard copies and/or electronic copies of the Bid. However, failure of the Bidders to comply with the said request shall not be a ground for disqualification.

If the Procuring Entity allows the submission of bids through online submission or any other electronic means, the Bidder shall submit an electronic copy of its Bid, which must be digitally signed. An electronic copy that cannot be opened or is corrupted shall be considered non-responsive and, thus, automatically disqualified.

16. Deadline for Submission of Bids

16.1. The Bidders shall submit on the specified date and time and either at its physical address or through online submission as indicated in paragraph 7 of the **ITB**.

17. Opening and Preliminary Examination of Bids

17.1. The BAC shall open the Bids in public at the time, on the date, and at the place specified in paragraph 9 of the **ITB**. The Bidders' representatives who are present shall sign a register evidencing their attendance. In case videoconferencing, webcasting or other similar technologies will be used, attendance of participants shall likewise be recorded by the BAC Secretariat.

In case the Bids cannot be opened as scheduled due to justifiable reasons, the rescheduling requirements under Section 29 of the 2016 revised IRR of RA No. 9184 shall prevail.

17.2. The preliminary examination of bids shall be governed by Section 30 of the 2016 revised IRR of RA No. 9184.

18. Domestic Preference

18.1. The Procuring Entity will grant a margin of preference for the purpose of comparison of Bids in accordance with Section 43.1.2 of the 2016 revised IRR of RA No. 9184.

19. Detailed Evaluation and Comparison of Bids

19.1. The Procuring BAC shall immediately conduct a detailed evaluation of all Bids rated "**passed**", using non-discretionary pass/fail criteria. The BAC shall consider the conditions in the evaluation of Bids under Section 32.2 of the 2016 revised IRR of RA No. 9184.

19.2. The descriptions of the lots or items shall be indicated in **Section VII (Technical Specifications)**, although the ABCs of these lots or items are indicated in the **BDS** for purposes of the NFCC computation pursuant to Section 23.4.2.6 of the 2016 revised IRR of RA No. 9184. The NFCC must be sufficient for the total of the ABCs for all the lots or items participated in by the prospective Bidder.

19.3. The Project shall be awarded as follows:

One Project that shall be awarded as one contract.

19.4. Except for bidders submitting a committed Line of Credit from a Universal or Commercial Bank in lieu of its NFCC computation, all Bids must include the NFCC computation pursuant to Section 23.4.1.4 of the 2016 revised IRR of RA No. 9184, which must be sufficient for the total of the ABCs for all the lots or items participated in by the prospective Bidder. For bidders submitting the committed Line of Credit, it must be at least equal to ten percent (10%) of the ABCs for all the lots or items participated in by the prospective Bidder.

20. Post-Qualification

20.1. Within a non-extendible period of ***five (5) calendar days*** from receipt by the Bidder of the notice from the BAC that it submitted the Lowest Calculated Bid, the Bidder shall submit its ***latest income and business tax returns*** filed and paid through the BIR Electronic Filing and Payment System (eFPS) and other appropriate licenses and permits required by law and stated in the **BDS**.

21. Signing of the Contract

21.1. The documents required in Section 37.2 of the 2016 revised IRR of RA No. 9184 shall form part of the Contract. Additional Contract documents are indicated in the **BDS**.

Section III. Bid Data Sheet

Notes on the Bid Data Sheet

The Bid Data Sheet (BDS) consists of provisions that supplement, amend, or specify in detail, information, or requirements included in the ITB found in Section II, which are specific to each procurement.

This Section is intended to assist the Procuring Entity in providing the specific information in relation to corresponding clauses in the ITB and has to be prepared for each specific procurement.

The Procuring Entity should specify in the BDS information and requirements specific to the circumstances of the Procuring Entity, the processing of the procurement, and the bid evaluation criteria that will apply to the Bids. In preparing the BDS, the following aspects should be checked:

- a. Information that specifies and complements provisions of the ITB must be incorporated.
- b. Amendments and/or supplements, if any, to provisions of the ITB as necessitated by the circumstances of the specific procurement, must also be incorporated.

Bid Data Sheet

ITB Clause	Description
5.3	<p>Eligibility Criteria</p> <p>For this purpose, contracts similar to the Project shall be:</p> <ol style="list-style-type: none"> a. contracts providing security services. b. completed within three (3) years prior to the deadline for the submission and receipt of bids.
7	<p>Subcontracts</p> <p><i>Subcontracting shall not be allowed.</i></p>
12	<p>Bid Prices</p> <p><i>The price of the Goods/Services shall be based on the current market prices and minimum wage orders and other relevant laws.</i></p>
14.1	<p>Bid Security</p> <p>The bid security shall be in the form of a Bid Securing Declaration, or any of the following forms and amounts:</p> <ol style="list-style-type: none"> a. The amount of not less than Php187,430.00 (2% of ABC), if bid security is in cash, cashier's/manager's check, bank draft/guarantee or irrevocable letter of credit; or b. The amount of not less than Php468,575.00 (5% of ABC), if bid security is in Surety Bond.
15	<p>Sealing and Marking of Bids</p> <p>The bidder shall be required to submit seven (7) hard copies of the technical and financial component of its Bid.</p> <p>Both Technical Component envelope and Financial Component envelope shall be placed inside one (1) main envelope. It shall be properly signed and sealed.</p>
19.3	<p>Detailed Evaluation and Comparison of Bids</p> <p>The Project shall be awarded in one (1) lot.</p>
20.1	<p>Post-Qualification</p> <p>Within a non-extendible period of five (5) calendar days from receipt by the Bidder of the notice from the BAC-TWG that it submitted the Lowest Calculated Bid, the bidder shall submit its latest income and business tax returns filed and paid through the BIR Electronic Filing and Payment System (eFPS) and other appropriate licenses and permits required by law and stated in the BDS.</p> <p><i>Non-submission of the said documents during the submission of bids shall not render the Bid non-responsive and shall not be a ground of disqualification. But the same shall be submitted during the post-qualification.</i></p>
21.2	<p>Signing of the Contract</p> <p><i>No additional requirement.</i></p>

Section IV. General Conditions of Contract

Notes on the General Conditions of Contract

The General Conditions of Contract (GCC) in this Section, read in conjunction with the Special Conditions of Contract in Section V and other documents listed therein, should be a complete document expressing all the rights and obligations of the parties.

Matters governing performance of the Supplier, payments under the contract, or matters affecting the risks, rights, and obligations of the parties under the contract are included in the GCC and Special Conditions of Contract.

Any complementary information, which may be needed, shall be introduced only through the Special Conditions of Contract.

General Conditions of Contract

1. Scope of Contract

This Contract shall include all such items, although not specifically mentioned, that can be reasonably inferred as being required for its completion as if such items were expressly mentioned herein. All the provisions of RA No. 9184 and its 2016 revised IRR, including the Generic Procurement Manual, and associated issuances, constitute the primary source for the terms and conditions of the Contract, and thus, applicable in contract implementation. Herein clauses shall serve as the secondary source for the terms and conditions of the Contract.

This is without prejudice to Sections 74.1 and 74.2 of the 2016 revised IRR of RA No. 9184 allowing the GPPB to amend the IRR, which shall be applied to all procurement activities, the advertisement, posting, or invitation of which were issued after the effectivity of the said amendment.

Additional requirements for the completion of this Contract shall be provided in the **Special Conditions of Contract (SCC)**.

2. Advance Payment and Terms of Payment

2.1. Advance payment of the contract amount is provided under Annex “D” of the revised 2016 IRR of RA No. 9184.

2.2. The Procuring Entity is allowed to determine the terms of payment on the partial or staggered delivery of the Goods procured, provided such partial payment shall correspond to the value of the goods delivered and accepted in accordance with prevailing accounting and auditing rules and regulations. The terms of payment are indicated in the **SCC**.

3. Performance Security

Within ten (10) calendar days from receipt of the Notice of Award by the Bidder from the Procuring Entity but in no case later than prior to the signing of the Contract by both parties, the successful Bidder shall furnish the performance security in any of the forms prescribed in Section 39 of the 2016 revised IRR of RA No. 9184.

4. Inspection and Tests

The Procuring Entity or its representative shall have the right to inspect and/or to test the Goods to confirm their conformity to the Project. In addition to tests in the **SCC, Section IV (Technical Specifications)** shall specify what inspections and/or tests the Procuring Entity requires, and where they are to be conducted. The Procuring Entity shall notify the Supplier in writing, in a timely manner, of the identity of any representatives retained for these purposes.

All reasonable facilities and assistance for the inspection and testing of Goods, including access to drawings and production data, shall be provided by the Supplier to the authorized inspectors at no charge to the Procuring Entity.

5. Warranty

5.1 In order to assure that manufacturing defects shall be corrected by the Supplier, a warranty shall be required from the Supplier as provided under Section 62.1 of the 2016 revised IRR of RA No. 9184.

5.2 The Procuring Entity shall promptly notify the Supplier in writing of any claims arising under this warranty. Upon receipt of such notice, the Supplier shall, repair or replace the defective Goods or parts thereof without cost to the Procuring Entity, pursuant to the Generic Procurement Manual.

6. Liability of the Supplier

The Supplier's liability under this Contract shall be as provided by the laws of the Republic of the Philippines.

If the Supplier is a joint venture, all partners to the joint venture shall be jointly and severally liable to the Procuring Entity.

Section V. Special Conditions of Contract

Notes on the Special Conditions of Contract

Similar to the BDS, the clauses in this Section are intended to assist the Procuring Entity in providing contract-specific information in relation to corresponding clauses in the GCC found in Section IV.

The Special Conditions of Contract (SCC) complement the GCC, specifying contractual requirements linked to the special circumstances of the Procuring Entity, the Procuring Entity's country, the sector, and the Goods purchased. In preparing this Section, the following aspects should be checked:

- a. Information that complements provisions of the GCC must be incorporated.
- b. Amendments and/or supplements to provisions of the GCC as necessitated by the circumstances of the specific purchase must also be incorporated.

However, no special condition which defeats or negates the general intent and purpose of the provisions of the GCC should be incorporated herein.

Special Conditions of Contract

GCC Clause	Description
1	<p>Scope of Contract <i>No additional requirements for the completion of the Contract.</i></p>
2.2	<p>Advance Payment and Terms of Payment</p> <p>A. The NLRC shall pay the security services on a semi-monthly basis for Twenty-Seven (27) guards based on the submitted financial bid compliant to the approved Budget for the Contract of Security Services for one (1) year.</p> <p style="padding-left: 40px;">The total monthly due shall be payable semi-monthly in full not later than the 15th and 30th day or last calendar day of the reference month for Twenty-Seven (27) security officers and guards less any amount that shall correspond to short manpower services or short working periods. The NLRC shall pay the AGENCY not later than the 15th and 30th or last calendar day of the following month based on the billing statement which should be submitted to the NLRC not later than the 7th and 21st day of each month for the duration of the contract.</p> <p style="padding-left: 40px;">It is understood that upon presentation of the corresponding bill thereof, a sworn certification shall be submitted to the NLRC citing that the wages of the security guards including other emoluments and/or allowances due them for the preceding month have all been paid. Copies of remittances to SSS, HDMF, and Philhealth shall also be provided to the NLRC.</p> <p style="padding-left: 40px;">The bonus of 13th month pay shall be paid semi-monthly by the AGENCY to its guards simultaneous with the payment of wages.</p> <p>B. Should there be any law and/or wage order passed increasing the minimum wage or requiring additional compensation in any form, the agreed consideration shall be automatically adjusted pursuant to said law and/or wage order.</p>
4	<p>Inspection and Tests</p> <p><i>The inspections and tests that will be conducted are:</i></p> <ol style="list-style-type: none"> 1. Conduct of ocular inspection at the official business address; 2. Examination of documents to verify the validity of the submitted Technical Documents; and 3. Others that may be necessary to the TWG in their preparation of the Post Qualification Report. <p><i>BAC-TWG shall coordinate with the winning bidder relative to other requirements and procedures regarding inspections and test.</i></p>

Section VI. Schedule of Requirements

The delivery schedule expressed as weeks/months stipulates hereafter a delivery date which is the date of delivery to the project site.

Item Number	Description	Quantity	Total	Delivered, Weeks/Months
	Procurement of Security Services FY 2025			

Note: Winning bidder shall undertake to provide all the requirements indicated under the Technical Specifications.

Section VII. Technical Specifications

Notes for Preparing the Technical Specifications

A set of precise and clear specifications is a prerequisite for Bidders to respond realistically and competitively to the requirements of the Procuring Entity without qualifying their Bids. In the context of Competitive Bidding, the specifications (*e.g.* production/delivery schedule, manpower requirements, and after-sales service/parts, descriptions of the lots or items) must be prepared to permit the widest possible competition and, at the same time, present a clear statement of the required standards of workmanship, materials, and performance of the goods and services to be procured. Only if this is done will the objectives of transparency, equity, efficiency, fairness, and economy in procurement be realized, responsiveness of bids be ensured, and the subsequent task of bid evaluation and post-qualification facilitated. The specifications should require that all items, materials and accessories to be included or incorporated in the goods be new, unused, and of the most recent or current models, and that they include or incorporate all recent improvements in design and materials unless otherwise provided in the Contract.

Samples of specifications from previous similar procurements are useful in this respect. The use of metric units is encouraged. Depending on the complexity of the goods and the repetitiveness of the type of procurement, it may be advantageous to standardize the General Technical Specifications and incorporate them in a separate subsection. The General Technical Specifications should cover all classes of workmanship, materials, and equipment commonly involved in manufacturing similar goods. Deletions or addenda should then adapt the General Technical Specifications to the particular procurement.

Care must be taken in drafting specifications to ensure that they are not restrictive. In the specification of standards for equipment, materials, and workmanship, recognized Philippine and international standards should be used as much as possible. Where other particular standards are used, whether national standards or other standards, the specifications should state that equipment, materials, and workmanship that meet other authoritative standards, and which ensure at least a substantially equal quality than the standards mentioned, will also be acceptable. The following clause may be inserted in the Special Conditions of Contract or the Technical Specifications.

Sample Clause: Equivalency of Standards and Codes

Wherever reference is made in the Technical Specifications to specific standards and codes to be met by the goods and materials to be furnished or tested, the provisions of the latest edition or revision of the relevant standards and codes shall apply, unless otherwise expressly stated in the Contract. Where such standards and codes are national or relate to a particular country or region, other authoritative standards that ensure substantial equivalence to the standards and codes specified will be acceptable.

Reference to brand name and catalogue number should be avoided as far as possible; where unavoidable they should always be followed by the words "*or at least equivalent.*" References to brand names cannot be used when the funding source is the GOP.

Where appropriate, drawings, including site plans as required, may be furnished by the Procuring Entity with the Bidding Documents. Similarly, the Supplier may be requested to provide drawings or samples either with its Bid or for prior review by the Procuring Entity during contract execution.

Bidders are also required, as part of the technical specifications, to complete their statement of compliance demonstrating how the items comply with the specification.

Technical Specifications

Item	Specification	Statement of Compliance
	PROCUREMENT OF SECURITY SERVICES FOR FY 2025	

TERMS OF REFERENCE PROCUREMENT OF SECURITY SERVICES FOR FY 2025

I. PURPOSE

The National Labor Relations Commission (NLRC) shall engage the services of a security agency for the provision of security services in the NLRC Central Office, Commission Proper, and Regional Arbitration Branches for a period of one (1) year.

II. GENERAL CONDITIONS

- A. The responsibilities of the Security Agency (AGENCY for brevity) shall be, as follows:
1. The AGENCY shall provide the NLRC with security services and for this purpose shall assign guards who will secure and protect the NLRC's property from theft, arson, pilferage, trespass, robbery, destruction or damage and other unlawful acts by strangers or third persons, maintain peace and order in and around the NLRC's premises, protect its officials, employees, visitors and guests from assault, harassment, threat or intimidation, and other criminal acts, and enforce/implement rules, policies and regulations of the NLRC aimed at maintaining security and safety at its premises.
 2. The AGENCY shall implement health protocols and standards on workplace prevention and control of COVID-19 virus as stipulated in the Workplace Handbook/Guidelines on Covid-19 Management and Prevention prepared by the Department of Health (DOH) and Department of Labor and Employment (DOLE) and NLRC issuances related thereto.
 3. The AGENCY shall implement standard operating procedure during, before and after calamities and other emergencies like earthquake, fire, flood and others as stipulated in the NLRC Service Continuity Plan and basic occupational safety and health standards.
 4. Documents or logbooks maintained by the AGENCY containing matters involving security concerns, such as but not limited to entries regarding the date and time of arrival and departure of NLRC Officials in the NLRC premises shall not be disclosed to any person, government official or entity, unless previously authorized by the Chairperson of the NLRC or his/her duly authorized representative. Any violation of this rule shall automatically result in the cancellation of the service contract.

5. The AGENCY will assign at the NLRC **Twenty-Seven (27)** qualified, competent, uniformed, armed and bonded with valid License to Exercise Security Profession security guards in accordance with R.A. 11917 as well as other related laws and regulations with the following qualifications, among others, to wit:
 - a. Filipino citizen;
 - b. For security guards:
 - At least high school graduate and
 - At least one (1) year of security job experience.
 - c. For Detachment Commander/Officer-In-Charge:
 - Graduate of Criminology or related courses;
 - Certified Security Professionals; and
 - Two (2) years of relevant supervisory experience.
 - d. Physically and mentally fit, of legal age but not more than 60 years old, slim or medium built both for male and female guards;
 - e. Must have passed and undergone regular security service training, neuro-psychiatric examination and drug test;
 - f. Must be of good moral character, duly licensed and trained by the Philippine National Police, properly screened and cleared by the National Bureau of Investigation, police and government offices issuing clearances for employment, and without previous record of any conviction of a criminal offense involving moral turpitude;
 - g. Must have attended training on First Aid Basic Course and Disaster Preparedness. Certificate to this effect shall be submitted to the NLRC prior the issuance of Notice to Proceed.
6. The AGENCY shall provide the guards assigned to the NLRC the necessary communication equipment and other security equipment which may include service vehicle in times of emergency and calamities and shall see to it that when on duty:
 - A. Prescribed basic uniform, which includes:
 - a. Night stick/baton/truncheon
 - b. Whistle
 - c. Flashlight
 - d. Medicine kit
 - e. Tear gas
 - f. Tickler
 - B. Metal detector/Walk-thru metal detector, at the main entrance, Ground Floor Lobby.
 - C. CCTV and security camera at the identified strategic area.
 - D. Communication Equipment for each guard on duty.

E. Security reflector vest for security guard who may be assigned at the drop-off and parking area.

F. In time of pandemic, to avert spread of virus:

* face mask

* alcohol or sanitizer

* other PPEs as may be required from time to time

G. At least two sets of complete uniforms, with all the necessary patches to all security guards.

7. The AGENCY shall establish a security force consisting of ten (10) personnel inclusive of **one (1) Detachment Commander/Officer-In-Charge** who shall render twelve (12) hours work per day including Saturdays and Sundays and holidays and one (1) Assistant Detachment Commanders/Security-In-Charge at the Central Office and National Capital Region Arbitration Branch. The other seventeen (17) security personnel shall be posted to the following NLRC Offices and Regional Arbitration Branches (RABs):

NLRC Offices/RABs	No. of Security Guard/from 7:00AM to 7:00PM
7th Division 5/F DOLE VII Bldg. cor. Maxilom and Gorodo Avenue, Cebu City	1
8th Division 3/F Cahulogan Square Xavier Estates Mastersons Avenue, Upper Balulang Cagayan De Oro City	1
Sub-Regional Arbitration Branch I 3/F Maradel Building A-B Fernandez Avenue, Dagupan City	1
RAB-II No. 19 Dalan na Pappabalo, Regional Government Center, Carig Sur, Tuguegarao City	1
RAB-III 4/F ASCORP Building Mc Arthur Highway Dolores, City of San Fernando Pampanga	1
RAB-IV 3/F & 4/F Hectan Penthouse Chipeco Avenue, Brgy. Halang, Calamba City , Laguna 4027	1
RAB-V 3/F Tyler Building, Rizal St., Legazpi City	1
RAB-VI Level 2, East Two, Corporate Center Circumferential corner Diola Street, Villamonte, Bacolod City, Negros Occidental 6100	1
Sub-RAB-VI 2/F S.C. Divinagracia Building, Quezon-Delgado Streets, Iloilo City	1
RAB-VII 2/F Lim's Brotherhood Foundation, Inc., Osmeña Boulevard and J. Llorento Street Capitol Site, Cebu City	1
RAB-VIII DOLE Compound Trece Martires Street, Tacloban City	1
RAB-IX	

EFT Realty Bldg., Bulahan Drive San Jose Road, Baliwasan, Zamboanga City 7000	1
RAB-X Cham Giam Realty Bldg., Blk. 1, Lot 18, Mastersons Mile South Upper Carmen, 9000 Cagayan de Oro City	1
Sub-RAB-X 4/F Diocesan Centrum Bldg. Salvador T. Lluch St., Iligan City	1
RAB-XI 2/F JYC Building corner Arellano & Aldeguer Sts., Zone 3, Koronadal City	1
RAB-XII 2/F JYC Building corner Arellano & Aldeguer Sts., Zone 3, Koronadal City	1
RAB-XIII 2/F Veterans Bank Bldg., J.C. Aquino Ave. Butuan City	1
Total	17

The number of security guards may be increased or decreased depending upon the exigencies of the service or the need of the security situation at the post as may be determined by the NLRC based on the rates per shift as shown in the Approved Budget for the Contract.

A. The detailed duties and responsibilities of the AGENCY's Head Office and security force to be deployed to the NLRC shall include, but not limited to, the following:

i. **AGENCY Head Office**

- b. Coordinate with the NLRC management for any matter relative to the implementation of the terms of the service contract;
- c. Provide guidance and extend managerial support to the Officer-in-Charge/ Security-in-Charge;
- d. Monitor the daily operations of the security guards; and
- e. Provide necessary assistance to all security guards.

ii. **Officer-in-Charge/ Security-in-Charge**

- a. Act as liaison between the NLRC management and the AGENCY;
- b. Exercise supervision and responsibility over all the members of the security group;
- c. Lead the implementation of all NLRC rules and regulations on security matters;
- d. Monitor the performance of, and exercise administrative supervision over, all members of the security group;
- e. Submit incident report/s and recommendation/s for disciplinary action/s to be imposed on any erring member of the security group;
- f. Submit monthly security report;
- g. Provide the NLRC management with a monthly guard detail order;
- h. Propose necessary security measures to the NLRC management for improvement of security within the premises;

- i. Facilitate the regular conduct of continuing information and education of the security group;
- j. Before the start of office hours, inspect all areas for any signs of forced entry;
- k. Submit incident reports for any untoward incidents that may result; to threat or risk against the security and safety of NLRC personnel, stakeholders and property; and
- l. Perform other duties as may be assigned by the NLRC or the security agency.

iii. Guards at Main Lobby/Entrance for NLRC Stakeholders

- a. Enforce a system of personnel and client/visitor identification;
- b. With utmost courtesy, conduct body scan by metal detector, rigid inspection of all hand carry bags, backpacks of clients/visitors upon entry at the main lobby of the building;
- c. Enforce the policy of depositing all deadly sharp objects, firearms, big/huge bag (except for hand carry bag, body bag, waist bag containing personal belongings, cellular phones, wallets and other valuables and documents) backpacks or baggage at the counter of the entrance lobby;
- d. Maintain a registration records for client/visitor which contains the records of their entry and exit from the NLRC premises;
- e. Issue a color-coded visitor's pass to all clients/visitors of NLRC upon deposit of a government-issued ID;
- f. Ensure an orderly foot traffic and lineup of NLRC stakeholders at the counter and main entrance/exit;
- g. Prevent any unlawful act which may be committed against all NLRC officials and employees, clients and visitors; and
- h. Perform related inherent duties and responsibilities of the security guard to respond to emergency situations, i.e. rallies and demonstrations of labor unions on the labor cases pending before the Commission.

iv. Building Guards

- a. Enforce a system of personnel identification and client/visitor color-coded identification;
- b. Maintain a logbook for NLRC personnel which contains the records of their entry into and exit from the premises;
- c. Watch, safeguard, and protect NLRC property from any form of loss, destruction, or damage within the area of assignment;
- d. Prevent any unlawful act which may be committed against all NLRC officials and employees, clients and visitors;
- e. Inspect the assigned area from time to time to ensure peace and order thereat;
- f. Assist in the implementation of NLRC rules and regulations;

- g. Monitor and log/record the names of all NLRC officials and employees who work beyond office hours and the exact time when they leave the premises; and
- h. Routine inspection at night time of the premises of the NLRC to ensure that entry/exit doors are locked/secured, electrically operated office equipment are unplugged, and lights are switched off before leaving the office for off duty.

v. Roving Security Guards

- a. Monitor and log/record the names of all NLRC officials and employees who work beyond office hours and the exact time when they leave the premises;
 - b. From time to time, check the NLRC premises for any unauthorized intrusion;
 - c. Check if the security guards posted are present in their designated area of posting;
 - d. Submit incident report of any untoward incident which may have caused threat to life, chaos, theft or any acts that constitute breach of the security of NLRC personnel, clients and properties; and
 - e. Perform the duties and responsibilities of the posted guards in areas where their services are necessary.
8. It is expressly understood and agreed that the AGENCY is not an agent or employee of the NLRC and the guards to be assigned by the AGENCY to the NLRC are in no case employees of the latter as they are for all intents and purposes under contract with the AGENCY. Accordingly, the NLRC shall not be responsible for any and all claims for personal injury or damage, including death, caused either to any of the guards or any third person where such injury or death arises out of, or in the course of, the lawful performance of security functions of said guards.
9. The AGENCY shall comply with all existing labor laws i.e., minimum wage, 13th month pay, service incentive leave with pay, SSS, PhilHealth, EC, Pag-IBIG premium contributions, retirement pay, retirement trust fund, and other mandatory benefits as provided by law.

In addition to the required sworn certification under the third (3rd) paragraph of item II.B.1, the AGENCY shall submit a monthly payroll including copies of Daily Time Records (DTRs) and summary of attendance as proof of compliance that their employees assigned to the NLRC have received or have been receiving their wages and other emoluments as mandated by existing labor standard laws and social legislations. Failure on the part of the AGENCY to submit the required sworn certification and monthly payroll, shall authorize the NLRC to make direct payment of wages and other emoluments to the concerned employees for services actually rendered.

10. The AGENCY shall likewise submit a sworn certification/proof that it has complied with Department Order No. 150, Series of 2016, establishing a Retirement Trust Fund in the name for and in behalf of the Security Guards callable upon demand by the concerned security guard. Failure on the part of

the AGENCY to submit the required sworn certification shall authorize the NLRC to pre-terminate the contract.

11. The AGENCY shall guarantee payment to the NLRC, of any loss of or damage to its property provided the same occurred within the jurisdiction of the AGENCY or its guards, and it has been duly established after due investigation that said loss or damage was due to the negligence or fault of the AGENCY or its guards. Provided, further, that such loss, pilferage, breakage or damage on the properties involved is reported in writing to the AGENCY within seven (7) working days from occurrence or discovery thereof. When such loss or damage is caused by force majeure or fortuitous event, the AGENCY shall not in anyway be held responsible. In the event the AGENCY is made to pay for such loss or damage, it shall be subrogated to the rights of the NLRC against the party or parties responsible for such loss or damage.
12. The AGENCY shall post a performance security in an amount equivalent to 10% of cash, cashier's/manager's check, bank draft/irrevocable letter of credit issued by a universal or commercial bank, or 50% if surety bond of the total contract price to guarantee the payment of wages, salaries or compensation of its security guards and also for the faithful compliance with the terms and conditions and provision of the Contract. It is also understood and agreed that the Performance Bond set up by the AGENCY shall subsist until the expiration of the Contract and shall be answerable for whatever losses and/or damages that the NLRC or any of its officials and employees may incur or suffer.
13. The AGENCY should be financially capable. It must have sufficient current/liquid assets to shoulder its current liabilities, particularly the payment of salaries and benefits for at least two (2) months of their deployed guards to the NLRC. The administrative cost and profit margin of the AGENCY should not be less than the amount provided by DOLE Department Order or other issuances and must be able to provide the salaries and benefits of the security guards as these fall due.
14. The SERVICE AGENCY shall submit brief profiles of the security guards to be deployed to the NLRC upon receipt of notice to proceed.
15. The responsibilities of NLRC shall be as follows:
 - A. The NLRC shall pay the security services on a semi-monthly basis for **Twenty-Seven (27)** guards based on the submitted financial bid compliant to the approved Budget for the Contract of Security Services for one (1) year.

The total monthly due shall be payable semi-monthly in full not later than the 15th and 30th day or last calendar day of the reference month for **Twenty-Seven (27)** security officers and guards less any amount that shall correspond to short manpower services or short working periods. The NLRC shall pay the AGENCY not later than the 15th and 30th or last calendar day of the following month based on the billing statement which should be submitted to the NLRC not later than the 7th and 21st day of each month for the duration of the contract.

It is understood that upon presentation of the corresponding bill thereof, a sworn certification shall be submitted to the NLRC citing that the wages of the

security guards including other emoluments and/or allowances due them for the preceding month have all been paid. Copies of remittances to SSS, HDMF, and Philhealth shall also be provided to the NLRC.

The bonus of 13th month pay shall be paid semi-monthly by the AGENCY to its guards simultaneous with the payment of wages.

B. Should there be any law and/or wage order passed increasing the minimum wage or requiring additional compensation in any form, the agreed consideration shall be automatically adjusted pursuant to said law and/or wage order.

16. In case of any violation on the stipulations and covenants of the Contract by the AGENCY, the NLRC shall automatically rescind and/or terminate the same upon notice to the **AGENCY subject to the Guidelines for Termination of Contract provided under Annex "I" of the 2016 Revised Implementing Rules and Regulations (RIRR) of RA 9184, otherwise known as the Government Procurement Reform Act.** The NLRC shall be entitled to the refund of its payment including liquidated damages as herein stipulated, in addition to what may be granted and/or awarded to it in the courts of law, and the right to unilaterally award or renegotiate the said services to another agency.

17. The performance of the AGENCY shall be rated based on a prescribed set of performance criteria on a monthly basis. The NLRC may also conduct an overall annual assessment or evaluation of the performance of the AGENCY. Based on the assessment, the NLRC may pre-terminate the contract for failure of the AGENCY to perform its obligations and conform to the standards of the NLRC. The NLRC may however renew the contract on a monthly basis up to a maximum duration of **six (6) months**, subject to performance evaluation and compliance with the RIRR of RA 9184 or RA 12009, otherwise known as the New Government Procurement Act.

18. In case of tie among bidders, i.e., two or more of the bidders are determined and declared as the Lowest Calculated and Responsive Bidder, the NLRC shall adopt the non-discretionary/non-discriminatory tie breaking method which is the draw lots method.

19. The bid price to be submitted shall be rounded off to two decimal places. (Verification/evaluation of bids will be thru manual computation)

III. ELIGIBILITY OF THE SERVICE AGENCY

1. Duly licensed Filipino citizens/sole proprietorships;
2. Duly registered with the Regional Office of the Department of Labor and Employment where it principally operates;
3. Partnership duly organized under the laws of the Philippines, and of which at least sixty percent (60%) of the interest belongs to citizens of the Philippines;
4. Corporations duly organized under the laws of the Philippines and of which at least sixty percent (60%) of the outstanding capital stock belongs to citizens of the Philippines;

5. Cooperatives duly organized under the laws of the Philippines, and of which at least sixty percent (60%) belongs to the citizens of the Philippines; or
6. Persons/entities forming themselves into a joint venture i.e. group of two (2) or more persons/entities that intend to be jointly and severally responsible or liable for a particular contract: Provided, however, that Filipino ownership or interest of the joint venture concerned shall be at least sixty percent (60%). For this purpose, Filipino ownership or interest shall be based on the contributions of each of the members of the joint venture as specified in their Joint Venture Agreement (JVA).

IV. OTHER REQUIREMENTS

- a. Three (3) years of experience in security services presented in written, duly signed and notarized documents showing therein the following but shall not be limited to:

Record of previous engagement and quality of performance

- a.1 Name of Client
 - a.2 Contact Person
 - a.3 Contact Number
 - a.4 Duration of the contract
 - a.5 Amount of the contract
 - a.6 No. of security guards posted and commanders deployed per client
- b. Organizational set up of the firm
 - c. List of the following resources
 - c.1 Number of licensed firearms
 - c.2 No. and kind of communication devices
 - c.3 No. and kind of motor vehicles
 - c.4 No. of licensed guards
 - d. Security Plan
 - e. Recruitment and Selection Criteria
 - f. Uniform including design and other paraphernalia
 - g. Licensed to Operate issued by the Philippine National Police –SOSIA
 - h. Member of the Philippine Association of Detective and Protective Agency Operators (PADPAO).

V. APPROVED BUDGET FOR THE CONTRACT

- Funds necessary to implement the Provision of Security Services in the NLRC Central Office and National Capital Region Arbitration Branch for a period of

one year (FY 2025) is estimated at **Nine Million Three Hundred Seventy One Thousand Five Hundred Pesos (₱9,371,500.00)**.

**SALARY COMPUTATION OF SECURITY GUARDS at NLRC Central Office
and NCR**

SALARY COMPUTATION OF SECURITY GUARDS PER WAGE ORDER NO. NCR-25, Series of 2024		Mon-Sun w/o nsp 6am - 6pm (12 hours)	Mon-Fri w/ nsp 7AM-7PM (12 hours)	Mon-Fri w/o nsp 7AM-5PM (10 hours)
1.0	Daily Wage Rate			
	Ave. Pay per mo. = P645.00 x 394.40/12 (Mon-Sun) ¹			
	P645.00 x 261/12 (Mon-Fri) ²			
2.0	Equivalent Monthly Rate (EMR)			
3.0	Overtime Pay			
4.0	Night Shift Pay (Ave. Mo. Salary x 10%)			
	TOTAL MONTHLY EARNINGS			
5.0	13th Month Pay (P645.00 x no. of days/12/12)			
6.0	5 days service incentive leave pay (P645.00 x 5/12)			
7.0	Uniform Allowance (Per RA 5487)			
A	TOTAL AMOUNT TO GUARD			
	Social Security System (SSS) Employer Share			
	Workers Investment and Savings Program (WISP) ER Share			
	State Insurance (EC)			
	Philhealth (Employer) 2.5% based on basic mo. pay (EMR)			
	Pag-Ibig Fund (Employer Share)			
B	TOTAL AMOUNT TO GOV'T. IN FAVOR OF GUARD			
C	TOTAL AMOUNT TO GOV'T. AND GUARD			
D	ADMINISTRATIVE OVERHEAD AND MARGIN OF PROFIT			
E	VAT (12% OF ITEM D PER RMC 39-2007)			
	CONTRACT RATE PER MONTH (C+D+E)			
	NO. OF SECURITY GUARDS			
F	TOTAL			
	TOTAL MONTHLY CONTRACT RATE CY 2025 (IN TWELVE (12) MONTHS)	1	8	1
TOTAL FOR CO AND NCR				
<i>No. Security Officers/Guards</i>				

¹ Required to report everyday including holidays and special days

² Holidays and Special Days are considered paid but SGs are not required to report on duty

**SALARY COMPUTATION OF SECURITY GUARD
OTHER NLRC OFFICES/RABS**

SALARY COMPUTATION OF SECURITY GUARDS APPLICABLE REGIONAL WAGE ORDER		Mon-Fri w/o nsp 7AM-7PM (12 hours)	
1.0	Daily Wage Rate		
	Ave. Pay per mo. = MW x 261/12/12 (Mon-Fri)		
2.0	Equivalent Monthly Rate (EMR)		
3.0	Overtime Pay		
4.0	Night Shift Pay (Ave. Mo. Salary x 10%)		
	TOTAL MONTHLY EARNINGS		
5.0	13th Month Pay (MW x no. of days/12/12)		
6.0	5 days service incentive leave pay (MW x 5/12)		
7.0	Uniform Allowance (Per RA 5487)		
A	TOTAL AMOUNT TO GUARD		
	Social Security System (SSS) Employer Share		
	Workers Investment and Savings Program (WISP) ER Share		
	State Insurance (EC)		
	Philhealth (Employer) 2.5% based on basic mo. pay (EMR)		
	Pag-Ibig Fund (Employer Share)		
B	TOTAL AMOUNT TO GOV'T. IN FAVOR OF GUARD		
C	TOTAL AMOUNT TO GOV'T. AND GUARD		
D	ADMINISTRATIVE OVERHEAD AND MARGIN OF PROFIT		
E	VAT (12% OF ITEM D PER RMC 39-2007)		
	CONTRACT RATE PER MONTH (C+D+E)		
	NO. OF SECURITY GUARDS		
F	TOTAL		
	TOTAL MONTHLY CONTRACT RATE CY 2025	1	
	(IN TWELVE (12) MONTHS)		
No. Security Officers/Guards		TOTAL FOR	

Section VIII. Checklist of Technical and Financial Documents

Notes on the Checklist of Technical and Financial Documents

The prescribed documents in the checklist are mandatory to be submitted in the Bid, but shall be subject to the following:

- a. GPPB Resolution No. 09-2020 on the efficient procurement measures during a State of Calamity or other similar issuances that shall allow the use of alternate documents in lieu of the mandated requirements; or
- b. Any subsequent GPPB issuances adjusting the documentary requirements after the effectivity of the adoption of the PBDs.

The BAC shall be checking the submitted documents of each Bidder against this checklist to ascertain if they are all present, using a non-discretionary “pass/fail” criterion pursuant to Section 30 of the 2016 revised IRR of RA No. 9184.

Procurement of Security Services FY 2025

Checklist of Technical and Financial Documents

I. TECHNICAL COMPONENT ENVELOPE

CLASS "A" DOCUMENTS

Legal Documents

	(a) Valid PhilGEPS Registration Certificate (Platinum Membership) (all pages);
	(b) Registration certificate from Securities and Exchange Commission (SEC), Department of Trade and Industry (DTI) for sole proprietorship, or Cooperative Development Authority (CDA) for cooperatives or its equivalent document;
	(c) Mayor's or Business permit issued by the city or municipality where the principal place of business of the prospective bidder is located, or the equivalent document for Exclusive Economic Zones or Areas; and
	(d) Tax clearance per E.O. No. 398, s. 2005, as finally reviewed and approved by the Bureau of Internal Revenue (BIR).

Technical Documents

	(e) Statement of the prospective bidder of all its ongoing government and private contracts, including contracts awarded but not yet started, if any, whether similar or not similar in nature and complexity to the contract to be bid;
	(f) Statement of the bidder's Single Largest Completed Contract (SLCC) similar to the contract to be bid, except under conditions provided for in Sections 23.4.1.3 and 23.4.2.4 of the 2016 revised IRR of RA No. 9184, within the relevant period as provided in the Bidding Documents;
	(g) Bid Security <i>[one of the following]</i> : <ul style="list-style-type: none"> • Original copy of Notarized Bid Securing Declaration; • Cash, cashier's/manager's check, bank draft/guarantee or irrevocable letter of credit (2% of ABC) • Surety Bond with certification issued by the Insurance Commission (5% of ABC)

	(h) Conformity with the Technical Specifications, which may include production/delivery schedule, manpower requirements, and/or after-sales/parts, if applicable;
	(i) Original duly signed Omnibus Sworn Statement (OSS); and if applicable , Original Notarized Secretary's Certificate in case of a corporation, partnership, or cooperative; or Original Special Power of Attorney of all members of the joint venture giving full power and authority to its officer to sign the OSS and do acts to represent the Bidder.

Financial Documents

	(j) The Supplier's audited financial statements, showing, among others, the Supplier's total and current assets and liabilities, stamped "received" by the BIR or its duly accredited and authorized institutions, for the preceding calendar year which should not be earlier than two (2) years from the date of bid submission;
	(k) <i>One of the following:</i> <ul style="list-style-type: none"> • Net Financial Contracting Capacity (NFCC); • or Committed Line of Credit from a Universal or Commercial Bank in.

CLASS "B" DOCUMENTS

	(l) If applicable, a duly signed joint venture agreement (JVA) in case the joint venture is already in existence;
	or Duly notarized statements from all the potential joint venture partners stating that they will enter into and abide by the provisions of the JVA in the instance that the bid is successful.

II. FINANCIAL COMPONENT ENVELOPE

	(m) Original of duly signed and accomplished Financial Bid Form; and
	(n) Original of duly signed and accomplished Price Schedule(s).

Other Documentary Requirements Under RA No. 9184 (As Applicable)

	(o) <i>[For foreign bidders claiming by reason of their country's extension of reciprocal rights to Filipinos]</i> Certification from the relevant government
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	office of their country stating that Filipinos are allowed to participate in government procurement activities for the same item or product.
	(p) Certification from the DTI if the Bidder claims preference as a Domestic Bidder or Domestic Entity.

Section IX. Bidding Forms

Bid Form

Date: _____

Project Identification No.: _____

To: **BIDS AND AWARDS COMMITTEE**
NATIONAL LABOR RELATIONS COMMISSION
Ben-Lor IT Center, 1184 Quezon Ave., Paligsahan,
1102 Quezon City

Having examined the Philippine Bidding Documents (PBDs) including the Supplemental or Bid Bulletin Numbers *[insert numbers]*, the receipt of which is hereby duly acknowledged, we, the undersigned, offer to *[supply/deliver/perform]* *[description of the Goods]* in conformity with the said PBDs for the sum of *[total Bid amount in words and figures]* or the total calculated bid price, as evaluated and corrected for computational errors, and other bid modifications in accordance with the Schedule of Prices attached herewith and made part of this Bid. The total bid price includes the cost of all taxes, such as, but not limited to: *[specify the applicable taxes, e.g. (i) value added tax (VAT), (ii) income tax, (iii) local taxes, and (iv) other fiscal levies and duties]*, which are itemized herein or in the Price Schedules.

If our Bid is accepted, we undertake:

- a. to deliver the goods in accordance with the delivery schedule specified in the Schedule of Requirements of the Philippine Bidding Documents (PBDs);
- b. to provide a performance security in the form, amounts, and within the times specified in the PBDs;
- c. to abide by the Bid Validity Period specified in the PBDs and it shall remain binding upon us at any time before the expiration of that period.

[Insert this paragraph if Foreign-Assisted Project with the Development Partner:

Commissions or gratuities, if any, paid or to be paid by us to agents relating to this Bid, and to contract execution if we are awarded the contract, are listed below:

Name and address of agent	Amount and Currency	Purpose of Commission or Gratuity
_____	_____	_____
_____	_____	_____

[If none, state "None"]

Until a formal Contract is prepared and executed, this Bid, together with your written acceptance thereof and your Notice of Award, shall be binding upon us.

We understand that you are not bound to accept the Lowest Calculated Bid or any Bid you may receive.

We certify/confirm that we comply with the eligibility requirements pursuant to the PBDs.

The undersigned is authorized to submit the bid on behalf of *[name of the bidder]* as evidenced by the attached *[state the written authority]*.

We acknowledge that failure to sign each and every page of this Bid Form, including the attached Schedule of Prices, shall be a ground for the rejection of our bid.

Name: _____

Legal Capacity: _____

Signature: _____

Duly authorized to sign the Bid for and on behalf of: _____

Date: _____

Contract Agreement Form for the *[insert name of project]*

[Not required to be submitted with the Bid, but it shall be submitted within ten (10) days after receipt of the Notice of Award]

CONTRACT AGREEMENT

THIS AGREEMENT made on the ____ day of _____ 2024 between NATIONAL LABOR RELATIONS COMMISSION of the Philippines (hereinafter called “the Entity”) of the one part and *[name of Supplier]* of *[city and country of Supplier]* (hereinafter called “the Supplier”) of the other part;

WHEREAS the Entity invited Bids for certain goods and ancillary services, particularly Procurement of *[insert name of project]* and has accepted a Bid by the Supplier for the supply of those goods and services in the sum of *[contract price in words and figures in specified currency]* (hereinafter called “the Contract Price”).

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. In this Agreement words and expressions shall have the same meanings as are respectively assigned to them in the Conditions of Contract referred to.
2. The following documents as required by the 2016 revised Implementing Rules and Regulations of Republic Act No. 9184 shall be deemed to form and be read and construed as part of this Agreement, *viz.*:
 - a. Philippine Bidding Documents (PBDs);
 - i. Schedule of Requirements;
 - ii. Technical Specifications;
 - iii. General Conditions of Contract; and
 - iv. Supplemental or Bid Bulletins, if any
 - b. Winning bidder’s bid, including the Eligibility requirements, technical and Financial Proposals, and all other documents or statements submitted;
 - c. Bid Form including all the documents/statements contained in the Bidder’s bidding envelopes, as annexes, and all other documents submitted (e.g., Bidder’s response to request for clarifications on the bid), including corrections to the bid, if any, resulting from the procuring entity’s bid evaluation;
 - d. Performance Security;
 - e. Notice of Award of Contract; and the Bidder’s conforme thereto; and
 - f. Other contract documents that may be required by existing laws and/or the Procuring Entity concerned in the PBDs. **Winning bidder agrees that additional contract documents or information prescribed by the GPPB that are subsequently required for submission after the contract execution, such**

as the Notice to Proceed, Variation Orders, and Warranty Security, shall likewise form part of the Contract.

3. In consideration for the sum of *[total contract price in words and figures]* or such other sums as may be ascertained, *[Name of the Bidder]* agrees to *[state the object of the contract]* in accordance with his/her/its Bid.
4. The *NATIONAL LABOR RELATIONS COMMISSION* agrees to pay the above-mentioned sum in accordance with the terms of the Bidding.

IN WITNESS whereof the parties hereto have caused this Agreement to be executed in accordance with the laws of the Republic of the Philippines on the day and year first above written.

[Insert Name and Signature]
[Insert Signatory's Legal Capacity]
for:
National Labor Relations Commission

[Insert Name and Signature]
[Insert Signatory's Legal Capacity]
for:
[Insert Name of Bidder]

Acknowledgment

[Format shall be based on the latest Rules on Notarial Practice]

Omnibus Sworn Statement

REPUBLIC OF THE PHILIPPINES)
CITY/MUNICIPALITY OF _____) S.S.

AFFIDAVIT

I, *[Name of Affiant]*, of legal age, *[Civil Status]*, *[Nationality]*, and residing at *[Address of Affiant]*, after having been duly sworn in accordance with law, do hereby depose and state that:

1. *[Select one, delete the other:]*

If a sole proprietorship: I am the sole proprietor or authorized representative of *[Name of Bidder]* with office address at *[address of Bidder]*;

If a partnership, corporation, cooperative, or joint venture: I am the duly authorized and designated representative of *[Name of Bidder]* with office address at *[address of Bidder]*;

2. *[Select one, delete the other:]*

If a sole proprietorship: As the owner and sole proprietor, or authorized representative of *[Name of Bidder]*, I have full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for *[Name of the Project]* of the *National Labor Relations Commission*, as shown in the attached duly notarized *Special Power of Attorney*;

If a partnership, corporation, cooperative, or joint venture: I am granted full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for *[Name of the Project]* of the *National Labor Relations Commission*, as shown in the attached *[state title of attached document showing proof of authorization (e.g., duly notarized Secretary's Certificate, Board/Partnership Resolution, or Special Power of Attorney, whichever is applicable)]*;

3. *[Name of Bidder]* is not "blacklisted" or barred from bidding by the Government of the Philippines or any of its agencies, offices, corporations, or Local Government Units, foreign government/foreign or international financing institution whose blacklisting rules have been recognized by the Government Procurement Policy Board, **by itself or by relation, membership, association, affiliation, or controlling interest with another blacklisted person or entity as defined and provided for in the Uniform Guidelines on Blacklisting**;

4. Each of the documents submitted in satisfaction of the bidding requirements is an authentic copy of the original, complete, and all statements and information provided therein are true and correct;

5. *[Name of Bidder]* is authorizing the Head of the Procuring Entity or its duly authorized representative(s) to verify all the documents submitted;

6. *[Select one, delete the rest:]*

If a sole proprietorship: The owner or sole proprietor is not related to the Head of the Procuring Entity, members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat, the head of the Project Management Office or the end-user unit, and the project consultants by consanguinity or affinity up to the third civil degree;

If a partnership or cooperative: None of the officers and members of *[Name of Bidder]* is related to the Head of the Procuring Entity, members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat, the head of the Project Management Office or the end-user unit, and the project consultants by consanguinity or affinity up to the third civil degree;

If a corporation or joint venture: None of the officers, directors, and controlling stockholders of *[Name of Bidder]* is related to the Head of the Procuring Entity, members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat, the head of the Project Management Office or the end-user unit, and the project consultants by consanguinity or affinity up to the third civil degree;

7. *[Name of Bidder]* complies with existing labor laws and standards; and

8. *[Name of Bidder]* is aware of and has undertaken the following responsibilities as a Bidder:

a. Carefully examine all of the Bidding Documents;

b. Acknowledge all conditions, local or otherwise, affecting the implementation of the Contract;

c. Made an estimate of the facilities available and needed for the contract to be bid, if any; and

d. Inquire or secure Supplemental/Bid Bulletin(s) issued for the *[Name of the Project]*.

9. *[Name of Bidder]* did not give or pay directly or indirectly, any commission, amount, fee, or any form of consideration, pecuniary or otherwise, to any person or official, personnel or representative of the government in relation to any procurement project or activity.

10. **In case advance payment was made or given , failure to perform or deliver any of the obligations and undertakings in the contract shall be sufficient grounds to constitute criminal liability for Swindling (Estafa) or the commission of fraud with unfaithfulness or abuse of confidence through misappropriating or converting any payment received by a person or entity under an obligation involving the duty to deliver certain goods or services, to the prejudice of the public and the government**

of the Philippines pursuant to Article 315 of Act No. 3815 s. 1930, as amended, or the Revised Penal Code.

IN WITNESS WHEREOF, I have hereunto set my hand this ___ day of ___, 2024 at _____, Philippines.

*[Insert NAME OF BIDDER OR ITS
AUTHORIZED REPRESENTATIVE]
[Insert Signatory's Legal Capacity]
Affiant*

Jurat

[Format shall be based on the latest Rules on Notarial Practice]

Bid Securing Declaration Form

REPUBLIC OF THE PHILIPPINES)
CITY/MUNICIPALITY OF _____) S.S.

BID-SECURING DECLARATION
Invitation to Bid: *[Insert Reference number]*

To: BIDS AND AWARDS COMMITTEE
NATIONAL LABOR RELATIONS COMMISSION
Ben-Lor IT Center, 1184 Quezon Ave., Paligsahan,
1102 Quezon City

I/We³, the undersigned, declare that:

1. I/We understand that, according to your conditions, bids must be supported by a Bid Security, which may be in the form of a Bid-Securing Declaration.
2. I/We accept that: (a) I/we will be automatically disqualified from bidding for any contract with any procuring entity for a period of two (2) years upon receipt of your Blacklisting order; and, (b) I/we will pay the applicable fine provided under Section 6 of the Guidelines on the Use of Bid Securing Declaration, within fifteen (15) days from receipt of the written demand by the procuring entity for the commission of acts resulting to the enforcement of the bid securing declaration under Sections 23.1(b), 34.2, 40.1 and 69.1, except 69.1(f), of the IRR of RA 9184; without prejudice to other legal action the government may undertake.
3. I/We understand that this Bid Securing Declaration shall cease to be valid on the following circumstances:
 - (a) Upon expiration of the bid validity period, or any extension thereof pursuant to your request;
 - (b) I am/we are declared ineligible or post-disqualified upon receipt of your notice to such effect, and (i) I/we failed to timely file a request for reconsideration or (ii) I/we filed a waiver to avail of said right;
 - (c) I am/we are declared the bidder with the Lowest Calculated Responsive Bid, and I/we have furnished the performance security and signed the Contract.

IN WITNESS WHEREOF, I/We have hereunto set my/our hand/s this ____ day of [month] [year] at [place of execution].

³ Select one and delete the other. Adopt the same instruction for similar terms throughout the document.

*[Insert NAME OF BIDDER'S AUTHORIZED
REPRESENTATIVE]
[Insert Signatory's Legal Capacity]
Affiant*

Jurat

[Format shall be based on the latest Rules on Notarial Practice]

Affidavit of Undertaking

[For Procurement of Janitorial and Security Services]

REPUBLIC OF THE PHILIPPINES)
CITY OF _____) SS.

AFFIDAVIT OF UNDERTAKING

I, _____, of legal age, single/married, Filipino, with residence and postal address at _____, after having been duly sworn to in accordance with law, do hereby depose and state:

1. That I am the owner/proprietor/manager/duly authorized representative of _____, a domestic corporation organized under Philippine Laws, with business address at _____;
2. That as a licensed security agency, the agency and its responsible officers under law do fully comply with Department of Labor and Employment (DOLE) Department Order No. 131-B (Revised Rules on Labor Laws Compliance System);
3. That the corporation has acquired a prior Certificate of Compliance on General Labor Laws Standards and Safety and Health Standards as required. However, due to DOLE Advisory effective June 1, 2017, there is an on-going review of DOLE DO 131-B and that issuance of the above-mentioned certifications was suspended until further notice. Further, that agency's updated Certificates of Compliance cannot be secured and/or presented at the present time.
4. That in lieu of the submission of the above-mentioned certificates, the agency and its responsible officers represented by the affiant, undertake to comply with all the requirements and conditions set under DOLE DO No. 131-B and all relevant laws, and to submit required certificates of Compliance to the Bids and Awards Committee of the National Labor Relations Commission once the same has been issued;
5. That in my capacity as _____ of _____, I hereby DECLARE and ASSUME full responsibility in the orderly compliance with the requirements as above-mentioned and under relevant labor laws standards;
6. That I likewise DECLARE and ASSUME full and complete responsibilities for all consequences which may arise in connection with the above-mentioned undertaking;
7. That I am executing this Affidavit of Undertaking in compliance with the requirements set forth in the bidding for the Procurement of Janitorial Services FY 2023 of the National Labor Relations Commission.

In witness hereof, I hereby set my hand this _____ day of _____ 2023, in _____, Philippines.

[Insert Name Of Bidder or Its Authorized Representative]
[Insert Signatory's Legal Capacity]
Affiant

Jurat

[Format shall be based on the latest Rules on Notarial Practice]

