

FINAL EVALUATION REPORT

(As Per Rule 35 of PP Rules, 2004)

- 1 Name of Procuring Agency Federal Board of Revenue (HQ)
- 2 Method of Procurement Single Stage Two Envelope
3. Title of Procurement HIRING OF HR FIRM FOR PROVISION OF EXPERTS AND PAYROLL SERVICES
4. Tender Inquiry No. 5(18)Secy(Admin)/2024
5. PPRA Ref. No. (TSE). TS559549E
6. Date & Time of Bid Closing 6th May, 2025 02:00 PM
7. Date & Time of Bid Opening 6th May, 2025 02:30 PM
8. No of Bids Received 05
9. Criteria for Bid Evaluation Criteria laid down in RFP Documents
- 10 Details of Bid(s) Evaluation All the bids were evaluated in accordance with the criteria laid down in the RF documents

Name of Bidder	Marks		Evaluated Cost /Total Bid Value	Rule/Regulation/SBD*/Policy/Basis of Rejection/Acceptance as per Rule 35 of PP Rules, 2004.
	Technical (if applicable)	Financial (if applicable)		
M/s Pak Multi Services Pvt Ltd	N/A	N/A	Rs.362,452,949/-	Accepted 1st (Most Advantageous)
M/s Solochoicez Pvt Ltd with M/s Baker Tilly Mehmood Idrees Qamar Chartered Accountants (JV)	N/A	N/A	Rs.362,521,306/-	Accepted 2nd (Lowest)
M/s KPMG Taseer Hadi and Co. Chartered Accountants	N/A	N/A	Rs.801,909,916/-	Accepted 3rd (Lowest)

11. Any other additional/supporting information, the procuring agency may like to share.

Signature: _____



Official Stamp: _____

ASHAM KHALID MALIK
Secretary (Admn)
Federal Board of Revenue
Islamabad

(Remaining committee members signature placed at Annex-I)

***Standard Bidding Documents (SBD).**

(Annex-I)

Name	Designation	Role	Signatures
Mr. Muhammad Iqbal	Member (Admin/ HR)	Chairman/ Convener	
Mr. Ahmad Shuja Khan	Member (Audit/CRM)	Member	
Muhammad Junaid Jalil Khan	Member (Customs Operations)	Member	
Mr. Freedom Akram Sheikh	Chief (Admin & Finance)	Member	



INVITATION TO BID

FINANCIAL BID(S) EVALUATION REPORT

Invitation to Bid Reference No.	TS559549E
Invitation to Bid Title	Hiring of HR Firm for Provision of Experts and Payroll Services
Invitation to Bid Issuance/ Publishing Date	28 th March, 2025
Bids Submission date (Initial)	23 rd April, 2025
Corrigendum No. 01, dated 15th April, 2025 – Extension in Bid submission date	25 rd April, 2025
Addendum No. 01 to Invitation to Bid, dated 15-04-2025	Revised Requirements of Invitation to Bid
Corrigendum No. 02, dated 22nd April, 2025 – Issuance of Addendum-2	25 th April, 2025
Addendum No. 02 to Invitation to Bid, dated 22-04-2025	Amended as Annexure-A to Addendum-2
Corrigendum No. 03, dated 24th April, 2025 – Extension in Bid submission date	30 th April, 2025
Addendum No. 03 to Invitation to Bid, dated 24-04-2025	Amended as Annexure-A to Addendum-3
Corrigendum No. 04, dated 29th April, 2025 – Extension in Bid submission date	6 th May, 2025
Addendum No. 04 to Invitation to Bid, dated 29-04-2025	Amended as Annexure-A to Addendum-4
Publishing	National Press (two leading national daily newspapers – One English and One Urdu) Website(s): FBR
Procurement Method/ Process	Single Stage Two Envelope – Invitation to Bid – Open
Technical Bids Evaluation Report Signing Date	9th May, 2025

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Annexure-I	Technical Bids Evaluation Report
Annexure-II	Financial Bids Opening Statements.


HASHAM KHALID MALIK
Secretary (Admn)
Federal Board of Revenue
Islamabad

1. Project Background

The Federal Board of Revenue (FBR) intends to hire an HR firm for the Provision of Audit Mentors (58) and Sectoral Experts (115) to improve tax administration, auditing, and compliance.

2. Brief Description of the Requirements

Hiring HR Firms for Provision of Audit Mentors (58) and Sectoral Experts (115) to improve tax administration, auditing, and compliance. Bidding process will follow the Single Stage Two Envelope Procedure for transparency and competition. Contracts will ensure prompt onboarding of personnel within specified timelines, with a robust payroll management system.

Position	Audit Mentors	Sectoral Experts	Total
Number of Positions	58	115	173

3. Brief Terms of Invitation to Bid Document

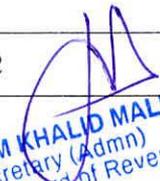
Period for delivery of services	<i>Audit Mentors:</i> Maximum 3 years (non-extendable). <i>Sectoral Experts:</i> 6 months, extendable if required. <i>Deployment Timeline:</i> Experts to be provided within 2-6 weeks of contract award.
Bid Validity from bid opening	120 days
Bid Security	PKR 1,000,000 (mandatory)
Performance Security	5% of the Contract price
Liquidated Damages	Maximum 10% of the Contract value
Currency for Evaluation of Bid	Pak Rupees (PKR)

4. Bid Process

The bidding process for the subject activity is Single Stage Two Envelope – Invitation to Bid – Open. Invitation to Bid notification was published in national press (two leading national daily newspapers – One English and One Urdu) on 28th March, 2025 (**Annexure-I**) as well as uploaded on e-PADS, FBR (<https://www.fbr.gov.pk/>) and PPRA (<https://www.ppra.gov.pk/>).

Summary of bid process is listed below:

Invitation to Bid Reference No.	TS559549E
Invitation to Bid Title	Hiring of HR Firm for Provision of Experts and Payroll Services
Invitation to Bid Issuance/ Publishing Date	28 th March, 2025
Bids Submission date (Initial)	23 rd April, 2025
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Addendum No. 02 to Invitation to Bid, dated 22-04-2025	Amended as Annexure-A to Addendum-2


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Corrigendum No. 03, dated 24th April, 2025 – Extension in Bid submission date	30 th April, 2025
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Procurement Method/ Process	Single Stage Two Envelope – Invitation to Bid – Open
Technical Bids Evaluation Report Signing Date	9 th May, 2025

5. Technical/ Financial Evaluation Committee

Following Technical/ Financial Evaluation Committee was designated for the evaluation of the subject Invitation to Bid:

Sr. No	Name	Designation	Role
1.	Dr. Hamid Ateeq Sarwar	Member (IR-Operations)	Chairman/ Convener
2.	Mr. Wajid Ali	Member (Customs Policy)	Member
3.	Mr. Muhammad Khalid Jamil	Chief (Tax Reforms)	Member
4.	Dr. Muhammad Khurram	Chief (Mgt/HR-IR)	Member
5.	Ms. Ayesha Niaz	Chief (Mgt/HR-Customs)	Member
6.	Ms. Ayesha Bashir Wani	Chief (F&C) – Customs	Member
7.	Mr. Muhammad Ali Khan	Secretary (Exp) FBR	Member
8.	Mr. Waqar Ahmed	Second Secretary (IR-CPF)	Member/Secretary
9.	Dr Muhammad Amir Malik	Chief Executive Officer, PRAL	Member

6. Technical Evaluation of Bid(s)

The technical bids opened on 6th May, 2025 were evaluated by Technical/ Financial Evaluation Committee and signed the Technical Bid(s) Evaluation Report on 9th May, 2025 (**Annexure-I**). The summary of Qualified/ Responsive Bid(s) and Dis-Qualified/ Non-Responsive Bid(s) is as under:

Bidder	Bid Form	Eligible Country	Bid Validity	Bid Security	Substantial Responsiveness	Acceptance for detailed Examination
Solochoicez with Baker Tilly (JV)	Yes	Pakistan	Yes	Yes	Yes	Yes
KPMG Taseer Hadi and Co.	Yes	Pakistan	Yes	Yes	Yes	Yes
International Consulting, FSC Integrated Services, Kamayi (JV)	Yes	Pakistan	Yes	Yes	Yes	Yes
Pak Multi Services Pvt Ltd	Yes	Pakistan	Yes	Yes	Yes	Yes

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Federal Board of Revenue
Islamabad

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7. Financial Bid Opening

In accordance with the bid opening procedure of Single Stage Two Envelope method, the bidders were informed about financial bid opening on 23rd May, 2025. The financial bids were opened publicly on the scheduled date and time (27th May, 2025 at 11:30 A.M.) by the Technical/ Financial Evaluation Committee in presence of bidders authorized representatives. The financial bids were opened in accordance with criteria defined in the Invitation to Bid, Section-IV: Bid Data Sheet, F-Bid Evaluation Criteria, BDS Clause No.20, ITB Number 2.1.3 & 2.5.8.

The bid opening statement(s) are placed at **Annexure-II**.

8. Evaluation of Financial Bid(s)

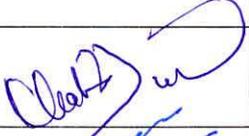
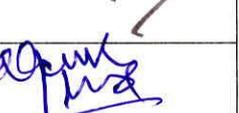
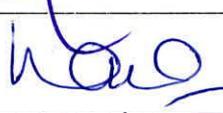
The financial bids were evaluated by Technical/ Financial Evaluation Committee in accordance with criteria defined in the Invitation to Bid, Section-IV: Bid Data Sheet, F-Bid Evaluation Criteria, BDS Clause No.20, ITB Number 2.1.3 & 2.5.8 and Financial Bid For/ Price Schedule (Section - VIII, 8.6). The evaluation summary is as under:

S.No.	Bidder Firm/Name	Total Bid Value (In Figures)	In Words	Ranking	Bidder Representation
1	M/s International Consulting Associates Pvt Ltd, FSC Integrated Services, Kamayi (JV)	Rs. 5,672,696,576/-	Five Billion Six Hundred Seventy-two Million Six Hundred Ninety-six Thousand Five Hundred Seventy-six	4th	Present
2	M/s Soloochoicez Pvt Ltd with M/s Baker Tilly Mehmoed Idrees Qamar Chartered Accountants (JV)	Rs. 362,521,306/-	Three Hundred Sixty-Two Million Five Hundred Twenty-One Thousand Three Hundred Six	2nd	Present
3	M/s Pakmultil Services Pvt Ltd	Rs. 362,452,949/-	Three Hundred Sixty-Two Million Four Hundred Fifty-Two Thousand Nine Hundred Forty-Nine	1st – Most Advantageous	Present
4	M/s KPMG Taseer Hadi and Co., Chartered Accountants	Rs. 801,909,916/-	Eight Hundred One Million Nine Hundred Nine Thousand Nine Hundred	3 rd	Absent

9. Technical/ Financial Evaluation Committee Recommendations

As per the requirement to select top three firms, the following firms are selected for further consideration:

Recommended Firms for Selection:	
1.	M/s Pakmultil Services Pvt Ltd – Most Advantageous
2.	M/s Soloochoicez Pvt Ltd with M/s Baker Tilly (JV) – Second
3.	M/s KPMG Taseer Hadi and Co. – Third (despite absence of representative)

Sr. No	Name	Designation	Signature
1.	Dr. Hamid Ateeq Sarwar	Member (IR-Operations)	
2.	Wajid Ali	Member (Customs Policy)	
3.	Muhammad Khalid Jamil	Chief (Tax Reforms)	
4.	Dr. Muhammad Khurram	Chief (Mgt/HR-IR)	
5.	Ayesha Niaz	Chief (Mgt/HR-Customs)	
6.	Ayesha Bashir Wani	Chief (F&C) – Customs	
7.	Muhammad Ali Khan	Secretary (Exp) - FBR	
8.	Waqar Ahmed	Second Secretary (IR-CPF)	
9.	Dr. Muhammad Amir Malik	Chief Executive Officer, PRAL	


HASHAM KHALID MALIK
 Secretary (Admn)
 Federal Board of Revenue
 Islamabad

GOVERNMENT OF PAKISTAN
REVENUE DIVISION
FEDERAL BOARD OF REVENUE
PROCUREMENT TECHNICAL / FINANCIAL COMMITTEE

Subject: HIRING OF HR FIRM FOR PROVISION OF EXPERTS AND PAYROLL SERVICES

Date: 27th May, 2025 at 11:30 AM

Venue: FBR HQ, Islamabad

Chairperson: Member IR (Operations)

Attendees: All Members of Procurement Technical / Financial Committee

Proceedings:

Financial Proposals Opened:

Financial proposals of technically qualified bidders were opened in the presence of committee members and firm representatives. Details are as follows:

S.No.	Bidder Firm/Name	Total Bid Value (In Figures)	In Words	Ranking	Bidder Representation
1	M/s International Consulting Associates Pvt Ltd, FSC Integrated Services, Kamayi (JV)	Rs. 5,672,696,576/-	Five Billion Six Hundred Seventy-two Million Six Hundred Ninety-six Thousand Five Hundred Seventy-six	4th	Present
2	M/s Soloochoicez Pvt Ltd with M/s Baker Tilly Mehmoed Idrees Qamar Chartered Accountants (JV)	Rs. 362,521,306/-	Three Hundred Sixty-Two Million Five Hundred Twenty-One Thousand Three Hundred Six	2nd	Present
3	M/s Pakmultil Services Pvt Ltd	Rs. 362,452,949/-	Three Hundred Sixty-Two Million Four Hundred Fifty-Two Thousand Nine Hundred Forty-Nine	1st – Most Advantageous	Present
4	M/s KPMG Taseer Hadi and Co., Chartered Accountants	Rs. 801,909,916/-	Eight Hundred One Million Nine Hundred Nine Thousand Nine Hundred	3 rd	Absent

Committee Observations:

- All submitted financial bids were duly examined and announced.
- M/s Pakmultil Services Pvt Ltd submitted the lowest evaluated bid and is declared Most Advantageous Bidder.
- M/s Soloochoicez Pvt Ltd with Baker Tilly ranked second based on financial evaluation.
- M/s KPMG Taseer Hadi & Co. ranked third, however their representative was not present during financial bid opening.


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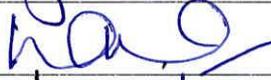
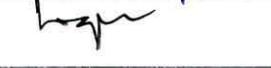
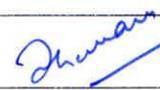
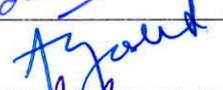
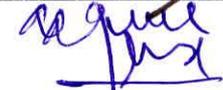
- M/s International Consulting Associates quoted a significantly higher bid and ranked fourth.
- As per the requirement to select top three firms, the following firms are selected for further consideration:

Recommended Firms for Selection:	
1.	M/s Pakmultil Services Pvt Ltd – Most Advantageous
2.	M/s Soloochoicez Pvt Ltd with M/s Baker Tilly (JV) – Second
3.	M/s KPMG Taseer Hadi and Co. – Third (despite absence of representative)

Conclusion

The meeting concluded with mutual agreement of the committee that the above three firms be shortlisted for further proceedings, subject to detailed evaluation, due diligence, and approval by the competent authority.


Waqar Ahmed
 Secretary (Technical / Financial Committee)
 27-05-2025

Sr. No	Role	Designation	Signature
1	Chair/Convener	Member (IR-Operations)	
2	Member	Chief Executive Officer, PRAL	
3	Member	Member (Customs Policy)	
4	Member	Chief (Tax Reforms)	
5	Member	Chief (Mgt/HR-IR)	
6	Member	Chief (Mgt/HR-Customs)	
7	Member	Chief (F&C)-Customs	
8	Member	Secretary (Exp)-FBR	
9	Member/ Secretary	Second Secretary (CPF)	


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 Secretary (Admn)
 Federal Board of Revenue
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