

Addendum

Request for Information (RFI) - Job Evaluation Methodology for the Bermuda Public Service

16th September, 2022

It has come to our attention that clarity is sought regarding the Request for Information (RFI) on the job evaluation systems. Interested parties are directed to the following questions and responses below:

1. What is considered as "Government?"
 - *Government, for the purpose of this RFI refers to:*
 - *Ministries and the Departments directly under their remit; and*
 - *Non-Ministry Departments*
 - *It does not include Quasi-Autonomous Non-Government Organizations (Quangos)*
2. Regarding the Government's two job evaluation systems – are the systems automated or manual?
 - *The two existing systems are not automated*
3. Who within the Government is authorized to conduct job evaluations and approve changes in job grades?
 - *The Management Consulting Section of the Department of Employee and Organizational Development is authorized to conduct job evaluations*
 - *The Head of the Public Service and Financial Secretary approves the changes in job grades.*
4. Will the job evaluation scheme be applied to re-evaluating future job grade assessments or will all jobs need to be re-assessed?
 - *The job evaluation scheme will be applied to re-evaluate future job grade assessments.*
 - *All job types will require re-assessments*
5. The number of users who will be accessing the tool.
 - *The number of users accessing the tool will be 10-15.*
6. Are there any restrictions on storing data outside of Bermuda?
 - *For the data associated with job evaluations, we are not aware of any restrictions to the storing of data outside of Bermuda.*