PHILIPPINE COMPETITION COMMISSION
Ensuring businesses compete and consumers benefit

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BIDS AND AWARDS COMMITTEE

SUPPLEMENTAL BID BULLETIN NO. 01
27 October 2025

Provision of Human Resource Services for the Philippine Competition Commission for CY 2026

Invitation to Bid No. 2026-EPA-0001

The PCC Bids and Awards Committee hereby includes, revises, amends, deletes and/or adapts the following provisions in the Invitation to Bid:

Section	Original Provision / Requirement	Revisions / Clarification
Section II.2 - Detailed Technical Specifications	Must be duly registered as an active employer pursuant to the relevant issuances of the Department of Labor and Employment (DOLE), Social Security System (SSS), Home Development Mutual Fund (HDMF or PagIBIG), Philippine Health Insurance Corporation (PhilHealth), **Bureau of Internal Revenue (BIR), National Bureau of Investigation (NBI)** and other relevant government agencies, with no previous history of delinquency on payment of mandatory government premiums;	Must be duly registered as an active employer pursuant to the relevant issuances of the Department of Labor and Employment (DOLE), Social Security System (SSS), Home Development Mutual Fund (HDMF or Pag-IBIG), and Philippine Health Insurance Corporation (PhilHealth) with no previous history of delinquency on payment of mandatory government premiums;
Section II.3 - Detailed Technical Specifications	Duly licensed and registered with DOLE in accordance with Department Order No. 18-A, series of 2011, and other existing relevant regulations	Duly licensed and registered with DOLE in accordance with **Department Order No. 174, series of 2017**, and other existing relevant regulations.
Section III.A - Detailed Technical Specifications	A. Additional documents to be included in the bid submission: 1. DOLE Certificate of Registration; 2. BIR Certificate of Registration 3. Certificate of Registration as an active employer issued by the SSS, HDMF, and PhilHealth with no previous record of delinquency on payment of premiums. 4. At least three (3) Certificates of Completion, Certificates of Satisfactory Rating or equivalent certifications from other government	A. Additional documents to be included in the bid submission: 1. DOLE Certificate of Registration; 2. Certificate of Registration as an active employer issued by the SSS, HDMF, and PhilHealth with **most recent Certificate or Clearance** of no previous record of delinquency on payment of premiums; **Duly signed justification for notation/colatilla in the submitted certificate/clearance, if applicable.**

Section	Original Provision / Requirement	Revisions / Clarification
	agencies and/or private companies within the last three (3) years.	3. At least three (3) Certificates of Completion, Certificates of Satisfactory Rating or equivalent certifications from other government agencies and/or private companies within the last three (3) years.
Section VIII - Detailed Technical Specifications	The Approved budget for the Contract (ABC) is Sixteen Million One Hundred Eighteen Thousand Pesos (PhP16,118,000.00), inclusive of the total manpower in **Annex B** covering direct labor costs, and mandatory contributions due to concerned government agencies for the services rendered by the personnel deployed by the Service Provider, administrative costs and all applicable government taxes.	The Approved budget for the Contract (ABC) is Sixteen Million One Hundred Eighteen Thousand Pesos (PhP16,118,000.00), inclusive of the total manpower in **the attached Annex B (Schedule of Prices)** covering direct labor costs, and mandatory contributions due to concerned government agencies for the services rendered by the personnel deployed by the Service Provider, administrative costs and all applicable government taxes.
Section XIII.4 - Detailed Technical Specifications	The monthly payment of the services rendered by the Personnel shall be based on the Schedule of Prices indicated in **Annex B (Schedule of Prices).**	The monthly payment of the services rendered by the Personnel shall be based on the Schedule of Prices indicated in **the attached Annex B (Schedule of Prices).**

Amendments/inclusions/clarifications made herein shall be considered an integral part of the Bidding Document.

For guidance and information of all concerned.

[redacted]

Signed by Joseph Melvin B Basas
ATTY. JOSEPH MELVIN B. BASAS
PBAC Chairperson

Provision of Human Resource Services for the Philippine Competition Commission for CY 2026

ANNEX "B"

SCHEDULE OF SALARIES

Position	*Digital Media Specialist*	*HRMO I*	*Assistant Librarian*	*Administrative Officer*	*Administrative Assistant*	*Maintenance Technician*	*Transcriptionist*	*Assistant Maintenance Technician*	*Driver*	*Messenger*
	Salary Scale 6	*Salary Scale 4*	*Salary Scale 4*	*Salary Scale 4*	*Salary Scale 3*	*Salary Scale 3*	*Salary Scale 3*	*Salary Scale 2*	*Salary Scale 2*	*Salary Scale 1*
	5 days/week	5 days/week	5 days/week	5 days/week	5 days/week	5 days/week	5 days/week	5 days/week	5 days/week	5 days/week
Employee's Rate Per Day	1,748.83	1,288.46	1,288.46	1,288.46	1,007.31	1,007.31	1,007.31	931.17	931.17	755.54
I. Amount Payable to the Employee										
Basic Pay	38,037.00	28,024.00	28,024.00	28,024.00	21,909.00	21,909.00	21,909.00	20,253.00	20,253.00	16,433.00
Service Incentive Leave	728.68	536.86	536.86	536.86	419.71	419.71	419.71	387.99	387.99	314.81
13th Month Pay	3,169.75	2,335.33	2,335.33	2,335.33	1,825.75	1,825.75	1,825.75	1,687.75	1,687.75	1,369.42
Sub-Total	**41,935.43**	**30,896.19**	**30,896.19**	**30,896.19**	**24,154.46**	**24,154.46**	**24,154.46**	**22,328.74**	**22,328.74**	**18,117.23**
II. Amount Payable to the Government:										
Pag-ibig Contribution	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00
SSS Contribution	3,500.00	2,850.00	2,850.00	2,850.00	2,250.00	2,250.00	2,250.00	2,050.00	2,050.00	1,650.00
PHIC	950.93	700.60	700.60	700.60	547.73	547.73	547.73	506.33	506.33	410.83
ECC	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
Sub-Total	**4,680.93**	**3,780.60**	**3,780.60**	**3,780.60**	**3,027.73**	**3,027.73**	**3,027.73**	**2,786.33**	**2,786.33**	**2,290.83**
III. Total Amount Payable to Employee and the Government	**46,616.36**	**34,676.79**	**34,676.79**	**34,676.79**	**27,182.19**	**27,182.19**	**27,182.19**	**25,115.07**	**25,115.07**	**20,408.06**
IV. Administrative Costs										
V. Total of Items III, and IV										
VI. Add : Value Added Tax (12% of Item V.)										
VII. Monthly Rate per Head (Total of Items V and VI)										
VIII. No. of months required	12	12	12	12	12	12	12	12	12	12
IX. Cost per Position										
X. Provision for Overtime (10% of the Cost per Position)										
XI. Total Cost with OT										
XII.Total No. of Personnel per position	1	2	1	1	15	1	4	1	7	3
X. TOTAL COST PER POSITION										

Grand Total (12 months with 36 pax)	