

TERMS OF REFERENCE

Insurance for Death, Permanent Total Disability, Partial Disability, Funeral Cover and Personal Accidents

1 – BACKGROUND INFORMATION

This policy's main objective is the payment to the policyholder, the insured or a third person, of a pecuniary benefit under the policy limits and, as a result of injury, temporary or permanent disability or death of the insured by accident covered by this contract. By agreement between the parties, the contract may have a broad scope, as specified in the Particular Conditions.

Objective

The objective of this scope is to search and find within the market a provider who will provide service of Insurance for Personal Accidents, Death and Total and Permanent Disability, Partial Disability and Funeral Expenses for all ICVL employees (local and expats).

2 – SCOPE OF WORKS

- a) Life Insurance: is a contract in which the insurer undertakes to pay an amount, the insurance policy (life insurance reimbursement), to the beneficiaries of the insured in case that person dies of natural or accidental death. This insurance aims at the economic and financial protection of the insured and his/her family, ensuring the maintenance of the same standard of living of the latter, through an indemnity to the beneficiary(ies) in case of death of the insured;
- b) Permanent Total Disability: is defined as the state in which a person (worker) who suffers from some sequelae of accidents or illnesses and, because of this, is unable to continue and return to the work activities for which he/she was contracted or for a similar task, for which he/she has qualifications or experience
- c) Partial Disability: It is defined as the state in which a person (worker) who suffers any type of partial disability in which the worker is not completely disabled but is unable to perform at full physical capacity for work. The partial disability is awarded a percentage rating.

- d) Personal Accidents: the object of this cover is accidents that the insured party may suffer in a sudden, violent, involuntary, exclusive and directly external manner, causing physical injury, which, on their own and independent of any other cause, have as a direct consequence death, or permanent disability, total or partial, of the insured party, or which make medical treatment necessary.
- e) Funeral Benefit (Funeral Coverage): is an insurance aimed at covering the funeral expenses of the main member (worker), spouses and their dependents.

The situations listed above are given as an example only, being that the tenderer shall present proposal for full coverage of all the insurance types as indicated above.

3 – LOCATION FOR SERVICE EXECUTION

To cover all employees in every sites (Maputo, Tete and Beira)

4 – EXPERIENCE REQUIREMENTS

The following will constitute the criteria for selection of the eligible service provider:

- Previous experience in providing services Insurance for Personal Accidents, Death and Total and Permanent Disability, Partial Disability and Funeral Expenses;
- Legally registered company.

5 – THE CONTENT OF THE PROPOSAL

The proposal shall be presented in two documents, one containing technical proposal and the other one with commercial proposal.

In the technical proposal shall be included, but not limited:

- Previous experience in similar services;
- Description of methodologies and standards that will be used as reference in conducting this work;
- Work Plan in accordance with these Terms of Reference;
- A detailed work program.

The commercial proposal should include at least:

- Table of quantitative and detailed estimate of costs;
- Specification of cost (e.g. labour, taxes, equipment, etc.).
- Overall cost of the proposal

6 – PRODUCTS AND TIMING

6.1 Products (Insurance of the following products)

- 6.1.1. Death Benefits
- 6.1.2. Permanent Total Disability
- 6.1.3. Partial Disability
- 6.1.4. Funeral Cover and
- 6.1.5. Personal Accident Benefits

6.2 Schedule

The total duration of this contract is 24 months as from 1st April 2023.

7 – GENERAL

We recommend the use of local provider (Mozambican provider), subject to quality of the services provided and price of services.

8 – EXPENSES

All monthly fees shall be the responsibility and borne by ICVL for Insurance for Personal Accidents, Death and Total and Permanent Disability, Partial Disability and Funeral Expenses.

9 – EQUIPMENT SUPPLY

Not applicable

10. SAFETY

According to company standards (Attached).