Palladium
MAKE IT POSSIBLE

Addendum 1 to RFP:
Sexual and Reproductive Health and Rights Information to PALM scheme workers

Ref.	Question	Response
1	Our understanding is that the consultancy will involve developing, co-designing, and delivering SRHR training modules and activities for PALM workers from Fiji, Kiribati, Nauru, Papua New Guinea, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu, and Vanuatu. Is the implementer required to work across all ten countries listed in the RFP, or can we work across a couple select countries from the list?	The consultancy involves developing and delivering culturally appropriate SRHR education for PALM scheme workers and partners/family members prior to departure and upon return. This should include information on SRH services in Australia and in home countries. Organisations can apply to support one or more of the 10 partner countries (Fiji, Kiribati, Nauru, Papua New Guinea, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu, and Vanuatu).
2	We understand that the training would cover topics such as SRHR basics, gender-based violence, consent, and access to services, and that delivery would take place in-country in partnership with registered training organisations.	Recommended topics include, but are not limited to: • Understanding sexual reproductive health as a human right • Gender-based violence • Consent, communication and healthy relationships • Access to contraception, family planning and safe abortion • Preventing, testing and treating sexually transmitted infections (STIs) including HIV • Menstrual health and hygiene • Pregnancy options and workplace rights • Available culturally appropriate and safe SRH services in Australia and insurance coverage • Referral systems for SRH support upon return The training is to be delivered in partner countries - this can be a combination of in-person training and training through remote and digital channels. Methods must be culturally safe, trauma informed, and accessible to workers and their families. Suppliers need to be a registered organisation in the partner country where they propose to implement. If they are not registered, they will need to work in partnership with a locally registered training organisation or company.
3	We also understand that proposals can be submitted for all	Organisations can apply to support one or more of the 10 partner countries (Fiji, Kiribati, Nauru, Papua New Guinea, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu, and Vanuatu).

	or only some of the listed countries, and that successful consultants may work alongside other consulting firms or service providers involved in the program.	Suppliers need to be a registered organisation in the partner country where they propose to implement. If they are not registered, they will need to work in partnership with a locally registered training organisation or company.
4	What is the expected budget envelope for this program of work?	Budgets for comparable activities and similar scopes of work have typically been approximately AUD $40,000 per country during the first (start-up) year, with reduced funding requirements in subsequent years. This estimate also factors in contributions of in-kind support from other or existing funding sources. Where successful applicants propose higher budgets, we may hold discussions about sequencing or piloting in a smaller number of countries.
5	Will the total amount of money allocated for the SRHR training project be made known to the supplier to plan their budget for the SRHR training program for the three years?	We allocate budgets on an annual basis, and any extension of activities in a given country will depend on project priorities and available funding. Suppliers may propose activities that can be delivered within the July–June annual cycle, noting that implementation for the current year may extend into the next
6	Does Palladium have high-level budget in mind for this project?	We will review submitted concepts or proposals, and shortlisted suppliers will be contacted to discuss their proposals and budgets in more detail. As a general guide, a high-level estimate of AUD $40,000 per country may be used.
7	Given that preventing, testing and treating sexually transmitted infections (STIs) including HIV seems to be a priority area, would providing and supporting STI testing services be considered eligible for funding? Can project funds be used to purchase STI tests (including those normally covered by Governments) and equipment. (i.e. for testing of gonorrhea and chlamydia)?	The scope of this RFP is focused on information provision, awareness-raising, and strengthened linkages to existing services in Australia and in home countries. Project funds are not intended to be used for direct service delivery, including providing, supporting, or funding STI testing services, nor for the procurement of medical tests or diagnostic equipment (including tests normally supplied through government-funded health systems).
8	Will the Australian government provide treatment for Hepatitis B in Australia if PALM participants are detected to be Hepatitis B positive prior to arrival?	This RFP does not cover activities in Australia.
9	Are you providing a template for the SRHR proposal?	No
10	Does the five pages of the proposal include the Bio pages of the facilitators of the SRHR program and other evidence of	Bios/CVs can be submitted as an attachment Evidence of previous experience may be linked from the cover letter.

	previous activities such as research articles etc?	
11	Is the supplier providing CVs or Bio pages for each of the facilitators who will be assisting in facilitating the training program?	The proposal should: • Identify who will deliver training/information sessions and explain how cultural relevance and accessibility will be ensured. Summary information about facilitators and their experience is sufficient.
12	Where will the training be conducted? Is it in Port Moresby or in the various respective Provincial towns?	Organisations can apply to support one or more partner countries. The proposal should: • Identify and specify the locations for all training and information sessions and ensure that associated costs are fully accounted for in the budget.
13	How many training sessions will be conducted over the three years and on what dates?	Applicants are encouraged to propose delivery approaches and make reasonable assumptions in relation to number of training sessions and scheduling. Any information requiring further detail or confirmation will be discussed and confirmed with the successful applicant during inception.
14	Will the accommodation, travels, meals, and per diem of the PALM scheme workers and their families during the training sessions paid by Palladium or the supplier?	The proposal should: • Identify and specify the locations for all training and information sessions and ensure that associated costs are fully accounted for in the budget.
15	Can the following and other specific information be provided to the supplier to plan the program? Number of workers for each session, number of family members, dates for pre-departure training and return and re-integration sessions, location for training (Provincial towns, Pom etc,).	Applicants are encouraged to propose delivery approaches and make reasonable assumptions in relation to participant numbers, session structure, locations, and scheduling to inform their proposed approach and pricing. Any information requiring further detail or confirmation will be discussed and confirmed with the successful applicant during inception.
16	Does the supplier continue to provide ongoing information and advice throughout the duration of the program for both the employees and their families for continuity of care?	The scope of the RFP is focussed on information provision, awareness-raising, and strengthened linkages to existing services in Australia and in home countries for PALM scheme workers and partners/family members prior to departure and upon return.
17	Will the contacts of the stakeholders and the necessary documents such as MOU's be	PLMSP will facilitate appropriate introductions with key stakeholders and, where relevant, support governance and coordination mechanisms with the successful applicant.

	shared with the supplier to establish strong rapport and to provide further discussion on the sustainability of the SRHR program?	
18	Will the supplier access the in-country learning portals for additional information on the topics required for training?	PLMSP will provide the Supplier with links to access the SRHR modules currently available to workers on the learning platform.
19	Will you require a fully compiled teaching materials in the proposal or a brief plan on how the supplier will implement the training program?	The proposal should: • Include a sample training outline.
20	Will more information on the monitoring and evaluation of the training program be provided to the supplier (dates of reporting times, when the evaluation be conducted, whom should the supplier report to etc)?	The proposal should: • Outline the type of support to be delivered, including key technical deliverables, delivery timelines, the expected outcomes and how these will be measured. • Describe how you will capture and share successes, challenges, and lessons learned from the training. Further information on monitoring and evaluation reporting will be discussed with the successful applicant and based on agreed deliverables and the achievement of milestones.
21	Apart from the proposal and submission criteria, are there other information that are required by the supplier that needs to be noted?	All requirements are outlined in the RFP.
22	Would participants be the same or different (or a mix) for the pre and post trainings?	Participants in pre-departure and post-return/reintegration training may be the same, different, or a combination of both. While continuity of participation across pre- and post-training is desirable where feasible, this cannot be guaranteed due to factors such as worker mobility and contract cycles. Applicants are encouraged to propose approaches that account for this variability. Final participant arrangements will be discussed and confirmed with the successful applicant during inception.
23	Are these trainings intended to align with the ones that PALM scheme participants are already receiving? Or is this intended to be a standalone project?	The trainings are intended to align with and complement existing training provided to PALM scheme participants, rather than operate as a standalone project. Final arrangements will

		be discussed and confirmed with the successful applicant during inception.

All other information as set out in the RFP dated 23 December 2025 remains unchanged.

- End of Addendum 1 -