


Have you ever experienced
“merry-go-round tactics”

in Human Resource – trading / brokerage



	Consultant	Sub-Contractors/Free Lancers
<p>1</p>	<p>Acquisition: Consult looks for well experience and competent “experts” to score a lot of technical points in the Evaluation.</p>	<p>Consult offers high “good fees” INTENTIONALLY, besides unintelligent Freelancers / Sub-Contractors (i) are not cautious about “trust” and “tactics”, and (ii) fail to negotiate the Terms (eligibility of payment procedure) and Conditions of Contract (suspension) ahead of any “input”, giving the permission to use the CV for the Project..</p>
<p>2</p>	<p>Technical Proposal & Financial Proposal with play grounds of with/without per diem (housing, food allowance, house-keeping, sundries) A = Remuneration +/- per diem e.g. 22000 Euro without per diem B = Reimbursables -/+ per diem e.g. 3000 Euro housing only. ----- C = A+B Entire sales price</p>	<p>Tec P: S/C or Freelancers provide their intellectual knowledge for free to the consultant. Do ask min 3000 USD plus and keep as a producer your Copy right / IIPR. Fin P: The Service Providers mostly not involved in the “financial secret” to get wrong impressions about figures of Remuneration and Incidental Budget Expenditures. Anyway, the sales price of the Teamleader min. 25000 Euro > TeamLeader must ask for 20000 Euro Lumpsum per month. The TL gets an utmost sales price intentionally, with the intention of the merry-go-around-tactics.</p>
<p>3</p>	<p>Award of Contract Consult presents the Expert a stringent and ambiguous contract conditions.</p>	<p>Now the S/C-Expert identifies too late the approach of the intention: on one side the commanding master, and the other end the service provider with a lot of imbalanced rights and duties. Therefore, negotiate the Terms and CoC ahead of providing your CV for the Acquisition process. If failed, the Consultant speculates, that you will say no, to replace the Service Provider with merriment. Service Providers mostly agree to the stringent formulated Contract, because they want to take over the assignment for personal / private reasons or no opportunity currently.</p>
<p>4</p>	<p>Replacement Carousel subject to financial management</p> 	<p>The C’s intention, to kick out the TeamLeader or other highly skilled experts with the stringent Conditions of Contract (Relationship with Consultant and Service Provider) with “indiscriminate reasons” late payments + blamings. They have nothing to do with Service Provider’s performance to the Client (donor-paid). The replacement tactics serves several reasons apparently: utmost gain for distribution of monies,</p>
<p>5</p>	<p>Way forward</p> <ol style="list-style-type: none"> 1. Donors/Clients should deploy Individual Independent Advisors / Consultants only, serving ONE master (Client), without wasting energy on their “consultant”. 2. We advise Freelancers / Sub-Contractors altruistic - free of charge - . Emma @ PPE61.de Sierra Leone/West Africa. www.ppe61.de/TeamLeader.pdf 3. We coordinate collective complaints at French or Turkish courts. 	

Be aware of some European Consulting firms with their anti-democratic conduct, violation of social standards, indiscriminate behaviour and not obeying the rule of law, hence we advise you ... **DO NOT RUN into a Risky Situation.**

AHEAD of providing your CV for ACQUISITION / Expression of interest or RFP - to sort out the following issues:

A _ TERMS of Payment - Priority Number ONE

Invoices with financial documents (scanned) **sent by e-mail entitles the Creditor (S/C, Freelancer) for payment.** The Countdown of payment starts with access of e-mail (agree one e-mail at least).

B _ Suspension

If not credited **within 21 days, SUSPEND the works for 7 days** (write in the Contract), after the 28. Day of invoice submission, you are entitled to terminate the contract. Or you suspend further on against full compensation. Inform the Consultant and Client with a **Notice-to-Suspend** on day 21.

C _ Do not pre-finance your DEBTORS – or do you chop other resources

Africa may be different. But the donkey at the end of the **chain will pre-finance all the costs of his DEBTOR.** Or do you want to steal batteries, tyres, fuel, ... aso? There is only one chance to avoid further Loss + Damage: **DO NOT play around. SUSPEND, SUSPEND, SUSPEND.** Maybe the DEBTOR is at the edge of insolvency or bankruptcy, so better to enjoy the beach instead the services/works.

D _ Condition of Contract > We provide assistance for free. Ask us, why?

We help to align formulations for **IIPR, GAAP, dealing with original invoices** – produced according the purpose, consistent terms of payment, Countdown for payment start with the access of the e-mail . Otherwise do not provide your CV for acquisition:

D1 _ legal issues

D2 _ Financial issues: **Fee 700 Euro Lumpsum** per service day, per diem / presence day for min. 150 Euro **Lumpsum** for housing/**accommodation** at place of station, 95 Euro **Lumpsum Food allowance.** The 150 Euro + 95 Euro = 245 Euro LUMPSUM per presence day covers also house-keeping, cook, ... in compliance to **your living standard as a human being.** Or where do you come from? Is the request too less? Additional field travel (e.g. Ganta in Liberia) from

Monrovia (place of mission) request min. 150 Euro Lumpsum for NIGHT (**two extra food allowances + 1 hotel night**)

E _ Countersigned Contract + Advanced payment credited ahead of mission

Do not fly out of the Country, if the counter signed contract has not been initialized each page, signed and received + the per diem for the first month with other incidental expenditures are not **100% credited on your account**, without **any cent deduction** > Invoice amount = 100% credited amount. first month, e.g. 200 * 30 days = 6 000 Euro always **AHEAD on the begin of the months**, otherwise breach of Contract, **entitles for SUSPENSION of Services**.

E _ Observe indications of Indiscriminate / xenophobic conduct and be on alert. Please observe also corrupt business tactics in the 3rd world, e.g. to replace expert, to establish a side-cooperation with a West-African business man – paid indirectly by IFIs / Doners. Be on alert, focus your energy on circumstances and meet minimum requirements to achieve effortless income

F _ Do you write Technical Proposals TP ? **ask for 3000 Euro + ensure © IIPR.**

(i). **Writing Fee** : Yes. So ask for a **writing fee** of 3000 Euro minimum. Every day more, 1000 EUR p day. Think about your sell your knowledge.

(ii). **No Credit** : The agreed amount must be CREDITED to your bank account **ahead** of the commencement of services, at least **50% via Western Union**. The amount shall be transmitted and **100% credited** without DEDUCTION of any cent! The procedure of give/take of the © “TP” product has to be clarified to avoid deception. After **100% of the contract price “writing fee” is finally credited** (e.g. via WU), ©product “Technical Proposal” will be sent with password by the owner / producer.

(iii). **Copyright** . Start writing, if your **COPYRIGHT is clarified**. The writer is the producer, and hence the owner of the industrial and intellectual Property Rights / IIPR. You are not an employee. Think about, a proposal writer provides **added value / immaterial assets** to the company. Hence Sub-Contractors/Freelancers shall **not forfeit their IIPR**. Better to sell the intellectual IIPR-knowledge for **10 000 EURO** + Writing Fee of 3000-5000 Euro. Manage your assets results-oriented.

(iv) **Lessons Learned** ? More information under www.ppe61.de/TeamLeader.pdf

Inquire: emma@ppe61.de Sierra Leone.

We assist you free of charge. We help to strengthen the Capacity of Sub-Contractors and Free Lancers. We are ready to discuss “issues” via face-to-face (Whatsapp/Zoom/MS-team)

To ESOL / Engineering Society of Liberia

Project: Recruitment and Renumeration of Local + Foreign Engineers

e.g. out of Ghana.

Dear ESOL Member,

We attended your Engineers Ankara Inaugural Program in the Monrovia City Hall Ballroom on **14 January 2023**. We recognized the new president has a plan to encourage the members to improve their reputation. **Reputations are usually achieved with actions obeying the rule of law.**

Therefore we want to inform you,

A _ If you recommend **LOCAL based Engineers** from your society - without provisions - tell them they should ask for a **9000 – 12000 Euro basic Fee** per month (22 wd, 7-8 hours per day) **plus 150 Euro LUMP SUM per night** for each field trip (e.g. to Ganta) for extra 2 days food allowance and 1-day hotel expenditures. If the contractor provides accommodation and meals, the Expert shall agree basic fee + 3000 USD Lump sum Pocket money per month, say. 9000 Euro + 3000 Euro = 12.000 Euro for “experts”.

And you do not chop off brokerage monies, you cut in your own flesh. because in the long run you block the development in your country and it keeps your own “salary/fee development” down.

B _ If you recommend **Foreign based Engineers** - e.g. Ghana - from your society – without brokerage - tell them they should ask for **12.000 – 15000 Euro basic FEE per month** (22 wd, 7-8 hours per day) **plus 150 Euro LUMP SUM per night** in the field for extra food allowance and hotel expenditures. But do not forget to request per diem for Housing (min 3000 Euro LUMP SUM), FOOD allowance (95 Euro * 31 day) 3000 Euro Lumpsum, house-keeping and sundries. 12000 Euro + **6000 Euro allowances = 18 000 euro** per months minimum.

If the Contractor **provides Accommodation and meals, 3 times per presence day (30 days), request minimum 3000 USD LUMP SUM pocket money, at least 15.000 Euro per month.**

And you do not chop off brokerage monies, you cut in your own flesh. because in the long run, you block the development in your country and it keeps your own “salary/fee development” down.

I look forward to hearing from you **do not allow "kickbacks"**

Kind regards, Helmut

Montserrado, Sinkor, 10th Street, 01 July 2023 Skype HFG2404

Germany **Whatsapp +49 172 821 1831** West Africa / Liberia Whatsapp +231 88 058 69 89

We are competent and experienced engineers in the field of technical, financial, administrative, and contractual management.

PS: Please be so kind and inform your all members.

They can inquire at any time about all **Engineering – Procurement – Construction / EPC topics.**

Emma@PPE61.de or Helmut@AiD21.de

Take your time and read carefully, and establish your own checklist

Conditions of Contract to scrutinize for FL / SC / Employment
Construction BUSINESS / Contract Management matters.

www.ppe61.de/TeamLeader.pdf
www.ppe61.de/HUB123.pdf

To all Engineering Societies in West Africa, Africa, Arabia, and Asia.

i.e. like nationals from Liberia, Sierra Leone, Ghana, and Nigeria or Turkey vs. Georgia/Caucasus.

Understand the “Honorary-Structure of LOCACL and FOREIGN Academics

>>> Why get **LOCAL engineers** discriminated vs. an engineer who just cross the ECOWAS Border or any Country Border and is being considered an **INTERNATIONAL Expert / International Specialist**? Hence every Academic / Employee should take care about his own “Service / Deployment Contract”.

A _ Deployment's Conditions of Contract . for Freelancers FL /Sub-Consultants SC (S/C) We help altruistic all Freelancers and Sub-Contractors. Contact Emma@ppe61.de or Katharina@gub21.de

B _ Ahead of DEPARTURE from your RESIDENCE only, if the **PRE-CONDITIONS** are met
B1 . Contract signed, **EVERY page is INITIALIZED** by the two Parties and received ahead of mission. B2 . **ADVANCED payments ahead** of the FL's / SC's mission. Advances must be paid / CREDITED on your home account.

B2.1 **Advance HOUSING**, evtl. Quarterly and always ahead of the period.

Think about housing allowances. Some Lessor asks for three months. Hence request 3 months * 3000 Euro Lump Sum per month Housing allowances = 9.000 EURO advances per Q.

B2.2 **Advance FOOD ALLOWANCES**, always ahead of the service month

Think about your food allowances in advance for one month = monthly 3000 USD Lumpsum, 100% paid / credited always ahead of the respective month without any deduction for transfer fees ahead of any departure abroad.

C _ BASIC FEE On average FL - S/C earns twenty (20) service days per month only. This should be the calculation basis => monthly expectation div by 20 service days = 700 EURO per 8 hour day.

C1. **E-mail COMMUNICATION** (scans of receipts, signed timesheets and invoices) **must be ELIGIBLE for the countdown of 21 days for 100% payments, credited on the FL / SC account.**

The invoicing procedure / financial documentation is eligible for payment via e-mail. The countdown for crediting 100% of the invoice amount starts with access of the e-mail, 21 days. If not 100% credited, the FL/SC is **entitled to suspension of works 7 days to remedy the default** with compensation of loss and damage. Insist on the equal rights. **Immediate Notice-to-Suspend “Service stopped from today”** to submit / to inform Main-Consultant and Client.

D _ DELAYED PAYMENT with **legal consequences** clearly to express in the Condition of Contract.

Think about it, if the Main Consultant MC is in the delay of payment for several months, he will **keep a chain around the FL's / SC's neck** to get the chance to black-mail you indirectly.

E _ Suspension and Termination. If FLs / SCs are not strictly insist, they **pre-finance the operational costs of the Main consultant MC** and the freelancers / sub-contractors over a period and take over the **risk of insolvency/bankruptcy** of the MC with 100% total loss of your rendered services.

The Rights and Obligations of Suspension and Termination must be equal allocated.

If the Consultant is allowed for "fancy reasons" (nothing to do with the performance to the Client) to terminate the freelancer' FL /sub-contractor SC's Contract, hence the other Party must have also the **equal right to terminate immediately without limited reasons**. Main Consultant want to chain the FL / S-C to work for another two months, but the Main Consultant shows imbalanced and immoral behaviour with the Parties. More details (IIPR, GAAP,...) are provided here: www.ppe61.de/TeamLeader.pdf

Take your time and scrutinize the documents and **establish your own Checklist to allocate a balance of rights and obligations in a fair manner.**

We help altruistic: emma@ppe61.de or katharina@gub21.de.

	<p>How do you identify</p> <p>A ... professional kings (freelancer / S-Consultant) 6</p> <p>B ... reliable potential Employers / Main Consulting firms?</p>	Un-intelligent
	<p>How do you identify trustworthy and accountable Employers / Main Consultants, who will consider you as a valuable ASSET and not as an OBJECT just to be exploited?</p>	Knights, Underpaid Servants
1	<p>EARLY Starting Point: A king requests a pre-contract with the Conditions of Content, Terms of Payment (advances + Fees + Reimbursables) ahead of providing his CV</p>	Fails
2	<p>Currency of the Project Proposal with a fixed exchange rate to Euro and USD or with an annual increase?</p>	Fails
3	<p>Agree Basic Fee per Service Days based on 8 hours per day say 650 Euro or 700 USD with an fixed exchange rate of 1,077 USD/EUR.</p> <p>Local experts shall request 450-550 Euro per service days, otherwise considered as not experienced and not competent.</p>	I agree basic fee and accommodation. No Transport
4	<p>Fix Per diem eg. 200-250 Euro per PRESENCE Day as a Lumpsum per month for Accommodation and Food allowed. even for long-term assignments.</p>	Hotel and Food
5	<p>Transport available at weekends (Saturday and Sunday) FREE of Charges for the freelancer/Sub-Consultant. Main Consultant rents for week-ends the vehicle of its own cost</p>	Fails
6	<p>Countersigned Contract available ahead of departure to mission with your advances (specify 100% ! paid out)</p>	Fails
7	<p>Monthly Advanced payments (100% of the agreed per diem) ahead of travelling, e.g. West Africa minimum 200 * 30 presence days = 6,000 USD/m (6 Thousand USD p m)</p>	Fails

8	Every Month advance payment available at the begin of month, latest 03 Day of the month out of the Project Account or the value has transfer-free with 100% credited on your account.	Fails
9	Contractual / legal communication is based on “electronic communication” of the financial documentation, and not on original sent time sheets, invoices, reimburseables.	Fails
10	Reimburseable shall be paid out of the Project Account and not invoiced via monthly Bill.	Fails
11	Every invoice account shall be credited on the freelancers account / sub-contractors account without any transfer fee deduction. The Employer has to pay 100% of the Freelancer’s / Sub-Consultant’s Invoice amount.	Fails
12	Define your exact status: Sub-Contractor or Freelancer. As a subcontractor you are able to act as a part of your own company as a sub-contractor and use your own e-mail Emma@PPE61.de	Fails
13	Do not sign a contract, if the Consultant pays you only, when the Progress Report is agreed by the “Client” (Ministry, Authority) of your Consulting Firm.	Fails
14	If a Client / potential Employer / Customer does roved by the Client. If so, you have to ask for delayed payment : plus 75 Euro per service day extra, or 1500 Euro per months in addition to your basic fee = 650*22 wd.	Fails
15	Make sure you let prove the access of your e-mail or ensure a proof of DHL the access to your Consulting firm.	Fails
	Have I forgotten an important point. Please let me know: Emma@PPE61.de	
	An Employer / Consultant who will clearly discuss the Conditions of Contract for a possible assignment indicates his interest, to work with you in a reliable manner together. He/she will PASS your observation of SERIOSITY.	419 419 419 Failed.

A _ Do you hear the statements from somebodies:

She/he earns too much?

Do you support such statements? Then you should think thoroughly.

Such statements, will definitively identify the speaker as underpaid servants. These persons will indirectly preclude their own development in income (salary and fee / honorarium with EU per diem rate – development), because these underpaid servants keep the “income”-level artificially and self-inflicted on a low sub-standard. Underpaid servants should think about their own stupidity.

B _ Do you hear the statements from some people.

**Why do I not earn so much,
as she/he is receiving?**

If you strive for more income, so you should have a look upward, help others and do not to push others down, in a selfish and greedy manner.

In the long term, you will be a loser.



Note1: Do not sign a contract as an underpaid servant / freelancer – sub-contractor if your monthly fee is only paid, when the **monthly progress report is accepted by the Client**. In such a case the Consultant or Contractor allocates the entrepreneurial risk to the freelancer. Consequently, you have to **add to your daily fee 150 Euro per days basic FEE**, e.g. 700 + 150 => Honorarium 850 Euro per service day plus min 200 Euro Lump sum per presence day (6 000 Euro per month Lump sum for housing / accommodation, food allowance and sundries).

Note2: Invoices / fin docs sent via e-mails **shall be eligible for payment** with a countdown of 30 days with access of e-mail.

HONEST compensation for Health Leave?

Question 1: Service Provider entitled for ill-health compensation

If a professional engineer is “ill” during a leave period and he extends his leave for recovery, will the engineer/freelancer/sub-contractor be entitled for Fee / Housing (accommodation) compensation for i.e. one month?

The service provider / free lancer brings along a health certificate to furnish documentary evidence about the additional ill-health period in addition to the regular leave.

Question 2 : Consultant entitled for ill-health Compensation?

Is the Consultant based on the Principal Contract (Service Contract with the Client and Ministry) entitled to request compensation for the absence of the service provider / free-lancer/ sub-contractor?

Some Consultant does not provide the Principal Contract to the Team Leader/Experts.

Question 3 : IFIs/Donor Conditions of Service Contracts

Do you observe different IFI – Donor - Conditions of Contracts e.g. World Bank, EU, AfDB, ADB, Kuwait Fund, BADEA and other IFIs?

Question 4 : Do Consultants inform the service providers / freelancers about their entitlement to get financial compensation for ill-health periods?

Do you have ever observed a compensation for Consultants due to the ill-health periods of the service providers?

Do you observe honest conduct of the Consultants, and they do inform the service provider / free-lance about the received compensation?

Do they share (pay the contractual fee + monthly per diem of e.g. the housing out of the per diem, e.g. 6000 EURO) with the service providers?

Systematic approach: Offer the Teamleaders high honorarium of 20 000 EURO per month but, then replace him or blackmail him with low fees.

Key experts should have also a Plan B > request an increase of income by 25-35%, if the observe such approach. Unimageable, will say the incompetent and unexperienced experts.

A _ Observation

Some Team Leaders and Representatives from Clients told us, that some companies do not behave morally correct. The offer in the begin a high fee and then they want to find a way to get rid of them. So the immoral companies blame the Team Leader (you are a liar), in order to annoy him, not providing all data (e.g Principal Contract), and disrupt and delay payments, or some Italian Consultant negotiate a lower fee. Therefore Team Leaders, be on the alert. We recommend, have always a Plan B in place, and the underpaid key experts in the Project should think twice. If the TL is pushed down in the fee structure, the underpaid key expert cannot request an increase of income. This systematic approach can also serve the purpose, to replace the Team Leader with low paid not experienced TL to misuse the saved monies for other speculative reasons.

B _ Conditions of Contract

We recommend to scrutinize any Contract Draft, that no unambiguous and clauses with provisional pre-conditions are accepted. We offer our advice to any free lance experts / sub-contractors, to scrutinize their Deployment Contract free of charge, in order to help them and to protect freelancers not being exploited by immoral conducts. Our philosophy: Best delivered performances, best pays.

www.ppe61.de/King+Knight.pdf

C _ Replacement

If someone offers you a replacement of an expert, request 25-35% above the Consultant's offer, but not based on underpaid fee. You should request an holistic remuneration 20 working days (!) Lumpsum and minimum 6000 Euro Lumpsum per diem (Housing, food allowances, sundries like cook, household keeper), stating, that no proof of payment has to be done. The Consultant is responsible for his Client's invoicing.

Function	Team Leder	underpaid Servants
Salespreis (Service Contract)	26.000	21.000
per diem (housing, food, sundry allowances)	-6.000	-6.000
intermediate fee	20.000	15.000
30% profit for Consultant	-6.000	-4.500
Basic fee without per diem	14.000	10.500
employed engineer Fac 1,65	8.485	6.364
average working days to derive daily fee	20	20
daily fee, without per diem	700	525
low pay for experienced and competent expert		low paid
Basic fee for Freelancer	14.000	10.500
per diem min 200 Euro (e.g. West-Africa) - 350 Euro per "presence day" in Ghana	6.000	6.000
Reasonable holistic honorarium for TL	20.000	16.500

Once a king, always a competent professional knowing his market price

Once a knight, always an underpaid servant.

Inquire Emma@PPE61.de We treat any inquire strict confidential. File: www.ppe61.de/TeamLeader.pdf

A real, practice event / circumstances due to late payment, bad supervision, and identification of discrepancies for "tasks, competencies, and responsibilities" esp. for financial issues - with not chance to verify, validate the figures - .

> facts

here to illuminate sub-contractors / freelancers

www.aid21.de/GS20230620.pdf

Late payment of **Ginger-Sofreco (GS)**, France triggered off the suspension of services with payment schedule und pre-announcement to terminate the contract, if GS fails to fulfill their obligations

> facts here to illuminate

www.aid21.de/GS20230613.pdf

Syntax / **Ginger-Sofreco GS**, 92115 Clichy Cedex, France
www.aid21.de / GS YYYY MM DD

Do not sign in bona fide any contract.

Think in **"worst case" scenarios.**

update 11 Sept 2023 : www.aid21.de/GS20230911.pdf