



REQUEST FOR PROPOSALS

RFP NUMBER : SHRA/RFP/ADMIN/12/202324
CLOSING DATE : 28 March 2024
TIME : 12h00
DESCRIPTION : Appointment of a panel of 10 recruitment service providers

BRIEFING:

Yes

No

DOCUMENTS IN THIS BID DOCUMENT PACK

Bidders are to ensure that they have received all pages of this document, which consists of the following documents:

SECTION A

1. Background
2. RFP Submission Conditions and Instructions
3. Terms of Reference
4. Evaluation Process
5. Evaluation Criteria

SECTION B

1. Special Conditions of Bid and Contract
2. General Conditions of Contract (Annexure A)
3. Invitation to Quote (SBD 1)
4. Declaration of Interest (SBD 4)
5. Preference Points Claim form in terms of Preferential Procurement Regulations 2022 (SBD 6.1)
6. Submission Checklist

SECTION A

1. BACKGROUND

The Social Housing Regulatory Authority (the "SHRA") was established in may 2010 by the Minister of Human Settlements in terms of the Social Housing Act, No. 16 of 2008. The SHRA is classified as a public entity in terms of Schedule 3A of the Public Finance Management Act.

1.1 MISSION

To ensure there is quality housing for lower to middle-income households in integrated settlements by investing in, enabling, regulating and transforming the social housing for rental market.

1.2 VISION:

To create an integrated south Africa where citizens live a good quality life in well-located and affordable, quality rental homes.

1.3 FUNCTIONS

- Promote the development and awareness of social housing by providing an enabling environment for the growth and development of the social housing sector.
- Provide advice and support to the Department of Human Settlements in its development of policy for the social housing sector and facilitate national social housing programmes
- Provide best practice information and research on the status of the social housing sector
- Support provincial governments with the approval of project applications by social housing institutions
- Provide assistance, when requested, with the process of the designation of restructuring zones
- Enter into agreements with provincial governments and the National Housing Finance Corporation to ensure the co-ordinated exercise of powers

2. RFP SUBMISSION CONDITIONS AND INSTRUCTIONS

2.1 FRAUD AND CORRUPTION

- 2.1.1 All Providers are to take note of the implications of contravening the Prevention and Combating of Corrupt Activities Act, Act No 12 of 2004 and any other Act applicable.

2.2 COMPULSORY BRIEFING SESSION

- 2.2.1 There will be No compulsory briefing session for this Request for Proposals

2.3 CLARIFICATIONS/QUERIES

- 2.3.1 Any clarification required by a bidder regarding the meaning or interpretation of the Terms of Reference, or any other aspect concerning the bid, is to be requested in writing (e-mail) from Ms Thina Nevari at nevarit@shra.org.za by
- 2.3.2 **Tuesday, 26th of March 2024 at 16H00.** The bid **number** should be mentioned in all correspondence. **Telephonic requests for clarification will not be accepted.** If appropriate, the clarifying information will be made available to all bidders by e-mail only.

2.4 SUBMITTING BIDS

- 2.4.1 The proposals should be emailed to:
Ms Thinadzanga Nevari
nevarit@shra.org.za

NB: Hard copies will not be accepted.

Bids should be emailed in the following manner, marked with:

- SHRA/RFP/ADMIN/12/202324
- Closing date and time: Thursday 28th of March 2024 at 12h00
- The name and address of the bidder

Documents submitted on time by bidders shall not be returned.

2.5 LATE BIDS

- 2.5.1 Bids received late shall not be considered. A bid will be considered late if it arrives at **12h01** or any time thereafter. Bids arriving late will not be considered under any circumstances. Bids received late shall be returned unopened to the bidder. Bidders are therefore strongly advised to ensure that bids are despatched allowing enough time for any unforeseen events that may delay the delivery of the bid.
- 2.5.2 The official Telkom time (dial 1026) will be used to verify the exact closing time (16H00)
- 2.5.3 Bids sent to SHRA via normal post, or any other mechanism shall be deemed to be received at the date and time of arrival at the SHRA premises (tender/bid box or reception). Bids received at the physical address after the closing date and time of the bid, shall therefore be deemed to be received late.

2.6 FORMAT OF BIDS

- 2.6.1 Bidders must complete all the necessary bid documents and undertakings required in this bid document. Bidders are advised that their bid should be concise, written in plain English and simply presented.
- 2.6.2 Bidders are to set out their bid in the following format:
- Part 1: Invitation to Bid
 - Part 2: Declaration of interest
 - Part 3: Preference Points Claim Form in terms of the Preferential Procurement Regulations 2022
 - Part 4: Original or certified copy of a valid BBBEE Certificate/ Sworn Affidavit
 - Part 5: General Conditions of Contract
 - Part 6: Technical Approach
 - Part 7: Submitted the Details of the team and included their CV
 - Part 8: Experience in this field
 - Part 9: Bidders National Treasury Central Supplier Database (CSD) Forms indicating the validity of bidder's registration

Part 1: Invitation to Bid

Bidders must complete and submit the Invitation to Bid document.

Part 2: Declaration of Interest

Each party to the bid must complete and submit the Declaration of Interest.

Part 3: Preference Points Claim Form in terms of the Preferential Procurement Regulations 2022

Bidders must complete and submit the Preference Points Claim Form.

A trust, consortium or joint venture:

- will qualify for points for specific goals as a legal entity, provided that the entity submits their B-BBEE status level certificate OR a sworn affidavit in terms of the Amended B-BBEE Codes from Exempted Micro Enterprises (EMEs) of R10 000 000 annual turnover.
- will qualify for points for the specific goals as an unincorporated entity, provided that the entity submits their consolidated B-BBEE scorecard as if they were a group structure and that such a consolidated B-BBEE scorecard is prepared for every separate bid.

Part 4: Broad-Based Black Economic Empowerment Certificate

Bidders are to submit an Original/Certified copy of a valid BBEE Certificate.

- A trust, consortium or joint venture will qualify for points for their specific goals as an unincorporated entity, provided that the entity submits their consolidated B-BBEE scorecard as if they were a group structure and that such a consolidated B-BBEE scorecard is prepared for every separate bid. OR a sworn affidavit in terms of the Amended B-BBEE Codes from Exempted Micro Enterprises (EMEs) of R10 000 000 annual turnover.

Part 5: General Conditions of Contract

Bidders must initial each page of the General Conditions of Contract and submit with their bid document.

Part 6: Technical approach

Bidder must at least:

Describe, in detail, exactly how they propose to carry out the activities to achieve the outcomes identified in the terms of reference. Bidders are required to have the basic office equipment and the resource/s (which must include, laptop, 3G connection, landline, own office with the basic office equipment) will be located within the region where the work will be done. They should identify any possible problems that might hinder delivery and indicate how they will avoid, or overcome such problems.

Describe how the work will be managed. Provide an organisation chart clearly indicating:

- The lines of reporting and supervision within the bidder's team.
- The lines of reporting between the bidder and SHRA.

Identify the position(s) involved in the direct delivery of the service to be provided and in the overall management of the work and name the people who will fill these positions.

Describe the tasks, duties or functions to be performed by staff in these positions.

Indicate the number of hours required to complete each task and the number of hours to be provided by each team member. The bidder must be able to work within strict time lines and have the capacity to do so.

Provide information on any additional value-added services for consideration by SHRA, and which will form part of the overall proposed solution. Please note that the additional value ads must be priced separately in the space provided for in the pricing schedule.

Bidders are to present such information in a matrix. The following is provided merely as guidance. Bidders are free to elaborate as they see fit.

Outcome/output	Activity	Team member(s) involved (name and position)	Person days for each team member	Total person days

Provide a work plan of activities. In addition to providing details of the estimated number of workdays for each activity, bidders are to supply a detailed timetable that identifies when certain activities will be undertaken and over what period they will be spread. The timing of activities, the time needed to complete them, and the order in which they will be undertaken must be explained and justified.

Please note that part 10 should be no longer than 10 single-sided A4 pages in Arial 11 (font size).

Part 7: Team Details

The bidder must provide:

- A comprehensive curriculum vita (relevant to this bid and limited to two pages). In particular, the CV must highlight the team member(s) experience and qualifications to carry out the work

Part 8: Experience in this field

It is essential the service provider displays:

- Experience as set out in the terms of reference
- The Bidder must provide at least three (3) reference letters on company letterheads of previous clients where the Bidder provided similar services.

Part 9: Bidders National Treasury Central Supplier Database (CSD) Forms indicating the validity of bidder's registration

Bidders to submit confirmation from the National Treasury:

- a. Supplier Number
- b. Unique Registration Reference Number

2.7 PRESENTATIONS

- 2.7.1 SHRA reserves the right to invite Bidders for presentations before the award of this Bid. Only Bidders who have met the minimum functionality criteria will be invited to the presentation.

2.8 NEGOTIATION

- 2.8.1 SHRA has the right to enter into negotiation with a prospective service provider regarding any terms and conditions, including price(s), of a proposed contract.
- 2.8.2 SHRA shall not be obliged to accept the lowest of any quotation, offer or bid.
- 2.8.3 SHRA, issues this bid invitation in good faith; however, it reserves the right to:
- Cancel or delay the selection process at any time, without explanation,
 - Not to select any of the respondents to this bid invitation, without explanation,
 - Exclude certain services, without explanation.
- 2.8.4 All bidders will be informed whether they have been successful or not. A contract will only be deemed to be concluded when reduced to writing in a contract form signed by the designated responsible person of both parties. The designated responsible person of SHRA is the Chief Executive Officer or his/her written authorised delegate.

2.9 REASONS FOR REJECTION

- 2.9.1 SHRA shall reject a bid for the award of a contract if the recommended bidder has committed a proven corrupt or fraudulent act in competing for the particular contract.

- 2.9.2 SHRA may disregard the bid of any bidder if that bidder, or any of its directors:
 - 2.9.2.1 have abused the Supply Chain Management systems of SHRA.
 - 2.9.2.2 have committed proven fraud or any other improper conduct in relation to such systems.
 - 2.9.2.3 have failed to perform on any previous contract and the proof exists.
- 2.9.3 Such actions shall be communicated to the National Treasury.

3. TERMS OF REFERENCE

3.1. INTRODUCTION

The Social Housing Regulatory Authority (“SHRA”) was established by the National Department of Human Settlements as prescribed by the Social Housing Act (Act 16 of 2008). The SHRA is classified as a national public entity in terms of Schedule 3A of the Public Finance Management Act (No. 1 of 1999) (“PFMA”). The SHRA’s mandate is to capacitate, invest in and regulate the social housing sector. The primary intention of the Social Housing Act is to deliver affordable rental housing to low to moderate-income groups and to achieve spatial, economic, and social integration of the urban environments in South Africa.

3.2. PURPOSE OF THE CONTRACT

The SHRA is in need of a panel of 10 recruitment and selection service providers specialising in the placement of the following specialisations:

- (1) Executive Management
- (2) Built Environment
- (3) General Management and Office Administration
- (4) Compliance and Regulations

The SHRA wishes to appoint a maximum of 10 recruitment agencies in each of the above-listed specialisations. Bidders are able to apply for one or more of the above listed specialisations, but this must be clearly indicated on their proposal.

3.3. SCOPE OF WORK AND REQUIRED DELIVERABLES

3.3.1. Intended Outcome

The service providers to be appointed must have experience in recruitment in the executive and professional positions especially in the public sector and built environment industry, sourcing appropriately technically skilled candidates and candidates that demonstrate values and competencies that match the values and culture of the SHRA.

Appointment into the panel does not guarantee that the service provider/s will be allocated any work. The SHRA reserves the right to use internal processes and resources based on the need’s requirement and cost effectiveness.

3.3.2. Specific Objectives

The specific objectives that will be achieved will be:

- Recruitment of and/or searching for suitable candidates in line with the defined job specification
- Headhunting and/or specialist searches
- Executive placement

- Pre-screening of all potential Candidates through employment checks, citizenships, ITC, criminal and qualifications checks
- Presentation of shortlists of candidates, based on the recruitment criteria, inclusive of candidate profiling where relevant.
- Facilitated selection processes including interviews and a full range of competency assessments as required.
- Assessment of the suitability of candidates through competency and psychometric assessments
- Finalisation of the offer, negotiation, and appointment process for successful candidates
- Management of the response handling of unsuccessful candidates
- Provision of temporary staff

3.3.3. Tasks to be performed.

The anticipated tasks to be performed are broken into three areas:

3.3.3.1. Recruitment and selection for appointment

- Sourcing suitable candidates to submit as potential shortlist candidates for interviews. The nature of sourcing will be defined and driven by the service provider.
- Receiving a brief for a position which will include ensuring a clear understanding of:
 - The qualifications, experience and competencies required
 - The salary band for the position
 - The employment equity profile priorities
 - The values match required
- Presenting a shortlist of candidates with a summary of each candidate within the defined timeframes
- Sourcing the relevant verification checking including at least:
 - Qualification checks
 - Criminal checks
 - Credit checks
 - Reference checks

- Coordinating all logistics to facilitate interviews and any assessments (competency, psychometric etc.) that are necessary. The service provider will be expected to conduct skills assessment before submitting candidates for positions where relevant (e.g. computer proficiency assessments). Psychometric and competency assessments will be conducted by specialised service providers and is not required from the recruitment service providers.
- Facilitating appointment, remuneration negotiations and contracting arrangements with successful candidates
- Facilitating any engagements or arrangements that may be necessary prior to an appointed candidate commencing employment at the SHRA.
- Managing response handling of any unsuccessful candidates in a way that is aligned with the SHRA values and culture.

3.3.3.2 Managing regretting unsuccessful candidates. Headhunting for suitable candidate appointment

In addition to the tasks outlined above, service providers will be required to:

- Research and identify suitable candidates with the required skills, experience, qualifications and competencies
- Approach potential candidates and promote the SHRA as a potential employer
- Undertake the full set of recruitment tasks outlined above

3.3.3.3. Temporary Staff Appointment

The SHRA may need temporary staff appointments from time to time. The anticipated tasks will be:

- Receiving a brief for a position detailing skills, competencies, qualifications and experience requirements, duration of the placement and remuneration levels
- Sourcing suitable candidates to submit as potential shortlist candidates for interviews. The nature of sourcing will be defined and driven by the service provider.
- Presenting a shortlist of candidates with a summary of each candidate within the defined timeframes
- Sourcing the relevant verification checking including at least:
 - Qualification checks
 - Criminal checks
 - Credit checks
 - Reference checks

- Coordinating all logistics to facilitate interviews. The service provider will be expected to conduct skills assessment before submitting candidates for positions where relevant (e.g. computer proficiency assessments).
- Facilitating appointment, remuneration negotiations and contracting arrangements with successful candidates
- In some instances, the temporary appointments may be employed by the service provider and deployed to work at the SHRA. Under these circumstances the service provider will be expected to manage attendance and payment of the temporarily appointed placement. They will also be expected to remain in communication with the SHRA to ensure that the appointed resource meets the performance requirements. In the event that there are any concerns regarding performance, they would be expected to manage the process and may be required to replace the candidate.
- Managing regretting unsuccessful candidates.

3.3.4. Expected Deliverables

The expected deliverables for permanent appointments, whether by search or recruitment and selection methods, are as follows:

- Shortlists of candidates that include comprehensive curriculum vitae (CV) and a summary of each candidate relative to the requirements for the position
- Facilitated interviews and assessments
- A verification check report per shortlisted candidate before interviews commence
- Candidate report presentation
- Successfully negotiated contracts of employment
- Facilitated access to successful candidates before commencement of employment if necessary
- Well managed response handling of unsuccessful candidates

The expected deliverables for temporary appointments are:

- Shortlists of candidates that include comprehensive CV and a summary of each candidate relative to the requirements for the position
- Facilitated interviews and assessments
- A verification check report per shortlisted candidate before interviews commence
- Successfully negotiated contracts of employment where the candidate will be employed by the SHRA

- Effective management of the employment contract including payment and addressing performance where the candidate is employed by the service provider
- Well managed response handling of unsuccessful candidates

3.4. EXCLUSIONS

The appointed service providers will not be required to pay for the advertisements nor the competency assessments.

3.5. INTELLECTUAL PROPERTY OF THE SHRA

The service provider will be contracting with the SHRA. All products and data of this project, in whatever format raw or analysed, will be the confidential information and property of the SHRA. All information and documents, received from SHRA or stakeholders, are to be kept confidential and may not be used or distributed in any format without the written approval of the SHRA. To this end, the service providers will be required to sign a confidentiality agreement.

3.6. DURATION OF CONTRACT

The service providers will be appointed onto the panel for a period of nine (9) months.

3.7. ACCOUNTABILITY AND REPORTING

The appointed service providers will report administratively to the delegated resource from the SHRA.

3.8. SKILLS AND EXPERIENCE REQUIRED

Bidders are required to be able to demonstrate the following areas of expertise per specialisation:

- Team members to demonstrate experience of having placed at least ten (10) Executive Managers and professionals within the compliance and regulations field.
- Bidder to demonstrate at least five (5) years' experience in recruitment and selection in one or more permanent, search and temporary in the following:
 - ✓ Executive Management built environment
 - ✓ General management and office administration
 - ✓ Compliance and regulations.

3.9. FORMAT OF THE PROPOSAL

The proposal of the bidder **MUST** adhere to the prescribed format:

- Section 1: (no more than 25 pages excluding CVs)

- Understanding of the SHRA's mandate;
 - Understanding of the required scope of work;
 - Area of recruitment being presented;
 - Methodology as to how the recruitment and selection process will take place;
 - A high-level process that details the recruitment and selection procedure from brief to appointment and response handling of unsuccessful candidates;
 - Value adds suggestions that will demonstrate the expertise and suitability of the bidder in executing this contract.
- Section 2:
 - A detailed and comprehensive company profile. JVs and Consortia are to submit a profile of each member participant;
 - Project team structure, roles and responsibilities (presented in an organogram);
 - Experience of the bidder in undertaking similar projects;
 - Detailed and comprehensive CVs of all team members including historic work experience listed in chronological order with specified dates and all pertinent qualifications listed in chronological order with specified dates with names of institutions;
 - Reference letters.

3.10. QUOTATION PROCESS AFTER THE AWARD OF THE PANEL

10.1. Once the panel has been established, and appointed, a rotational system will be applicable as and when the recruitment services will be required. When applying the rotational system, the SHRA reserves a right to prioritize and empower designated such as enterprises with ownership of 51% or more by a person/s who are **Black Women, Youth, Persons with Disabilities and Military Veterans**.

10.2. The quotation will not be advertised in the eTender as this would have been already conducted during the establishment of the Panel. The quotation will be requested for a minimum of (3) working days.

3.11. PROPOSED SELECTION CRITERIA

- Ability and approach to provide the services outlined in Section 3
- Meeting of the skills and experience requirements (see requirements in Section 8)
- Bidder must score a minimum threshold of 70% on evaluation criteria to be placed on the panel.

4. EVALUATION PROCESS

4.1 COMPLIANCE WITH MINIMUM REQUIREMENTS

4.1.1 All bids duly lodged will be examined to determine compliance with bidding requirements and conditions. Bids with obvious deviations from the requirements/conditions will be eliminated from further adjudication.

4.2 FUNCTIONALITY POINTS

4.2.1 All remaining bids will be evaluated as follows:

4.2.2 The functionality calculation will be done based on the defined criteria and weighting thereof. Functionality will be scored out of a 100. If it is deemed necessary, presentations maybe held with Bidders who have met the minimum functionality criteria. If presentations are held, the functionality score will be adjusted whereby 80 percent will be awarded to during the bid evaluation and 20 percent will be for the presentation score. **If a bidder fails to score a minimum of 70% out of 100% for functionality, the bid will be disregarded from further consideration.**

4.3 ELIMINATION OF BIDS ON GROUNDS OF FUNCTIONALITY

4.3.1 Bids that score less than 70% of the 100% available for functionality will be eliminated from further consideration.

4.3.2 The percentage scored for functionality should be calculated as follows:

4.3.3 Each panel member shall award values for each individual criterion on a score sheet. The value scored for each criterion shall be multiplied with the specified weighting for the relevant criterion to obtain the marks scored for the various criteria. These marks should be added to obtain the total score. The following formula should then be used to convert the total score to a percentage for functionality:

$$Ps = \frac{So}{Ms} X Ap$$

where

Ps = percentage scored for functionality by bid/bid under consideration

So = total score of bid/bid under consideration

Ms = maximum possible score

Ap = percentage allocated for functionality

The percentages of each panel member shall be added together and divided by the number of panel members to establish the average

percentage obtained by each individual bidder for functionality.

4.4 PRESENTATIONS

4.4.1 SHRA may decide to have compulsory presentations made by Bidders who met the minimum functionality criteria once the functionality score has been calculated.

4.4.2 Presentations shall only affect the marks awarded for functionality. If SHRA wishes to use presentations as an additional selection criterion between bidders, the evaluation criteria to be affected shall be determined in advance and due allowance made in the mark scheme.

4.4.3 If the date of the presentation meeting is not indicated in the bid document, at least three days' notice will be given to bidders required to attend a presentation.

4.4.4 Presentations will be made to the full Evaluation Committee.

4.4.5 Points determined by the presentation will be awarded to each bidder by each member of the Evaluation Committee and then an average calculated.

4.5 ADJUDICATION OF BID

4.5.1 The Adjudication Committee will consider the recommendations and make the final award. The successful bidder (s) will usually be the bidder (s) scoring the minimum functionality criteria of 70% or no award at all.

A bidder must achieve a minimum average score of 70% to qualify for further evaluations

ELEMENT	Rating out of 5					FUNCTIONALITY EVALUATION		TOTAL SCORE
	1	2	3	4	5	EVALUATION CRITERIA	FUNCTIONALITY SCORE	
<p>Methodology and Technical Approach:</p> <ul style="list-style-type: none"> • Understanding of the SHRA’s mandate; • Understanding of the required scope of work; • Area of recruitment being presented; • Methodology as to how the recruitment and selection process will take place in a detailed manner to demonstrate how the SHRA’s recruitment requirements will be met; • A workflow/ process that details the recruitment and selection procedure from brief to appointment and response handling of unsuccessful candidates; • Detailed approach on what information is included in the response handling report; • Detailed information on how many individuals does the service provider currently have on their database of candidates. • Details of what the service provider examines in the competency assessment. • Reflection on how the service provider’s head- 						<ol style="list-style-type: none"> 1. Unacceptable, does not meet set criteria 2. Weak, less than acceptable. Insufficient for performance requirements 3. Satisfactory should be adequate for stated element 4. Very good, above average compliance to the requirement 5. Exceptional mastery of the requirement should ensure extremely effective performance. 	30%	

<p>hunting process entails.</p> <ul style="list-style-type: none">• Value proposition based on the scope outlined above clearly demonstrating the expertise and suitability of the bidder in executing this contract.								
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<p>Suitability of the proposed team and leader:</p> <ul style="list-style-type: none"> The company or Director must be accredited/registered with the relevant professional body e.g. African Professional Staffing Organisations (APSO) or South African Board of People Practice (SABPP) and demonstrate relevant HR SAQA accredited qualifications of the proposed team and leader (Attach CVs, certified copies of certificates and valid proof of membership). 					<ol style="list-style-type: none"> Only higher certificate Diploma and Valid proof of accreditation/registration with the professional body Degree and Valid proof of accreditation/registration with the professional body Honours and Valid proof of accreditation/registration with the professional body Masters and Valid proof of accreditation/registration with the professional body 	25%	
<ul style="list-style-type: none"> Team members to demonstrate experience of having placed at least ten (10) permanent Executive Managers and professionals within the Compliance and Regulations field. Bidder to demonstrate at least five (5) years' experience in recruitment and selection in one or more of permanent, search and temporary in the following: <ul style="list-style-type: none"> ✓ Executive Management recruitment and selection experience ✓ Built Environment ✓ General Management and office administration 					<ol style="list-style-type: none"> Team members have experience in placing 1-5 permanent Executive Managers and professionals within the Compliance and Regulations and 2-4 years experience in recruitment and selection in one or more permanent search and temporary. Team members have experience in placing 6-9 permanent Executive Managers and professionals within the Compliance and Regulations and 3-4 years experience in recruitment and selection in one or more permanent search and temporary. Team members have experience in placing at least 10 permanent Executive Managers and professionals within the Compliance and 	25%	

<p>✓ Compliance and regulations</p>					<p>Regulations and 5 years' experience in recruitment and selection in one or more permanent search and temporary.</p> <p>4. Team members have experience in placing 11-12 permanent Executive Managers and professionals within the Compliance and Regulations and 6-7 years' experience in recruitment and selection in one or more permanent search and temporary.</p> <p>5. Team members have experience in placing 13-15 permanent Executive Managers and professionals within the Compliance and Regulations and 8-10 years' experience in recruitment and selection in one or more permanent search and temporary.</p>		
<p>Aligned values</p> <ul style="list-style-type: none"> Bidder to share their company values for alignment as they will be a representative of the SHRA in the market. 					<ol style="list-style-type: none"> Unacceptable, does not meet set criteria Weak, less than acceptable. Insufficient for performance requirements Satisfactory should be adequate for the stated element Very good, above-average compliance to the requirement Exceptional mastery of the requirement should ensure extremely effective performance. 	<p>10%</p>	
<p>Contactable References</p> <ul style="list-style-type: none"> Bidders are to provide at least 5 reference letters of contactable references not older than 6 years. (10 Points) 					<ol style="list-style-type: none"> No letters of contactable references provided Less than 5 reference letters of contactable references provided. At least 5 reference letters of contactable 	<p>10%</p>	

						<p>references provided.</p> <p>4. More than 5 reference letters provided of contactable references.</p> <p>5. More than 7 contactable reference letters provided.</p>		
TOTAL POINTS							100%	

SECTION B

1. SPECIAL CONDITIONS OF CONTRACT

1.1. GENERAL

1.1.1. Proper bids for the services specified must be submitted.

1.2. ADDITIONAL INFORMATION REQUIREMENTS

1.2.1. During evaluation of the bids, additional information maybe requested in writing from Bidders. Replies to such request must be submitted in writing, within five (5) working days or as otherwise indicated. Failure to comply may lead to your bid being disregarded.

1.3. CONFIDENTIALITY

1.3.1. The bid and all information in connection therewith shall be held in strict confidence by bidders and usage of such information shall be limited to the preparation of the bid. Bidders shall undertake to limit the number of copies of this document.

1.3.2. All bidders are bound by a confidentially agreement preventing the unauthorised disclosure of any information regarding the SHRA or of its activities to any other organisation or individual. The bidders may not disclose any information, documentation, or products to other clients without written approval of the accounting authority or the delegate.

1.4. INTELLECTUAL PROPERTY, INVENTIONS AND COPYRIGHT

1.4.1. Copyright of all documentation relating to this contract belongs to the SHRA. The successful bidder may not disclose any information, documentation, or products to other clients without the written approval of the accounting authority or the delegate.

1.4.2. All the intellectual property (IP) rights arising from the execution of this Agreement shall vest in SHRA and the Service provider undertakes to honour such intellectual property rights and all future rights by keeping the know-how and all published and unpublished material confidential.

1.4.3. In the event that the service provider would like to use information or data generated by the service, prior written permission must be obtained from SHRA.

1.4.4. SHRA shall own all materials produced by the Service provider during the course of this contract, or as part of the service including without limitation, deliverables, computer programmes (source code and object code), programming aids and tools, documentation, reports, data, designs, concepts and other information whether capable of being copyrighted or not ("IP").

1.4.5. The Service provider assigns all IP rights in respect of all materials referred to in clause 1.4.4 to SHRA. No other document needs to be executed to give effect to this cession, assignment or transfer.

1.4.6. The Service provider hereby irrevocably cedes, assigns and transfers to SHRA, as SHRA directs, all rights, title and interest in and to all IP (which includes, but is not limited to methodologies and products) connected with or applicable to the Services.

1.4.7. The Service provider acknowledges and agrees that:

1.4.7.1. Each provision of clause 1.3 is separate, severally and separately enforceable from any other provisions of this agreement.

1.4.7.2. The invalidity or non-enforceability of any one or more provision hereof, shall not prejudice or effect the enforceability and validity of the remaining provisions of this agreement; and

1.4.7.3. This clause 1.3 shall survive termination of this agreement.

1.5. NON-COMPLIANCE WITH DELIVERY TERMS

1.5.1. As soon as it becomes known to the Service provider that he will not be able to deliver the goods/services within the delivery period and/or against the bid price and/or as specified, the SHRA must be given immediate written notice to this effect. The SHRA serves the right to implement remedies as provided for in the GCC.

1.6. WARRANTIES

1.6.1 The Service provider warrants that it is able to conclude this Agreement to the satisfaction of the SHRA.

1.6.2 Although the Service provider will be entitled to provide services to persons other than SHRA, the Service provider shall not without the prior written consent of SHRA, be involved in any manner whatsoever, directly or indirectly, in any business or venture which competes or conflicts with the obligations of the Service provider to provide the Services.

1.7. PARTIES NOT AFFECTED BY WAIVER OR BREACHES

1.7.1 The waiver (whether express or implied) by any Party of any breach of the terms or conditions of this contract by the other Party shall not prejudice any remedy of the waiving party in respect of any continuing or other breach of the terms and conditions hereof.

1.7.2 No favour, delay, relaxation or indulgence on the part of any Party in exercising any power or right conferred on such Party in terms of this contract shall operate as a waiver of such power or right nor shall any

single or partial exercise of any such power or right under this agreement.

1.8. RETENTION

- 1.8.1. On termination of this agreement, the Service provider shall on demand hand over all documentation, information, software, etc., relating to the provision of services as per this bid without the right of retention, to the SHRA.
- 1.8.2. No agreement to amend or vary a contract or order or the conditions, stipulations or provisions thereof shall be valid and of any force and effect unless such agreement to amend or vary is entered into in writing and signed by the contracting parties. Any waiver of the requirement that the agreement to amend or vary shall be in writing, shall

2. GENERAL CONDITIONS OF CONTRACT

- 2.1 The General Conditions of Contract must be accepted. The general conditions applicable to government entity bids, contracts and order are attached herein as **Annexure A** as they will apply to this bidding process.
- 2.2 Bidders are required to initial each page of the General Conditions of Contract as an indication of acceptance.

INVITATION TO SUBMIT BIDS

YOU ARE HEREBY INVITED TO PROPOSE FOR REQUIREMENTS OF THE SHRA

RFP NUMBER: SHRA/RFP/ADMIN/12/202324 **DATE** 28 March 2024 **CLOSING TIME:** 12h00

DESCRIPTION: Appointment of a panel of 10 recruitment service providers

VALIDITY PERIOD: Offer to be valid for 90 days from the closing date of the bid

The successful bidder will be required to fill in and sign a written Contract Form.

BID DOCUMENT MUST BE emailed to the mail address: nevarit@shra.org.za

Bidders should ensure that proposals are emailed timeously to the correct email address. If the proposal is late, it will not be accepted for consideration.

Proposals can be emailed anytime from receipt of this request until 12h00 on Thursday, 28 March 2024.

All proposals must be submitted on the official forms (not to be re-typed).

This RFP is subject to the following:

- General Conditions of Contract (GCC) and, if applicable, any other Special Conditions of Contract.
- the Preferential Procurement Policy Framework Act, 2000
- the Preferential Policy Regulations, 2022

- Proposals submitted that do not comply with the following will be disqualified.**
 - A late Proposal (a proposal arriving one second after 12h00 or any time thereafter).

PART A INVITATION TO BID

YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE (NAME OF DEPARTMENT/ PUBLIC ENTITY)					
BID NUMBER:	SHRA/RFP/ADMIN/12/202324	CLOSING DATE:	28 March 2024	CLOSING TIME:	12h00
DESCRIPTION	Appointment of a panel of 10 recruitment service providers				
BID RESPONSE DOCUMENTS MAYBE DEPOSITED IN THE BID BOX SITUATED AT (STREET ADDRESS)					
BIDDING PROCEDURE ENQUIRIES MAYBE DIRECTED TO			TECHNICAL ENQUIRIES MAYBE DIRECTED TO:		
CONTACT PERSON	Ms Thinadzanga Nevari		CONTACT PERSON	Ms Thinadzanga Nevari	
TELEPHONE NUMBER			TELEPHONE NUMBER		
E-MAIL ADDRESS	nevarit@shra.org.za		E-MAIL ADDRESS	nevarit@shra.org.za	
SUPPLIER INFORMATION					
NAME OF BIDDER					
NAME OF REPRESENTATIVE					
POSTAL ADDRESS					
STREET ADDRESS					
TELEPHONE NUMBER	CODE		NUMBER		
CELLPHONE NUMBER					
FACSIMILE NUMBER	CODE		NUMBER		
E-MAIL ADDRESS					
VAT REGISTRATION NUMBER					
SUPPLIER COMPLIANCE STATUS	TAX COMPLIANCE SYSTEM PIN:		OR	CENTRAL SUPPLIER DATABASE No:	MAAA
B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE	TICK APPLICABLE BOX]		B-BBEE STATUS LEVEL SWORN AFFIDAVIT	[TICK APPLICABLE BOX]	
	<input type="checkbox"/> Yes	<input type="checkbox"/> No		<input type="checkbox"/> Yes	<input type="checkbox"/> No
[A B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE/ SWORN AFFIDAVIT (FOR EMES & QSEs) MUST BE SUBMITTED IN ORDER TO QUALIFY FOR PREFERENCE POINTS FOR B-BBEE]					
ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES /WORKS OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES ENCLOSE PROOF]		ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES /WORKS OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES, ANSWER PART B:3]	
QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS					
IS THE ENTITY A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)?			<input type="checkbox"/> YES <input type="checkbox"/> NO		
DOES THE ENTITY HAVE A BRANCH IN THE RSA?			<input type="checkbox"/> YES <input type="checkbox"/> NO		
DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?			<input type="checkbox"/> YES <input type="checkbox"/> NO		
DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA?			<input type="checkbox"/> YES <input type="checkbox"/> NO		
IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION?			<input type="checkbox"/> YES <input type="checkbox"/> NO		
IF THE ANSWER IS "NO" TO ALL OF THE ABOVE, THEN IT IS NOT A REQUIREMENT TO REGISTER FOR A TAX COMPLIANCE STATUS SYSTEM PIN CODE FROM THE SOUTH AFRICAN REVENUE SERVICE (SARS) AND IF NOT REGISTER AS PER 2.3 BELOW.					

RFP: Appointment of a panel of 10 recruitment service providers

TERMS AND CONDITIONS FOR BIDDING

1. BID SUBMISSION:	
1.1.	BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.
1.2.	ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED–(NOT TO BE RE-TYPED) OR IN THE MANNER PRESCRIBED IN THE BID DOCUMENT.
1.3.	THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 2000 AND THE PREFERENTIAL PROCUREMENT REGULATIONS, 2017, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER SPECIAL CONDITIONS OF CONTRACT.
1.4.	THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7).
2. TAX COMPLIANCE REQUIREMENTS	
2.1	BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.
2.2	BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VERIFY THE TAXPAYER'S PROFILE AND TAX STATUS.
2.3	APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAYBE MADE VIA E-FILING THROUGH THE SARS WEBSITE WWW.SARS.GOV.ZA.
2.4	BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.
2.5	IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED, EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.
2.6	WHERE NO TCS IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.
2.7	NO BIDS WILL BE CONSIDERED FROM PERSONS IN THE SERVICE OF THE STATE, COMPANIES WITH DIRECTORS WHO ARE PERSONS IN THE SERVICE OF THE STATE, OR CLOSE CORPORATIONS WITH MEMBERS PERSONS IN THE SERVICE OF THE STATE."

NB: FAILURE TO PROVIDE / OR COMPLY WITH ANY OF THE ABOVE PARTICULARS MAY RENDER THE BID INVALID.

TOTAL BID PRICE (ALL INCLUSIVE)

SIGNATURE OF BIDDER:

CAPACITY UNDER WHICH THIS BID IS SIGNED:
(Proof of authority must be submitted e.g. company resolution)

DATE:

BIDDER'S DISCLOSURE

1. PURPOSE OF THE FORM

Any person (natural or juristic) may make an offer or offers in terms of this invitation to bid. In line with the principles of transparency, accountability, impartiality, and ethics as enshrined in the Constitution of the Republic of South Africa and further expressed in various pieces of legislation, it is required for the bidder to make this declaration in respect of the details required hereunder.

Where a person/s are listed in the Register for Tender Defaulters and / or the List of Restricted Suppliers, that person will automatically be disqualified from the bid process.

2. Bidder's declaration

2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest¹ in the enterprise, employed by the state? **YES/NO**

2.1.1 If so, furnish particulars of the names, individual identity numbers, and, if applicable, state employee numbers of sole proprietor/ directors / trustees / shareholders / members/ partners or any person having a controlling interest in the enterprise, in table below.

Full Name	Identity Number	Name of State institution

2.2 Do you, or any person connected with the bidder, have a relationship with any person who is employed by the procuring institution? **YES/NO**

¹ the power, by one person or a group of persons holding the majority of the equity of an enterprise, alternatively, the person/s having the deciding vote or power to influence or to direct the course and decisions of the enterprise.

2.2.1 If so, furnish particulars:

.....
.....

2.3 Does the bidder or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest in the enterprise have any interest in any other related enterprise whether or not they are bidding for this contract?
YES/NO

2.3.1 If so, furnish particulars:

.....
.....

3 DECLARATION

I, _____ the _____ undersigned, (name)..... in submitting the accompanying bid, do hereby make the following statements that I certify to be true and complete in every respect:

- 3.1 I have read and I understand the contents of this disclosure;
- 3.2 I understand that the accompanying bid will be disqualified if this disclosure is found not to be true and complete in every respect;
- 3.3 The bidder has arrived at the accompanying bid independently from, and without consultation, communication, agreement or arrangement with any competitor. However, communication between partners in a joint venture or consortium² will not be construed as collusive bidding.
- 3.4 In addition, there have been no consultations, communications, agreements or arrangements with any competitor regarding the quality, quantity, specifications, prices, including methods, factors or formulas used to calculate prices, market allocation, the intention or decision to submit or not to submit the bid, bidding with the intention not to win the bid and conditions or delivery particulars of the products or services to which this bid invitation relates.
- 3.4 The terms of the accompanying bid have not been, and will not be, disclosed by the bidder, directly or indirectly, to any competitor, prior to the date and time of the official bid opening or of the awarding of the contract.
- 3.5 There have been no consultations, communications, agreements or arrangements made by the bidder with any official of the procuring institution in relation to this procurement process prior to and during the bidding process except to provide clarification on the bid submitted where so required by the institution; and the bidder was not involved in the drafting of the specifications or terms of reference for this bid.
- 3.6 I am aware that, in addition and without prejudice to any other remedy provided to combat any restrictive practices related to bids and contracts, bids

² Joint venture or Consortium means an association of persons for the purpose of combining their expertise, property, capital, efforts, skill and knowledge in an activity for the execution of a contract.

that are suspicious will be reported to the Competition Commission for investigation and possible imposition of administrative penalties in terms of section 59 of the Competition Act No 89 of 1998 and or may be reported to the National Prosecuting Authority (NPA) for criminal investigation and or may be restricted from conducting business with the public sector for a period not exceeding ten (10) years in terms of the Prevention and Combating of Corrupt Activities Act No 12 of 2004 or any other applicable legislation.

I CERTIFY THAT THE INFORMATION FURNISHED IN PARAGRAPHS 1, 2 and 3 ABOVE IS CORRECT.

I ACCEPT THAT THE STATE MAY REJECT THE BID OR ACT AGAINST ME IN TERMS OF PARAGRAPH 6 OF PFMA SCM INSTRUCTION 03 OF 2021/22 ON PREVENTING AND COMBATING ABUSE IN THE SUPPLY CHAIN MANAGEMENT SYSTEM SHOULD THIS DECLARATION PROVE TO BE FALSE.

.....
Signature	Date
.....
Position	Name of bidder

**PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL
PROCUREMENT REGULATIONS 2022**

This preference form must form part of all tenders invited. It contains general information and serves as a claim form for preference points for specific goals.

NB: BEFORE COMPLETING THIS FORM, TENDERERS MUST STUDY THE GENERAL CONDITIONS, DEFINITIONS AND DIRECTIVES APPLICABLE IN RESPECT OF THE TENDER AND PREFERENTIAL PROCUREMENT REGULATIONS, 2022

1. GENERAL CONDITIONS

1.1 The following preference point systems are applicable to invitations to tender:

- the 80/20 system for requirements with a Rand value of up to R50 000 000 (all applicable taxes included); and
- the 90/10 system for requirements with a Rand value above R50 000 000 (all applicable taxes included).

1.2 To be completed by the organ of state

- (a) The applicable preference point system for this tender is the 80/20 preference point system.
- (b) The 80/20 preference point system will be applicable in this tender. The lowest/highest acceptable tender will be used to determine the accurate system once tenders are received.

1.3 Points for this tender (even in the case of a tender for income-generating contracts) shall be awarded for:

- (c) Price; and
- (d) Specific Goals.

1.4 To be completed by the organ of state:

The maximum points for this tender are allocated as follows:

	POINTS
PRICE	80
SPECIFIC GOALS	20
TOTAL POINTS FOR PRICE AND SPECIFIC GOALS	100

1.5 Failure on the part of a tenderer to submit proof or documentation required in terms of this tender to claim points for specific goals with the tender, will be interpreted to mean that preference points for specific goals are not claimed.

1.6 The organ of state reserves the right to require of a tenderer, either before a tender is adjudicated or at any time subsequently, to substantiate any claim in regard to preferences, in any manner required by the organ of state.

2. DEFINITIONS

“**tender**” means a written offer in the form determined by an organ of state in response to an invitation to provide goods or services through price quotations, competitive tendering process or any other method envisaged in legislation;

- (a) “**price**” means an amount of money tendered for goods or services, and includes all applicable taxes less all unconditional discounts;
- (b) “**rand value**” means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes;
- (c) “**tender for income-generating contracts**” means a written offer in the form determined by an organ of state in response to an invitation for the origination of income-generating contracts through any method envisaged in legislation that will result in a legal agreement between the organ of state and a third party that produces revenue for the organ of state, and includes, but is not limited to, leasing and disposal of assets and concession contracts, excluding direct sales and disposal of assets through public auctions; and
- (d) “**the Act**” means the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000).

3. FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES

3.1. POINTS AWARDED FOR PRICE

3.1.1 THE 80/20 PREFERENCE POINT SYSTEMS

A maximum of 80 points is allocated for price on the following basis:

80/20

$$Ps = 80 \left(1 - \frac{Pt - Pmin}{Pmin} \right)$$

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmin = Price of lowest acceptable tender

3.2. FORMULAE FOR DISPOSAL OR LEASING OF STATE ASSETS AND INCOME GENERATING PROCUREMENT

3.2.1. POINTS AWARDED FOR PRICE

A maximum of 80 or 90 points is allocated for price on the following basis:

80/20

$$Ps = 80 \left(1 + \frac{Pt - Pmax}{Pmax} \right)$$

Where

- Ps = Points scored for price of tender under consideration
 Pt = Price of tender under consideration
 Pmax = Price of highest acceptable tender

4. POINTS AWARDED FOR SPECIFIC GOALS

4.1. In terms of Regulation 4(2); 5(2); 6(2) and 7(2) of the Preferential Procurement Regulations, preference points must be awarded for specific goals stated in the tender. For the purposes of this tender the tenderer will be allocated points based on the goals stated in table 1 below as may be supported by proof/ documentation stated in the conditions of this tender:

4.2. In cases where organs of state intend to use Regulation 3(2) of the Regulations, which states that, if it is unclear whether the 80/20 or 90/10 preference point system applies, an organ of state must, in the tender documents, stipulate in the case of—

- (a) an invitation for tender for income-generating contracts, that either the 80/20 or 90/10 preference point system will apply and that the highest acceptable tender will be used to determine the applicable preference point system; or
- (b) any other invitation for tender, that either the 80/20 or 90/10 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system,

then the organ of state must indicate the points allocated for specific goals for both the 90/10 and 80/20 preference point system.

Table 1: Specific goals for the tender and points claimed are indicated per the table below.

(Note to organs of state: Where either the 90/10 or 80/20 preference point system is applicable, corresponding points must also be indicated as such.

Note to tenderers: The tenderer must indicate how they claim points for each preference point system and provide supporting evidence.

The specific goals allocated points in terms of this tender	Number of points allocated (80/20 system) (To be completed by the organ of state)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Enterprises with ownership of 51% or more by a person/s who are Women	6	
Enterprises with ownership of 51% or more by a person/s who are Youth	6	
Enterprises with ownership of 51% or more by a person/s who are classified as Persons with Disabilities	8	
Total points allocated to price	80	
Total points allocated to specific Goals	20	
Total points for specific goals and price	100	

DECLARATION WITH REGARD TO COMPANY/FIRM

4.3. Name of company/firm.....

4.4. Company registration number:

4.5. TYPE OF COMPANY/ FIRM

- Partnership/Joint Venture / Consortium
- One-person business/sole propriety
- Close corporation
- Public Company
- Personal Liability Company
- (Pty) Limited
- Non-Profit Company
- State Owned Company

[TICK APPLICABLE BOX]

4.6. I, the undersigned, who is duly authorised to do so on behalf of the company/firm, certify that the points claimed, based on the specific goals as advised in the tender, qualifies the company/ firm for the preference(s) shown and I acknowledge that:

- i) The information furnished is true and correct;
- ii) The preference points claimed are in accordance with the General Conditions as indicated in paragraph 1 of this form;
- iii) In the event of a contract being awarded as a result of points claimed as shown in paragraphs 1.4 and 4.2, the contractor may be required to furnish documentary proof to the satisfaction of the organ of state that the claims are correct;
- iv) If the specific goals have been claimed or obtained on a fraudulent basis or any of the conditions of contract have not been fulfilled, the organ of state may, in addition to any other remedy it may have –
 - (a) disqualify the person from the tendering process;
 - (b) recover costs, losses or damages it has incurred or suffered as a result of that person’s conduct;
 - (c) cancel the contract and claim any damages which it has suffered as a result of having to make less favourable arrangements due to such cancellation;
 - (d) recommend that the tenderer or contractor, its shareholders and directors, or only the shareholders and directors who acted on a fraudulent basis, be restricted from obtaining business from any organ of state for a period not exceeding 10 years, after the *audi alteram partem* (hear the other side) rule has been applied; and
 - (e) forward the matter for criminal prosecution, if deemed necessary.

..... SIGNATURE(S) OF TENDERER(S)	
SURNAME AND NAME:
DATE:
ADDRESS:

10. BIDDERS ARE ENCOURAGED TO USE THE FOLLOWING CHECKLIST WHEN SUBMITTING THEIR BIDS:

NO.	DETAILS	TICK BY BIDDER
1.	Part 1: Completed and signed the invitation to bid document (SBD 1)	
2.	Part 2: Completed the pricing schedule (SBD 3.3)	
3.	Part 3: Completed and signed the declaration of interest document (SBD 4). <i>(In case of a consortium/ joint venture, or where sub-service providers are utilised, each party to the bid <u>must</u> complete and sign the declaration of interest document)</i>	
4.	Part 4: Completed and signed the Preference Points Claim form in terms of the Preferential Procurement Regulations 2022 (SBD 6.1)	
5.	Part 5: Submitted an original/ certified copy of a valid BBEE Certificate/ sworn affidavit.	
6.	Part 6: Submitted the General Conditions of Contract (initialled each page)	
7.	Part 7: Submitted the Technical approach	
8.	Part 8: Submitted the Details of the team and included their CV	
9.	Part 9: Submitted Experience in the field document and 5 reference letters	
10.	Part 10: Bidders National Treasury Central Supplier Database (CSD) forms indicating the validity of the bidder's registration	