

REQUEST FOR PROPOSAL [RFP] No TNPA/2026/08/1797/9954/RFP

DESCRIPTION: PROVISION OF SERVICES FOR THE IMPLEMENTATION OF STRATEGIC WORKFORCE PLANNING (SWP), SKILLS AUDIT, AND FEEDER PIPELINE DEVELOPMENT WITHIN TNPA FOR A PERIOD OF SIX (6) MONTHS

NON-COMPULSORY BRIEFING SESSION DATE: Wednesday, 26 August 2026 at 10:00

Held virtually via Microsoft Teams

Briefing Note 1: Published 01/09/2026

Question	Answer
Questions Posed During Briefing Session	
1. How many employees are in scope and how many job roles?	As at 31 July TNPA's total headcount stood at 3,900 employees supported by an organisational structure comprising 696 jobs.
2. Are there existing competency frameworks and what is the maturity level of these frameworks? Or is it part of the scope of work to develop competency frameworks.	The development of competency frameworks is part of the Scope of Work.
3. Identifying integration requirements with existing systems. Is it necessary for the service provider to integrate with the systems or is the requirement for identification of future integration requirements?	The requirement is for identification of integration for future requirements.
4. Are the training requirements limited to the 30 People Management practitioners cited in the Scope of Work?	Yes.
5. Will Transnet SOC be the contracting entity?	Transnet National Ports Authority is the contracting entity.

Question	Answer
Questions Posed After Briefing Session	
6. Please advise if suppliers who did not attend the briefing session can submit.	The briefing session is non-compulsory. Bidders who did not attend the non-compulsory briefing session may submit a bid.
7. I wanted to enquire about the "Implementation of Strategic Workforce Planning" tender briefing session that was held yesterday, 26 August, at 10:00. In one of the documents pertaining to the tender, it's stated that there may be another briefing session or on-site visit for the tender. Is this a separate briefing session to the one that took place yesterday? If not, is there a recording available of the briefing session or any other means of accessing the briefing session's content? Any guidance would be greatly appreciated.	No other briefing session will be applicable for this tender. The briefing note detailing the questions posed and answers provided by TNPA will be published on the tender publication platforms. Prospective bidders are encouraged to periodically check the advert platforms (NT eTender portal and Transnet eSupplier portal) for updates and addenda published related to this RFP.