



REQUEST FOR QUOTATION (“RFQ”)

**APPOINTMENT OF AN INTERIM MARKETING AND STRATEGIC COMMUNICATIONS
MANAGER FOR A THREE (03) MONTH-PERIOD FROM 1 APRIL 2026 SUBJECT TO A
ONE MONTH TERMINATION NOTICE**



Bid Number	EWSETA/RFQ/098/2025-26
Bid Scope	APPOINTMENT OF AN INTERIM MARKETING AND STRATEGIC COMMUNICATIONS MANAGER FOR A THREE (03) MONTH-PERIOD FROM 1 APRIL 2026 SUBJECT TO A ONE MONTH TERMINATION NOTICE
Issue Date	MONDAY 23 MARCH 2026
Closing Date for submission of bids	FRIDAY 27 MARCH 2026 @13:00PM
Inquiries (all inquiries should be in writing)	scmadmin@ewseta.org.za



1. BACKGROUND INFORMATION

The Energy and Water Sector Education and Training Authority (EWSETA) is a statutory body established through the Skills Development Act No 97 of 1998 (the Act) to enable its stakeholders to advance the national and global position of the energy and water sector by facilitating the effective development of skills required to respond to related imperatives as envisaged in the National Development Plan (NDP).

The EWSETA is strategically positioned as an authority of skills development that effectively supports Government national plans and strategies. Furthermore, EWSETA is responsible for responding to the many skills-related needs of the sector and its respective labour markets.

By carrying out its primary mandate, the EWSETA incrementally achieves skills development imperatives and related outcomes over the long term.

EWSETA's Marketing and Communications' Department collaborates with both external and internal stakeholders to promote the organisation's mandate, position EWSETA as an "Authority" for skills development and training in the energy and water sectors and ensures that EWSETA's brand and reputation is managed effectively and aligned to our RITE Values.

2. PURPOSE

The Energy and Water Sector Education and Training Authority (EWSETA) hereby invites reputable marketing and communications agencies or independent consultants, who have extensive experience in providing the full spectrum of marketing and communications services, to submit a quotation for a three (3) month-period as the Interim Marketing and Strategic Communications Manager at EWSETA.

This is a short-term appointment as EWSETA is currently in the process of implementing a new Organisation Design. Bidders should note that it is a condition that should our recruitment process for a permanent marketing and communications manager be concluded before the end of the Interim contract, one (01) month notification will be provided as per the SLA to terminate the contract prior to end date.

3. SCOPE OF WORK

EWSETA invites reputable marketing and communications agencies or individual consultants who have extensive experience **in providing marketing and strategic communication services**, to submit a quotation for a three (3) month contract as the Interim Marketing and Communications Manager.



RESOURCES REQUIRED	EXPERIENCE LEVEL	TERM
Interim Marketing and Communications Manager	Management	3 -month period starting 1 April 2026 subject to a one (1) month notice

The Interim Marketing and Communications Manager requirements are outlined in more detail below. The successful bidder will be required to provide EWSETA with the scope of service as outlined in 3.1. below.

3.1. Detailed technical specifications for the Marketing and Communications Manager

Purpose and brief overview of the role
<p>To manage the provision of strategic communication, public relations, events management and marketing services that promote the EWSETA profile, create awareness of the EWSETA as a thought leader and preferred business partner and effectively position the SETA in the sector and broader community as an Authority. This is achieved by:</p> <ol style="list-style-type: none"> 1. Enhancing awareness of and promoting optimum visibility of the EWSETA as a thought leader, with strategic and potential strategic partners and stakeholder groups, through targeted and strategic communication, public and media relations and event initiatives. 2. Implement a stakeholder engagement strategy and strategic communications plan that effectively positions and promotes the EWSETA as the skills development authority within the sector. 3. Developing communication and marketing content emphasising the EWSETA as a thought leader and preferred business partner. 4. Planning, implementing and coordinating strategic communication initiatives and marketing events thereby promoting and enhancing stakeholder engagement and participation rates, including the 2026 Annual General Meeting in November 2026 together with the required documentation and content to be delivered at the AGM. 5. Coordinating and activating procedures and protocols for dealing with adverse situations impacting on the EWSETA's public profile. 6. Managing and updating of digital platforms i.e. manage all social media activity 7. Creation and dissemination of internal communication 8. Ensure the implementation and adherence to the EWSETA POPIA Compliance Framework



Key Responsibilities		
Key responsibility	Weight	Functions
1. Implementation of the EWSETA Marketing and Communication Strategy and Monitoring performance against Annual Performance Plan targets	3	1.1 Implement the developed EWSETA Marketing and Communications Strategy and Operational Plans. 1.2 Provide operational input to the EWSETA Annual Performance Plan (APP) for the Marketing and Communications function. 1.3 Develop standardized strategy presentations 1.4 Represent EWSETA on relevant committees and forums to ensure communication strategy and initiatives are aligned to sector and national priorities
2. Stakeholder Engagement Strategy	5	2.1. Co-create the EWSETA Stakeholder Engagement Strategy with relevant internal stakeholders, based on a medium-term view of requirements and strategic intent 2.2. Consult and network with the various departments on communication requirements and determine appropriate action. 2.3. Review and implement the annual strategic communications plan 2.4. Compile monthly progress reports. 2.5. Assist and provide support to the management team regarding preparation and dissemination of key announcements and matters related to the EWSETA operations to ensure consistent messaging and timing across internal and external interest groups and stakeholders.
3. Strategic Communications Development and Monitoring	10	3.1. Manage and oversee strategic communication projects and campaigns as per the strategic communications plan 3.2. Provide focused strategic communications support to all internal departments across the EWSETA to effectively communicate key messages and build internal branding according to the Stakeholder Engagement Strategy and objectives. 3.3. Implement printed and digital advertising campaigns. 3.4. Edit EWSETA official documents for grammar and style and ensure all EWSETA official documents are proofread according to language norms and standards. 3.5. Manage the service level agreements with any communications vendor/s to ensure the strategic communications objectives of the entity are met
4. Brand Image	5	4.1. Manage communication tools and channels that convey the EWSETA's values, culture, mission, vision, and business



Key Responsibilities		
Key responsibility	Weight	Functions
		<p>objectives to its internal and external stakeholders and strategic partners.</p> <p>4.2. Manage EWSETA logo, signage, document branding (letterheads, certificates, etc.) and presentation formats according to the organisation's Corporate Identity Manual</p>
5. Public and Media Relations	10	<p>5.1. Brief, prepare and support the EWSETA Spokesperson in all circumstances that require EWSETA to respond to media</p> <p>5.2. Lead the drive to raise general public awareness of EWSETA programmes and mandates through press releases, advertising and other promotional activities.</p> <p>5.3. Conduct weekly monitoring meetings and monthly detailed status and forward planning meetings with relevant stakeholders with regards to Public Relations</p> <p>5.4. Produce content briefs regarding media releases and public distribution of information aligned to the Strategic Communications Plan and emerging public relations content.</p> <p>5.5. Review the draft submissions from communications and marketing vendors and recommend changes or submit to the Corporate Services Executive for approval before giving approval for the release to be distributed.</p>
6. Internal Communications and Employee Engagement	10	<p>6.1. Manage and update all internal communication platforms such as noticeboards, posters, EWSETA intranet, email banners etc.</p> <p>6.2. Development and co-manage the implementation of the EWSETA Employee Engagement Strategy with HR Manager</p> <p>6.3. Implement the employee engagement activities as per the annual plan</p>
7. Digital Platforms	7	<p>7.1. Co-create, implement and maintain effective digital communications.</p> <p>7.2. Review and implement a social media and digital platform operational plan as part of the overall strategic communications plan.</p> <p>7.3. Manage the EWSETA websites and vendors to ensure a technically efficient website that is updated continually with the latest trends in the strategic focus areas and applicable information.</p> <p>7.4. Ensure consistent and relevant EWSETA communication activity across all social media and digital platforms.</p> <p>7.5. Liaise with the ICT function for the technical maintenance of the EWSETA websites and digital platforms.</p>



Key Responsibilities		
Key responsibility	Weight	Functions
8. Event Management and Administration	10	8.1. Manage the EWSETA annual events calendar. 8.2. Compile event project plans with allocated responsibilities and schedules and ensure that the staff and managers required are scheduled and informed. 8.3. Ensure EWSETA Executive Management and manager diaries are booked, and briefing packs prepared for relevant managers in advance 8.4. Conduct project meetings with the relevant stakeholders to plan, strategise and confirm scope, type of event (e.g., External location; on-line; internal) and logistics. 8.5. Initiate the SCM/Procurement process for external events regarding branding, design, venues, audio-visual and other equipment, external suppliers etc. 8.6. Implement the event project plan and monitor progress through project meetings. 8.7. Decide on and implement corrective action when needed. 8.8. Prepare all strategic communication required for the event e.g., presentations / brochures / press release / social media content etc and have all approved by the Executive: Corporate Services prior to the event 8.9. Conduct a rehearsal of the event to identify potential problems, take corrective action if necessary and identify contingency actions. 8.10. Ensure availability of relevant promotional material if required. 8.11. Coordinate all requirements and logistics on the day of the event and trouble shoot, take corrective action or implement contingency action if required. 8.12. Conducts project and event debrief sessions to evaluate the event. 8.13. Compile an events close-out report for submission to the relevant stakeholders.
9. Strategic Publications	10	9.1. Oversee the development and production of strategic publications such as 2025/2026 annual report performance overview, banners, information brochures, pamphlets and programme information as needed to ensure compliance with communication and marketing strategies 9.2. Ensure all EWSETA official documents are proofread according to language norms and standards.



Key Responsibilities		
Key responsibility	Weight	Functions
		9.3. Prepare speeches for Executive Management of the EWSETA.
10. Marketing Services	10	10.1. Define, develop and lead the provision of marketing services that effectively position and promote the EWSETA as the skills development authority within the sector. 10.2. Manage the design, development, procurement and provisioning of marketing material within the established CI guidelines
11. Records Management and Security		11.1. Ensure the implementation and adherence to the EWSETA POPIA Compliance Framework within the function
12. People Management	10	12.1. Manage and develop marketing staff within the context of the Labour Relations Act, Employment Equity Act, Basic Conditions of Employment Act and the Skills Development Act. 12.2. Unite employees around the EWSETA values and personally demonstrate the values in everyday behaviour. 12.3. Manage staff activities, ensuring service levels are met and protocols are adhered to. 12.4. Ensure that all employees in the function have an active, needs-driven PDP supported by the EWSETA and champion staff training and development using available training opportunities or contributing to the development of new training solutions. 12.5. Establish regular (at least monthly) team and one-on-one meetings (between self and direct reports, and managers and their direct reports) within the function to provide feedback, share information and build morale. 12.6. Ensure that records of meetings are kept and shared across the team and that action plans agreed to within team meetings are delivered upon. 12.7. Establish other effective communication structures and systems to ensure real-time vertical and horizontal communication.
13. Governance	3	13.1. Monitor compliance to EWSETA policies and procedures, e.g., delegations of authority. 13.2. Report on the Communications and Marketing function's finances to executive leadership, as well as governance Committees.



Key Responsibilities		
Key responsibility	Weight	Functions
14. Risk Management	2	14.1. Implement the Marketing and Communications function's risk treatment plans.
15. Financial and Asset Management	2	15.1. Manage and control the Communications and Marketing Function's budget and report monthly to the Corporate Services Executive on budget expenditure. 15.2. Ensure effective management of external contractors and suppliers within the department.

Competency Requirements	
EWSETA PREREQUISITE COMPETENCIES - MANAGER	<ul style="list-style-type: none"> ▪ Building Client Loyalty ▪ Aligning performance for success ▪ Coaching ▪ Building a successful team ▪ Continuous improvement
EWSETA CORE COMPETENCIES	<ul style="list-style-type: none"> ▪ Stakeholder orientation ▪ Building collaborative working relationships ▪ Driving for results ▪ Continuous learning ▪ Quality Orientation ▪ Demonstrating personal integrity
KNOWLEDGE	<ul style="list-style-type: none"> ▪ Communication practices and processes ▪ Public Relations principles and processes ▪ Media liaison principles and processes ▪ PFMA, SDLA, SDA and all other legislation that is applicable to a SETA environment ▪ Event Management ▪ Website design ▪ Multimedia communication ▪ Social media ▪ The Skills Development ecosystem ▪ Stakeholder management frameworks ▪ Energy and Water Sector Knowledge



Competency Requirements	
	<ul style="list-style-type: none"> ▪ Employee engagement frameworks and practices
SKILLS	<ul style="list-style-type: none"> ▪ Fluency in English both oral and written ▪ Professional writing ▪ Editing skills ▪ Verbal and Written Communication ▪ Interpersonal Skills ▪ Public Speaking ▪ Presentation Skills ▪ Negotiation Skills ▪ Relationship Building and Networking
ATTRIBUTES	<ul style="list-style-type: none"> ▪ Diplomacy ▪ Persuasive ▪ Creative ▪ Resilient ▪ Confidence to interact at all levels and cross functionally ▪ Deadline driven ▪ Initiative and assertive ▪ Tolerant of stress and pressure ▪ Proactive ▪ Results/Goal oriented ▪ Decisive and able to quickly react to changing environments

Working Conditions
<ul style="list-style-type: none"> • Hybrid working arrangement (to be discussed on appointment) • Required 5 working days a week (08:00 – 16:30) with four days office-based and one day remote) • Domestic travel on a regular basis when required



4. EVALUATION CRITERIA

EWSETA needs to be satisfied, in all respects, that the service provider selected has the necessary resources and abilities to deliver the required services. All submissions will be regarded in a fair manner in terms of evaluation criteria and process. The evaluation will be in accordance with EWSETA's SCM Policy, and the Preferential Procurement Regulations 2022 issued in terms of the Preferential Procurement Policy Framework Act (Act No. 5 of 2000), whereby the 80/20 preference point system will be applied to evaluate the received proposals. A total of 80 points will be allocated on price and 20 points on specific goals, using SBD 6.1 to claim the points

THE RFQ WILL BE EVALUATED IN FOUR (04) STAGES AS FOLLOWS:

- **STAGE 1: Pre-Qualification Criteria: Returnable Administrative documents**
- **STAGE 2: Technical/Functionality Evaluation stage**
- **STAGE 3: Skills assessment/Interview stage**
- **STAGE 4: Price and Specific Goals Stage**

4.1 Stage 1: PRE-QUALIFICATION CRITERIA / RETURNABLE ADMINISTRATIVE DOCUMENTS

Prospective service providers must comply with the requirements and submit all required document(s) indicated hereunder with the bid documents at the closing date and time of bid.

RETURNABLE ADMINISTRATIVE DOCUMENTS

	Administrative Compliance	Yes	No
4.1.1	Company Registration Documents (CIPC)		
4.1.2	Bidders must declare that neither the company nor its directors are listed on the National Treasury Database of Restricted Suppliers or Register of Tender Defaulters.		
4.1.3	Bidders CSD (Central Supplier Database) Report / Number		
4.1.4	Joint Venture Agreement, if applicable		
4.1.5	Valid B-BBEE Certificate (issued by a SANAS accredited entity) or duly completed and commissioned B-BBEE Affidavit (for EME's and QSE's). For joint venture submissions a combined BBBEE certificate/affidavit must be attached.		
4.1.6	The following SBD Forms must be fully completed and signed:		



4.1.7	<ul style="list-style-type: none"> • SBD 1 (Annexure 1) • SBD 3.3 (Annexure 2) • SBD 4 (Annexure 3) • SBD 6.1 (Annexure 4) 		
4.1.8	Annexure 5 - General conditions of Purchase [fully signed on the last page and initial on each page]		
4.1.9	Tax Pin issued by SARS (Tax Clearance Certificate) If Joint venture, tax Pin for each member.		
4.1.10	Annexure 6 - POPI Consent forms consent to process (use) personal information (Informed Consent Notice) as per Promotion of Access to Information Act 2 of 2000, as amended, (PAIA) and the Protection of Personal Information Act 4 of 2013 (POPIA) NB: Should the company be a Joint Venture (JV) both parties must consent and sign this consent form.		

Bidders will not be disqualified at this stage should the returnable administrative documents not be attached; however, should the bidder be recommended all the documents will be required prior to the award.

Note: If a bidder is a Consortium, Joint Venture or Prime Contractor with Subcontractor(s), (Valid tax clearance certificate(s), A tax compliance status PIN and SBD 4) must be submitted for each Consortium/JV member or prime contractor and subcontractors.

4.2 Stage 2 – Functionality evaluation

An assessment of functionality will be based on the evaluation criteria noted in the table below. The minimum qualifying score for functionality is **75 points**. All bids that fail to achieve the minimum qualifying score on functionality shall not be considered for further evaluation of Price and Specific Goals.

CRITERIA

The service provider is to meet the below criteria which is applicable to the bid to be submitted to the EWSETA.

Criteria	Scoring	Weighted score
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<p>Experience of the candidate who will be appointed to undertake and execute all related functions.</p> <p>Experience must cover the following functional areas:</p> <ul style="list-style-type: none"> - Marketing - Brand management - Events - Stakeholder Engagement - Public Relations - Internal Communications - Website Management - Digital media <p>Bidders must attach a detailed CV indicating the candidates experience in the above areas and the years of experience of the candidate (<i>only one CV per bidder to be submitted</i>)</p> <p><i>If the candidate has SETA experience then the CV must indicate for which SETA, applicable duration of service, level of appointment and responsibilities</i></p>	<p>Demonstrable Experience of the marketing and communications expert in the related functional areas</p> <p>10+ years' experience in related functional areas of which at least 5 years should be in a management/supervisory capacity = 40 points</p> <p>7- 9 years' experience in related functional areas of which at least 3 years should be in a management/supervisory capacity = 25 points</p> <p>5 - 6 years' experience in related functional areas of which at least 2 years should be in a management/supervisory capacity = 15 points</p> <p>Less than 5 years of relevant experience = 0 points</p>	<p>40</p>
<p>Qualifications of the candidate Post-Graduate, B Degree or equivalent (NQF level 7) in relevant field, e.g., Marketing/Communications/Public relations/Media Relations or related</p> <p><i>Bidders must attach relevant certified copies of highest qualifications/ certificate. Certification may not be older than 6 months. Uncertified qualification/professional certificates will not be accepted as authentic. Foreign qualifications are required to be accompanied by a SAQA evaluation</i></p>	<p>Experience within a SETA environment</p> <p>Bidders will be allocated an additional 20 points for providing SETA environment.</p> <p>Post-Graduate (NQF Level 8) qualifications in related field= 10 points</p> <p>B degree (NQF Level 7) qualification in related field = 8 points</p> <p>Non-related qualification = 0 points</p>	<p>20</p>
<p>Examples of Work produced Bidders are requested to provide electronic copies of the following examples of work produced:</p> <ul style="list-style-type: none"> - A media release written by the candidate submitted by the Bidder 	<p>All required Examples of work provided with evidence that they have been developed by the bidder = 30 points</p> <p>Incomplete/partial submission of examples of work provided = 10 points</p>	<p>30</p>



<ul style="list-style-type: none"> - A corporate brochure developed by the candidate submitted by the Bidder - A corporate newsletter for which the Bidder was the editor / copy writer / project manager - A strategic document developed by the Bidder (e.g. Annual Report, Strategy Document) 	<p>No submission of examples of work provided = 0 points</p>	
<p>TOTAL</p>		<p>100</p>

4.3 Stage 3 Skills Assessment / Interviews of Shortlisted Candidates

Bidders who meet the minimum technical/functionality evaluation score of 75% under stage 4.2 of evaluation above may at the discretion of EWSETA, be invited to participate in the second assessment stage, being a skills assessment/interview session (this stage is dependent on the quality of bids received). These will be held at the EWSETA offices in Parktown, Johannesburg where the bidder will be assessed on the following capabilities:

- Demonstrates understanding of the full spectrum of marketing and communications services.
- Demonstrate experience of managing staff and working with diverse group of people

Bidders are expected to satisfy the EWSETA panellist with an overall “Satisfactory” score to proceed to the final stage of evaluation, below.

4.4 Stage 4: Pricing and Specific Goals Stage

4.4.1 Preference Points

Notes to Bidders

- All procurement processes will be managed in line with **PFMA Section 38, Treasury Regulations 16A**, and **National Treasury prescripts** on value-for-money, transparency, and accountability.
- Bidders must confirm compliance with the **Preferential Procurement Regulations, 2022**, and note that preference points will be awarded strictly in terms of the **80/20 or 90/10 system**, as applicable.



- The applicable preference point system for this tender is the 80/20 preference points system; 80 points are awarded for price, and 20 points are awarded for specific goals.
- The points scored in respect of specific goals will be added to the points scored for price.
- For the purpose of evaluating preference points, the following preference point systems will be applicable to all bids, whereby preference points shall be awarded for Price and B-BBEE Status Level of Contribution.
- The points scored in respect of B-BBEE contribution will be added to the points scored for price.
- The following formula will be used to calculate the points for Price:

$$P_s = 80 \left(1 - \frac{P_t - P_{\min}}{P_{\min}} \right)$$

Where

P_s = Points scored for the comparative price of the proposal or quotation

P_t = Comparative price of proposal or offer

P_{\min} = Comparative price of the lowest acceptable proposal or offer.

The following table must be used to calculate the score out of 20 for B-BBEE:

B-BBEE Status Level of contributor	Number of points (80/20 system)
1	20
2	18
3	14
4	12
5	8
6	6
7	4
8	2
Non-compliant contributor	0

Bidders are required to submit original and valid B-BBEE Status Level Verification Certificates or certified copies thereof, together with their bids, to substantiate their B-BBEE rating claims.

A tenderer failing to submit proof of B-BBEE status level of contributor or is a non-compliant contributor to B-BBEE, may not be disqualified but may only score point out of 80 for price, and scores 0 out of 20 points for B-BBEE.



A trust, consortium, or joint venture must submit a consolidated B-BBEE Status Level Verification Certificate for every separate bid.

A bidder will not be awarded points for B-BBEE status level if it is indicated in the bid documents that such a bidder intends sub-contracting more than 25% of the value of the contract to any other enterprise that does not qualify for at least the points that such a bidder qualifies for, unless the intended sub-contractor is an EME that has the capability and ability to execute the sub-contract.

4.5 Financial Proposal

Financial proposals will be compared based on their total amount inclusive of VAT and all other related costs. Bidders are required to submit financial proposals as per the table below on a company letterhead.

Pricing schedule is compulsory and failure to complete same in prescribed manner as per the table below and without alterations for comparability purposes will result in a disqualification.

Financial proposals must be aligned to the DPSA Hourly Fee Rates for Consultants. As the engagement is anticipated to run for more than three months, the rates should be aligned to the “long term” rates.

- Rates should be aligned to “partial overheads”, as EWSETA will provide some overheads.

If the DPSA circular is updated, EWSETA will amend the payment rates accordingly as from the updated circular’s effective date.

Item	Hourly rate (Excl. VAT)	Hourly rate (Incl. VAT)	Monthly rate (Excl. VAT)	Monthly rate (Incl. VAT)
Interim Marketing & Comms Manager (Monthly consulting fees to include all activities as listed in the scope of work. (base cost on 8.5 hours a day x 20 days per month))	R	R	R	R
Overtime rate per hour All possibilities of overtime must first be approved by the Corporate Services Executive	R	R		



Only firm prices will be accepted. Non-firm prices (including prices subject to rates of exchange variations) will not be considered.

The service provider will be responsible for their own travel expenses to the place of duty at EWSETA offices located at 22 Wellington Road, Parktown. For assignments outside of the EWSETA Head Office, EWSETA will endeavour to make all the necessary travel arrangements when required. In accordance with National Treasury Instruction Note No. 01 of 2024/2025 of the revised Cost Containment Measures – Annexure A, EWSETA will reimburse travel claims in line with the published SARS subsistence allowance and advance rates for mileage on the use of private vehicle.

All bidders are required to complete the VAT declaration below. This information is necessary for compliance and evaluation purposes. Failure to declare VAT status or provide a valid VAT number (if registered) may lead to disqualification or non-evaluation of your submission.

Question

Response

Are you a VAT-registered vendor?

Yes

No

Vat Registration Number (if applicable)



5. NOTES TO BIDDERS

Outlined below are basic requirements that each bid must comply with. Failure of any bid to meet any or all of these requirements may disqualify such a bid from the evaluation process:

- 5.1 Prospective bidders must ensure that their tax matters are in order in line with the Treasury Regulations and reflect accordingly on CSD. It is therefore a condition of this bid that the tax matters of the bidder be in order at the time of award. Failure of the bidder for not complying with their tax matters at the time of award will result in the bidder being disqualified.
- 5.2 The EWSETA will not be liable to reimburse any costs incurred by applicants in preparing their proposals.
- 5.3 Bids received late shall not be considered under any circumstances. A bid will be considered late if it arrives after 13h00 on/after the closing date.
- 5.4 EWSETA is not obligated to make any appointment from the proposals and offers received and reserves the right, at its sole discretion, to cancel this request for proposals at any stage. EWSETA will not make upfront payments.
- 5.5 Successful bidder must undertake to abide by the confidentiality undertakings contained in the agreement to be concluded.
- 5.6 The successful bidder will be informed of the outcome. A contract will only be deemed to be concluded when reduced to writing and signed by the designated responsible person of



both parties (duly authorised). The designated responsible person of the EWSETA is the Chief Executive Officer or his written authorised delegate.

- 5.7 A probation period of 30 days will apply to the agreement.
- 5.8 Bidders are required to submit a valid proof of banking details attached to their submission.
- 5.9 Please note that any plagiarism of any sort contained within any bid, or any other documents submitted to the EWSETA by any bidder will result in the disqualification of the respective bidder.
- 5.10 EWSETA may request clarification or further information regarding any aspect of the bidder. The bidder must provide the requested information within forty-eight (48) hours after the request has been made; otherwise, the bidder may be disqualified.
- 5.11 Nothing as stipulated in these Terms of Reference may be amended without the written confirmation of the Chief Executive Officer of EWSETA or his/her delegated authority.
- 5.12 Any possible staff changes during the engagement must be done in consultation with and approval of EWSETA.
- 5.13 EWSETA undertakes to pay within thirty (30) days of presentation of a duly completed valid tax invoice and supporting documents if required by EWSETA
- 5.14 Scheduled outages, after hours or weekends. Must be part of total costs and NOT additional cost.
- 5.15 The service provider including its staff must always adhere to the EWSETA employee code of conduct.

6. SUBMISSION OF BIDS

Bidders are required to submit their bids to scmadmin@ewseta.org.za

7. CLOSING DATE OF PROPOSAL

A comprehensive proposal together with pricing schedule must reach EWSETA by no later than **FRIDAY 27 MARCH 2026 at 13H00**. Please note that **NO** late proposals will be considered.

8. TENDER VALIDITY

This RFQ shall be valid for 90 working days calculated from Bid closing date.



9. FRAUD HOT-LINE

EWSETA subscribes to fair and just administrative processes. EWSETA therefore urges its clients, suppliers, and the general public to report any fraud or corruption to:

EWSETA VUVUZELA FRAUD AND ETHICS HOTLINE

Free Call: 0800 611 205; Email: ewseta@thehotline.co.za; or visit their website www.thehotline.co.za; or SMS 30916; or Vuvuzela Hotline (App Stores)

10. CONTRACT MANAGEMENT

The contract will be managed in accordance with Treasury Regulation 16A9 (Contract Management). Non-performance will attract penalties as stipulated, including withholding of payments, contract termination, and/or reporting to the National Treasury.

11. FRAUD & ETHICS

Bidders must commit to ethical conduct and confirm that they have not engaged in fronting, collusion, or corrupt practices.

Any bidder found guilty will be disqualified and reported to relevant authorities in line with Treasury Instruction Note 03 of 2021/22.



**12. SBD 1 - PART A ANNEXURE 1
INVITATION TO BID**

YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE (NAME OF DEPARTMENT/ PUBLIC ENTITY)					
BIDNUMBER:	EWSETA/RFQ/098/2025-26	CLOSING DATE:	27 MARCH 2026	CLOSING TIME:	13:00
DESCRIPTION	APPOINTMENT OF AN INTERIM MARKETING AND STRATEGIC COMMUNICATIONS MANAGER FOR A THREE (03) MONTH-PERIOD FROM 1 APRIL 2026 SUBJECT TO A ONE MONTH TERMINATION NOTICE				
BID RESPONSE DOCUMENTS SHOULD BE SENT TO THE SCM EMAIL ADDRESS					
scmadmni@ewseta.org.za					
BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO			TECHNICAL ENQUIRIES MAY BE DIRECTED TO:		
CONTACT PERSON	scmadmin@ewseta.org.za		CONTACT PERSON	scmadmin@ewseta.org.za	
TELEPHONE NUMBER	011 274 4700		TELEPHONE NUMBER		
FACSIMILE NUMBER			FACSIMILE NUMBER		
E-MAIL ADDRESS	scmadmin@ewseta.org.za		E-MAIL ADDRESS	scmadmin@ewseta.org.za	
SUPPLIER INFORMATION					
NAME OF BIDDER					
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



2.1 ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES ENCLOSE PROOF]	2.2 ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES, ANSWER THE QUESTIONNAIRE BELOW]
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QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS

IS THE ENTITY A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)? YES NO

DOES THE ENTITY HAVE A BRANCH IN THE RSA? YES NO

DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?
 YES NO

DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA? YES NO

IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION? YES 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.



PART B

TERMS AND CONDITIONS FOR BIDDING

<p>1. BID SUBMISSION:</p> <p>1.1. BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.</p> <p>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.</p> <p>1.3. THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 2000 AND THE PREFERENTIAL PROCUREMENT REGULATIONS, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER SPECIAL CONDITIONS OF CONTRACT.</p> <p>1.4. THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7).</p>
<p>2. TAX COMPLIANCE REQUIREMENTS</p> <p>2.3 BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.</p> <p>2.4 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.</p> <p>2.5 APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAY BE MADE VIA E-FILING THROUGH THE SARS WEBSITE WWW.SARS.GOV.ZA.</p> <p>2.6 BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.</p> <p>2.7 IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED; EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.</p> <p>2.8 WHERE NO TCS PIN IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.</p> <p>2.9 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."</p>

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

SIGNATURE OF BIDDER:

CAPACITY UNDER WHICH THIS BID IS SIGNED:

(Proof of authority must be submitted e.g. company resolution)

DATE:



13. ANNEXURE 2: SBD 3.1 PRICING SCHEDULE FIRM PRICES

**PRICING SCHEDULE – FIRM PRICES
(PURCHASES)**

NOTE: ONLY FIRM PRICES WILL BE ACCEPTED. NON-FIRM PRICES (INCLUDING PRICES SUBJECT TO RATES OF EXCHANGE VARIATIONS) WILL NOT BE CONSIDERED

IN CASES WHERE DIFFERENT DELIVERY POINTS INFLUENCE THE PRICING, A SEPARATE PRICING SCHEDULE MUST BE SUBMITTED FOR EACH DELIVERY POINT

Name of bidder:	Bid number: EWSETA/RFQ/098/2025-26
Closing Time: 13:00 _____	Closing date: 27 March 2026

OFFER TO BE VALID FOR 90 WORKING_ DAYS FROM THE CLOSING DATE OF BID.

ITEM NO.	QUANTITY	DESCRIPTION	BID PRICE IN RSA CURRENCY ** (ALL APPLICABLE TAXES INCLUDED)
----------	----------	-------------	---

- Required by:
- At:
- Brand and model
- Country of origin
- Does the offer comply with the specification(s)? *YES/NO
- If not to specification, indicate deviation(s)



- Period required for delivery

*Delivery: Firm/not firm

- Delivery basis

All delivery costs must be included in the bid price, for delivery at the prescribed
Note: destination.

** "all applicable taxes" includes value- added tax, pay as you earn, income
tax, unemployment insurance fund contributions and skills development
levies.

*Delete if not applicable

14. ANNEXURE 3 – SBD4 - 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

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

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.

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.

- 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 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

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.

15. ANNEXURE 4: SBD 6.1 - PREFERENCE POINTS CLAIM FORM

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

(delete whichever is not applicable for this tender).

- a) The applicable preference point system for this tender is the 80/20 preference point system.

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

- (a) Price; and
- (b) Specific Goals.

1.4 To be completed by the organ of state:

The maximum points for this tender are allocated as follows:

	POINTS
PRICE	
SPECIFIC GOALS	
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

- (a) **“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;
- (b) **“price”** means an amount of money tendered for goods or services, and includes all applicable taxes less all unconditional discounts;
- (c) **“rand value”** means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes;
- (d) **“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
- (e) **“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 OR 90/10 PREFERENCE POINT SYSTEMS

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

80/20 or 90/10

$$P_s = 80 \left(1 - \frac{P_t - P_{min}}{P_{min}} \right) \text{ or } P_s = 90 \left(1 - \frac{P_t - P_{min}}{P_{min}} \right)$$

Where

P_s = Points scored for price of tender under consideration

P_t = Price of tender under consideration

P_{min} = 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 or **90/10**

$$P_s = 80 \left(1 + \frac{P_t - P_{max}}{P_{max}} \right) \text{ or } P_s = 90 \left(1 + \frac{P_t - P_{max}}{P_{max}} \right)$$

Where

P_s = Points scored for price of tender under consideration

P_t = Price of tender under consideration

P_{max} = 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.)

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)
B-BBEE Level Contributor Status: 1	20	
2	18	
3	14	
4	12	
5	8	
6	6	
7	4	
8	2	

Non-compliant contributor	0	
---------------------------	---	--

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

.....
SIGNATURE(S) OF TENDERER(S)

SURNAME AND NAME:

DATE:

ADDRESS:

.....
.....
.....

17. ANNEXURE 5: EWSETA GENERAL CONDITIONS OF PURCHASE

a. General

- i. Unless otherwise indicated in the bidding documents, the purchaser shall not be liable for any expense incurred in the preparation and submission of a bid. Where applicable a non-refundable fee for documents may be charged.
- ii. With certain exceptions, invitations to bid are only published in the Government Tender Bulletin. The Government Tender Bulletin may be obtained directly from the Government Printer, Private Bag X85, Pretoria 0001, or accessed electronically from www.treasury.gov.za

b. Standard

- i. The goods supplied shall conform to the standards mentioned in the bidding documents and specifications.

c. Use of contract documents and information; inspection

- i. The supplier shall not, without the purchaser's prior written consent, disclose the contract, or any provision thereof, or any specification, plan, drawing, pattern, sample, or information furnished by or on behalf of the purchaser in connection therewith, to any person other than a person employed by the supplier in the performance of the contract. Disclosure to any such employed person shall be made in confidence and shall extend only so far as may be necessary for purposes of such performance.
- ii. The supplier shall not, without the purchaser's prior written consent, make use of any document or information mentioned in GCC clause 5.1 except for purposes of performing the contract.
- iii. Any document, other than the contract itself mentioned in GCC clause 5.1 shall remain the property of the purchaser and shall be returned (all copies) to the purchaser on completion of the supplier's performance under the contract if so required by the purchaser.
- iv. The supplier shall permit the purchaser to inspect the supplier's records relating to the performance of the supplier and to have them audited by auditors appointed by the purchaser, if so required by the purchaser.

d. Patent rights

- i. The supplier shall indemnify the purchaser against all third-party claims of infringement of patent, trademark, or industrial design rights arising from use of the goods or any part thereof by the purchaser.

e. Performance security

- i. Within thirty (30) days of receipt of the notification of contract award, the successful bidder shall furnish to the purchaser the performance security of the amount specified in SCC.
- ii. The proceeds of the performance security shall be payable to the purchaser as compensation for any loss resulting from the supplier's failure to complete his obligations under the contract.

- iii. The performance security shall be denominated in the currency of the contract, or in a freely convertible currency acceptable to the purchaser and shall be in one of the following forms:
- 16. a bank guarantee or an irrevocable letter of credit issued by a reputable bank located in the purchaser's country or abroad, acceptable to the purchaser, in the form provided in the bidding documents or another form acceptable to the purchaser; or
- 17. a cashier's or certified cheque
 - i. The performance security will be discharged by the purchaser and returned to the supplier not later than thirty (30) days following the date of completion of the supplier's performance obligations under the contract, including any warranty obligations, unless otherwise specified in SCC.

b. Use of contract documents and information; inspection

- i. The supplier shall not, without the purchaser's prior written consent, disclose the contract, or any provision thereof, or any specification, plan, drawing, pattern, sample, or information furnished by or on behalf of the purchaser in connection therewith, to any person other than a person employed by the supplier in the performance of the contract. Disclosure to any such employed person shall be made in confidence and shall extend only so far as may be necessary for purposes of such performance.
- ii. The supplier shall not, without the purchaser's prior written consent, make use of any document or information mentioned in GCC clause 5.1 except for purposes of performing the contract.
- iii. Any document, other than the contract itself mentioned in GCC clause 5.1 shall remain the property of the purchaser and shall be returned (all copies) to the purchaser on completion of the supplier's performance under the contract if so required by the purchaser.
- iv. The supplier shall permit the purchaser to inspect the supplier's records relating to the performance of the supplier and to have them audited by auditors appointed by the purchaser, if so required by the purchaser.

c. Patent rights

- i. The supplier shall indemnify the purchaser against all third-party claims of infringement of patent, trademark, or industrial design rights arising from the use of the goods or any part thereof by the purchaser.

d. Performance security

- i. Within thirty (30) days of receipt of the notification of contract award, the successful bidder shall furnish to the purchaser the performance security of the amount specified in SCC.
- ii. The proceeds of the performance security shall be payable to the purchaser as compensation for any loss resulting from the supplier's failure to complete his obligations under the contract.
- iii. The performance security shall be denominated in the currency of the contract, or in a freely convertible currency acceptable to the purchaser and shall be in one of the following forms:
- 18. a bank guarantee or an irrevocable letter of credit issued by a reputable bank located in the purchaser's country or abroad, acceptable to the purchaser, in the form provided in the bidding documents or another form acceptable to the purchaser; or
- 19. a cashier's or certified cheque
 - i. The performance security will be discharged by the purchaser and returned to the supplier not later than thirty (30) days following the date of completion of

the supplier's performance obligations under the contract, including any warranty obligations unless otherwise specified in SCC.

b. Inspections, tests, and analyses

- i. All pre-bidding testing will be for the account of the bidder.
- ii. 8.2 If it is a bid condition that supplies to be produced or services to be rendered should at any stage during production or execution or on completion be subject to inspection, the premises of the bidder or contractor shall be open, at all reasonable hours, for inspection by a representative of the Department or an organization acting on behalf of the Department.
- iii. 8.3 If there are no inspection requirements indicated in the bidding documents and no mention is made in the contract, but during the contract period it is decided that inspections shall be carried out, the purchaser shall itself make the necessary arrangements, including payment arrangements with the testing authority concerned.
- iv. 8.4 If the inspections, tests, and analyses referred to in clauses 8.2 and 8.3 show the supplies to be in accordance with the contract requirements, the cost of the inspections, tests, and analyses shall be defrayed by the purchaser.
- v. Where the supplies or services referred to in clauses 8.2 and 8.3 do not comply with the contract requirements, irrespective of whether such supplies or services are accepted or not, the cost in connection with these inspections, tests, or analyses shall be defrayed by the supplier.
- vi. Supplies and services which are referred to in clauses 8.2 and 8.3 and which do not comply with the contract requirements may be rejected.
- vii. Any contract supplies may on or after delivery be inspected, tested or analyzed and may be rejected if found not to comply with the requirements of the contract. Such rejected supplies shall be held at the cost and risk of the supplier who shall when called upon, remove them immediately at his own cost and forthwith substitute them with supplies that do comply with the requirements of the contract. Failing such removal, the rejected supplies shall be returned at the suppliers cost and risk. Should the supplier fail to provide the substitute supplies forthwith, the purchaser may, without giving the supplier further opportunity to substitute the rejected supplies, purchase such supplies as may be necessary at the expense of the supplier.
- viii. The provisions of clauses 8.4 to 8.7 shall not prejudice the right of the purchaser to cancel the contract on account of a breach of the conditions thereof or to act in terms of Clause 23 of GCC.

c. Packing

- i. The supplier shall provide such packing of the goods as is required to prevent their damage or deterioration during transit to their final destination, as indicated in the contract. The packing shall be sufficient to withstand, without limitation, rough handling during transit and exposure to extreme temperatures, salt, and precipitation during transit, and open storage. Packing, case size, and weights shall take into consideration, where appropriate, the remoteness of the goods' final destination and the absence of heavy handling facilities at all points in transit.
- ii. The packing, marking, and documentation within and outside the packages shall comply strictly with such special requirements as shall be expressly provided for in the contract, including additional requirements, if any, specified in SCC, and in any subsequent instructions ordered by the purchaser.

d. Delivery and documents

- i. Delivery of the goods shall be made by the supplier in accordance with the terms specified in the contract. The details of shipping and/or other documents to be furnished by the supplier are specified in SCC.

- ii. Documents to be submitted by the supplier are specified in SCC.

e. Insurance

- i. The goods supplied under the contract shall be fully insured in a freely convertible currency against loss or damage incidental to manufacture or acquisition, transportation, storage, and delivery in the manner specified in the SCC.

f. Transportation

- i. Should a price other than an all-inclusive delivered price be required, this shall be specified in the SCC.

g. Incidental services

- i. The supplier may be required to provide any or all of the following services, including additional services, if any, specified in SCC:
 - 20. performance or supervision of on-site assembly and/or commissioning of the supplied goods;
 - 21. furnishing of tools required for assembly and/or maintenance of the supplied goods;
 - 22. furnishing of a detailed operations and maintenance manual for each appropriate unit of the supplied goods;
 - 23. performance or supervision or maintenance and/or repair of the supplied goods, for a period of time agreed by the parties, provided that this service shall not relieve the supplier of any warranty obligations under this contract; and
 - 24. training of the purchaser's personnel, at the supplier's plant and/or on-site, in assembly, startup, operation, maintenance, and/or repair of the supplied goods.
 - i. Prices charged by the supplier for incidental services, if not included in the contract price for the goods, shall be agreed upon in advance by the parties and shall not exceed the prevailing rates charged to other parties by the supplier for similar services.

b. Spare parts

- c. As specified in SCC, the supplier may be required to provide any or all of the following materials, notifications, and information pertaining to spare parts manufactured or distributed by the supplier:
 - 25. such spare parts as the purchaser may elect to purchase from the supplier, provided that this election shall not relieve the supplier of any warranty obligations under the contract; and
 - 26. in the event of termination of production of the spare parts: Page 42 of 51
 - 27. Advance notification to the purchaser of the pending termination, in sufficient time to permit the purchaser to procure needed requirements; and
 - 28. following such termination, furnishing at no cost to the purchaser, the blueprints, drawings, and specifications of the spare parts, if requested.

a. Warranty

- i. The supplier warrants that the goods supplied under the contract are new, unused, of the most recent or current models, and that they incorporate all recent improvements in design and materials unless provided otherwise in the contract. The supplier further warrants that all goods supplied under this contract shall have no defect, arising from design, materials, or workmanship (except when the design and/or material is required by the purchaser's specifications) or from any act or omission of the supplier, that may develop under normal use of the supplied goods in the conditions prevailing in the country of final destination.
- ii. This warranty shall remain valid for twelve (12) months after the goods, or any portion thereof as the case may be, have been delivered to and accepted at

the final destination indicated in the contract, or for eighteen (18) months after the date of shipment from the port or place of loading in the source country, whichever period concludes earlier, unless specified otherwise in SCC. 15.3 The purchaser shall promptly notify the supplier in writing of any claims arising under this warranty.

- iii. Upon receipt of such notice, the supplier shall, within the period specified in SCC and with all reasonable speed, repair or replace the defective goods or parts thereof, without costs to the purchaser.
- iv. If the supplier, having been notified, fails to remedy the defect(s) within the period specified in SCC, the purchaser may proceed to take such remedial action as may be necessary, at the supplier's risk and expense and without prejudice to any other rights which the purchaser may have against the supplier under the contract.

b. Payment

- i. The method and conditions of payment to be made to the supplier under this contract shall be specified in SCC.
- ii. The supplier shall furnish the purchaser with an invoice accompanied by a copy of the delivery note and upon fulfillment of other obligations stipulated in the contract.
- iii. Payments shall be made promptly by the purchaser, but in no case later than thirty (30) days after submission of an invoice or claim by the supplier.
- iv. 16.4 Payment will be made in Rand unless otherwise stipulated in SCC.

c. Prices

- i. Prices charged by the supplier for goods delivered and services performed under the contract shall not vary from the prices quoted by the supplier in his bid, with the exception of any price adjustments authorized in SCC or in the purchaser's request for bid validity extension, as the case may be.

d. Contract amendments

- i. No variation in or modification of the terms of the contract shall be made except by a written amendment signed by the parties concerned.

e. Assignments

- i. The supplier shall not assign, in whole or in part, its obligations to perform under the contract, except with the purchaser's prior written consent.

f. Subcontracts

- i. The supplier shall notify the purchaser in writing of all subcontracts awarded under this contract if not already specified in the bid. Such notification, in the original bid or later, shall not relieve the supplier from any liability or obligation under the contract.

g. Delays in the supplier's Performance

- i. Delivery of the goods and performance of services shall be made by the supplier in accordance with the time schedule prescribed by the purchaser in the contract.
- ii. If at any time during the performance of the contract, the supplier or its subcontractor(s) should encounter conditions impeding the timely delivery of the goods and performance of services, the supplier shall promptly notify the purchaser in writing of the fact of the delay, its likely duration and its cause(s).

As soon as practicable after receipt of the supplier's notice, the purchaser shall evaluate the situation Page 44 of 51

- iii. No provision in a contract shall be deemed to prohibit the obtaining of supplies or services from a national department, provincial department, or local authority.
- iv. The right is reserved to procure outside of the contract small quantities or to have minor essential services executed if an emergency arises, the supplier's point of supply is not situated at or near the place where the supplies are required, or the supplier's services are not readily available.
- v. Except as provided under GCC Clause 25, a delay by the supplier in the performance of its delivery obligations shall render the supplier liable to the imposition of penalties, pursuant to GCC Clause
- vi. unless an extension of time is agreed upon pursuant to GCC Clause 21.2 without the application of penalties.
- vii. Upon any delay beyond the delivery period in the case of a supplies contract, the purchaser shall, without cancelling the contract, be entitled to purchase supplies of similar quality and up to the same quantity in substitution of the goods not supplied in conformity with the contract and to return any goods delivered later at the supplier's expense and risk, or to cancel the contract and buy such goods as may be required to complete the contract and without prejudice to his other rights, be entitled to claim damages from the supplier.

h. Penalties

- i. Subject to GCC Clause 25, if the supplier fails to deliver any or all of the goods or to perform the services within the period(s) specified in the contract, the purchaser shall, without prejudice to its other remedies under the contract, deduct from the contract price, as a penalty, a sum calculated on the delivered price of the delayed goods or unperformed services using the current prime interest rate calculated for each day of the delay until actual delivery or performance. The purchaser may also consider termination of the contract pursuant to GCC Clause 23.

i. Termination for default

- i. The purchaser, without prejudice to any other remedy for breach of contract, by written notice of default sent to the supplier, may terminate this contract in whole or in part:
 - 29. if the supplier fails to deliver any or all of the goods within the period(s) specified in the contract, or within any extension thereof granted by the purchaser pursuant to GCC Clause 21.2;
 - 30. if the Supplier fails to perform any other obligation(s) under the contract; or
 - 31. if the supplier, in the judgment of the purchaser, has engaged in corrupt or fraudulent practices in competing for or in executing the contract.
 - i. In the event the purchaser terminates the contract in whole or in part, the purchaser may procure, upon such terms and in such manner as it deems appropriate, goods, works or services similar to those undelivered, and the supplier shall be liable to the purchaser for any excess costs for such similar goods, works or services. However, the supplier shall continue the performance of the contract to the extent not terminated.
 - ii. Where the purchaser terminates the contract in whole or in part, the purchaser may decide to impose a restriction penalty on the supplier by prohibiting such supplier from doing business with the public sector for a period not exceeding 10 years.
 - iii. If a purchaser intends to impose a restriction on a supplier or any person associated with the supplier, the supplier will be allowed a time period of not more than fourteen (14) days to provide reasons why the envisaged restriction should not be imposed. Should the supplier fail to respond within the stipulated

- fourteen (14) days the purchaser may regard the intended penalty as not objected against and may impose it on the supplier.
- iv. Any restriction imposed on any person by the Accounting Officer / Authority will, at the discretion of the Accounting Officer / Authority, also be applicable to any other enterprise or any partner, manager, director or other person who wholly or partly exercises or exercised or may exercise control over the enterprise of the first-mentioned person, and with which enterprise or person the first-mentioned person, is or was in the opinion of the Accounting Officer / Authority actively associated.
 - v. If a restriction is imposed, the purchaser must, within five (5) working days of such imposition, furnish the National Treasury, with the following information:
 32. the name and address of the supplier and / or person restricted by the purchaser;
 33. the date of commencement of the restriction
 34. the period of restriction; and
 35. the reasons for the restriction
 1. These details will be loaded in the National Treasury's central database of suppliers or persons prohibited from doing business with the public sector.
 - ii. If a court of law convicts a person of an offense as contemplated in sections 12 or 13 of the Prevention and Combating of Corrupt Activities Act, No. 12 of 2004, the court may also rule that such person's name be endorsed on the Register for Tender Defaulters. When a person's name has been endorsed on the Register, the person will be prohibited from doing business with the public sector for a period not less than five years and not more than 10 years. The National Treasury is empowered to determine the period of restriction and each case will be dealt with on its own merits. According to the National Treasury website.
- b. Anti-dumping and countervailing duties and rights**
- i. When, after the date of bid, provisional payments are required, or antidumping or countervailing duties are imposed, or the amount of a provisional payment or anti-dumping or countervailing right is increased in respect of any dumped or subsidized import, the State is not liable for any amount so required or imposed, or for the amount of any such increase. When, after the said date, such a provisional payment is no longer required or any such anti-dumping or countervailing right is abolished, or where the amount of such provisional payment or any such right is reduced, any such favourable difference shall on demand be paid forthwith by the contractor to the State or the State may deduct such amounts from moneys (if any) which may otherwise be due to the contractor in regard to supplies or services which he delivered or rendered, or is to deliver or render in terms of the contract or any other contract or any other amount which may be due to him.
- c. Force Majeure**
- i. Notwithstanding the provisions of GCC Clauses 22 and 23, the supplier shall not be liable for forfeiture of its performance security, damages, or termination for default if and to the extent that his delay in performance or other failures to perform his obligations under the contract is the result of an event of force majeure.
 - ii. If a force majeure situation arises, the supplier shall promptly notify the purchaser in writing of such condition and the cause thereof. Unless otherwise directed by the purchaser in writing, the supplier shall continue to perform its obligations under the contract as far as is reasonably practical, and shall seek all reasonable alternative means for performance not prevented by the force majeure event.
- d. Termination for insolvency**
- i. The purchaser may at any time terminate the contract by giving written notice to the supplier if the supplier becomes bankrupt or otherwise insolvent. In this

event, termination will be without compensation to the supplier, provided that such termination will not prejudice or affect any right of action or remedy which has accrued or will accrue thereafter to the purchaser.

e. Settlement of Disputes

- i. If any dispute or difference of any kind whatsoever arises between the purchaser and the supplier in connection with or arising out of the contract, the parties shall make every effort to resolve amicably such dispute or difference by mutual consultation.
 - ii. If, after thirty (30) days, the parties have failed to resolve their dispute or difference by such mutual consultation, then either the purchaser or the supplier may give notice to the other party of his intention to commence with mediation. No mediation in respect of this matter may be commenced unless such notice is given to the other party.
 - iii. Should it not be possible to settle a dispute by means of mediation, it may be settled in a South African court of law.
 - iv. Mediation proceedings shall be conducted in accordance with the rules of procedure specified in the SCC.
 - v. Notwithstanding any reference to mediation and/or court proceedings herein,
36. the parties shall continue to perform their respective obligations under the contract unless they otherwise agree; and
37. the purchaser shall pay the supplier any monies due to the supplier.

a. Limitation of liability

- i. Except in cases of criminal negligence or willful misconduct, and in the case of infringement pursuant to Clause 6;
38. the supplier shall not be liable to the purchaser, whether in contract, tort, or otherwise, for any indirect or consequential loss or damage, loss of use, loss of production, or loss of profits or interest costs, provided that this exclusion shall not apply to any obligation of the supplier to pay penalties and/or damages to the purchaser; and
39. the aggregate liability of the supplier to the purchaser, whether under the contract, in tort or otherwise, shall not exceed the total contract price, provided that this limitation shall not apply to the cost of repairing or replacing defective equipment.

a. Governing language

- i. The contract shall be written in English. All correspondence and other documents pertaining to the contract that is exchanged by the parties shall also be written in English

b. Applicable law

1. The contract shall be interpreted in accordance with South African laws unless otherwise specified in SCC.

c. Notices

- i. Every written acceptance of a bid shall be posted to the supplier concerned by registered or certified mail and any other notice to him shall be posted by ordinary mail to the address furnished in his bid or to the address notified later by him in writing and such posting shall be deemed to be proper service of such notice
- ii. The time mentioned in the contract documents for performing any act after such aforesaid notice has been given, shall be reckoned from the date of posting of such notice.

d. Taxes and Duties

- i. A foreign supplier shall be entirely responsible for all taxes, stamp duties, license fees, and other such levies imposed outside the purchaser's country.

- ii. A local supplier shall be entirely responsible for all taxes, duties, license fees, etc., incurred until delivery of the contracted goods to the purchaser.
 - iii. No contract shall be concluded with any bidder whose tax matters are not in order. Prior to the award of a bid the Department must be in possession of a tax clearance certificate, submitted by the bidder. This certificate must be an original issued by the South African Revenue Services.
 - e. **National Industrial Participation (NIP) Programme**
 - i. The NIP Programme administered by the Department of Trade and Industry shall be applicable to all contracts that are subject to the NIP obligation.
 - f. **Prohibition of Restrictive practices**
 - i. In terms of section 4 (1) (b) (iii) of the Competition Act No. 89 of 1998, as amended, an agreement between, or concerted practice by, firms, or a decision by an association of firms, is prohibited if it is Page 49 of 51
 - ii. If a bidder(s) or contractor(s), based on reasonable grounds or evidence obtained by the purchaser, has/have engaged in the restrictive practice referred to above, the purchaser may refer the matter to the Competition Commission for investigation and possible imposition of administrative penalties as contemplated in the Competition Act No. 89 of 1998.
40. If a bidder(s) or contractor(s), has / have been found guilty by the Competition Commission of the restrictive practice referred to above, the purchaser may, in addition and without prejudice to any other remedy provided for, invalidate the bid(s) for such item(s) offered, and / or terminate the contract in whole or part, and / or restrict the bidder(s) or contractor(s) from conducting business with the public sector for a period not exceeding ten (10) years and / or claim damages from the bidder(s) or contractor(s) concerned.

Signature	Date
Position	Name of bidder

18. ANNEXURE 6 - PROTECTION OF PERSONAL INFORMATION ACT (POPIA)

1. INTRODUCTION

The Protection of Personal Information (POPI) act aims to give effect to the constitutional right to privacy by balancing the right to privacy against that of access to information. POPI requires that personal information pertaining to individuals be processed lawfully and in a reasonable manner that does not infringe on the right to privacy.

This consent form sets out how personal information will be collected, used and protected by EWSETA, as required by POPI. The use of the words “the individual” for the purposes of this document shall be a reference to any individual communicating with EWSETA and/or concluding any agreement, registration, or application, with the inclusion of each individual referred to or included in terms of such agreement, registration or application.

2.WHAT IS PERSONAL INFORMATION?

The personal information that EWSETA requires relates to names and surnames, birth dates, identity numbers, passport numbers, demographic information, education information, occupation information, health information, addresses, memberships, and personal and work email and contact details.

✓ What is the purpose of the collection, use and disclosure (the processing) of personal information?

2.1 EWSETA is legally obligated to collect, use and disclose personal information for the purposes of:

2.2 Reporting skills development initiatives to the Department of Higher Education and Training.

2.3 Reporting enrolments and achievements of programmes to the South African Qualifications Authority.

2.4 Reporting on quality assurance functions to the Quality Council of Trades and Occupations

2.5 Evaluating and processing applications for access to financial and other benefits.

2.6 Compiling statistics and other research reports.

2.7 Providing personalised communications.

2.8 Complying with the law; and/or a purpose that is ancillary to the above.

2.9 EWSETA may also use and disclose personal information for the purposes of:

2.10 Providing personal information to third parties who demonstrate an interest in either employing or making use of the services provided by an individual, in circumstances where the individual has indicated in clause 7, below, that he/she would like his/her details made available to potential employers or clients.

2.11 EWSETA will not process personal information for a purpose other than those which are identified above without obtaining consent to further processing beforehand.

3. WHAT IS 'PROCESSING'?

POPIA provides that the term "processing" covers any operation or activity, whether or not by automatic means, concerning personal information, including collection, receipt, recording, organisation, collation, storage, retrieval, alteration, consultation or use; dissemination by means of transmission, distribution or making available in any other form; or merging, linking, as well as restriction, erasure or destruction of information.

3.1 How will EWSETA process personal information?

3.1.1 EWSETA will only collect personal information for the purpose as stated above.

3.1.2 Information will be collected in the following manner:

3.1.2.1 Directly from the individual.

3.1.2.2 from an agent, relative, employer, work colleague or other duly authorised representative who may seek or request our services.

3.1.2.3 from education institutions, training providers, or other service providers that are providing the individual with services.

3.1.2.4 from our own records relating to our previous supply of services or responses to the individual's request for services; and/or

3.1.2.5 from a relevant public or equivalent entity.

4. TO WHOM WILL PERSONAL INFORMATION BE DISCLOSED?

The personal information may be disclosed to other relevant public or other entities on whose behalf we act as intermediaries, other third parties referred to above in relation to the purpose or who are sources of personal information, service providers such as professional bodies who operate across the borders of this country (trans-border flow of information) where personal information must be sent in order to provide the information and/or services and/or benefits requested or applied for. In the event of another party/ies acquiring all of or a portion of EWSETA's mandate or functions, personal information will be disclosed to that party, but they will equally be obliged as we are, to protect personal information in terms of POPI.

5. CONSENT AND PERMISSION TO PROCESS PERSONAL INFORMATION (AUTHORISED SIGNATORY):

5.1 I hereby provide authorisation to EWSETA to process the personal information provided for the purpose stated.

5.2 I understand that withholding of or failure to disclose personal information will result in EWSETA being unable to perform its functions and/or any services or benefits I may require from EWSETA.

5.3 Where I shared personal information of individuals other than myself with EWSETA I hereby provide consent on their behalf to the collection, use and disclosure of their personal information in accordance with this consent provided and I warrant that I am authorised to give this consent on their behalf.

5.4 To this end, I indemnify and hold EWSETA harmless in respect of any claims by any other person on whose behalf I have consented, against EWSETA should they claim that I was not so authorised.

5.5 I understand that in terms of POPI and other laws of the country, there are instances where my express consent is not necessary in order to permit the processing of personal information, which may be related to police investigations, litigation or when personal information is publicly available.

5.6 I will not hold EWSETA responsible for any improper or unauthorised use of personal information that is beyond its reasonable control. Rights regarding the processing of personal information.

5.7 The individual may withdraw consent to the processing of personal information at any time, and should they wish to do so, must provide EWSETA with reasonable notice to this effect. Please note that withdrawal of consent is still subject to the terms and conditions of any contract that is in place. Should the withdrawal of consent result in the interference of legal obligations, then such withdrawal will only be effective if EWSETA agrees to same in writing. EWSETA specifically draws to the attention that the withdrawal of consent may result in it being unable to provide the requested information and/or services and/or financial or other benefits. Further, please note that the revocation of consent is not retroactive and will not affect disclosures of personal information that have already been made. In order to withdraw consent, please contact the Information Officer at koenak@ewseta.org.za

5.8 Where personal information has changed in any respect, the individual is encouraged to notify EWSETA so that our records may be updated. EWSETA will largely rely on the individual to ensure that personal information is correct and accurate:

5.9 The individual has the right to access their personal information that EWSETA may have in its post-session and is entitled to request the identity of which third parties have received and/or processed personal information for the purpose. Please note however, that any request in this regard may be declined if:

- the information comes under legal privilege during litigation,
- the disclosure of personal information in the form that it is processed may result in the disclosure of confidential or proprietary information,
- giving access may cause a third party to refuse to provide similar information to EWSETA,
- the information was collected in furtherance of an investigation or legal dispute, instituted or being contemplated,
- the information as it is disclosed may result in the disclosure of another person's information,
- the information contains an opinion about another person and that person has not consented, and/or
- The disclosure is prohibited by law.
- Requesting access and lodging of complaints
- Please submit any requests for access to personal information in writing to the EWSETA's information officer koenak@EWSETA.org.za.
- With any request to access the personal information, EWSETA will require the individual to provide personal information to verify identification and therefore the right to access the information.
- There may be a reasonable charge for providing copies of the information requested.
- If any request has not been addressed satisfactorily, a complaint may be lodged at the office of the Information Regulator.

Signature of authoriser

Date

Position

Name of authority