



**National
Research
Foundation**

Invitation to Quote

**YOU ARE HEREBY INVITED TO QUOTE FOR REQUIREMENTS LISTED IN THIS
DOCUMENT**

Quote Number: NRF/ RIISA RFQ HRAS 03/2025-26

SHORT DESCRIPTION OF REQUIREMENT

THE NATIONAL RESEARCH FOUNDATION (NRF) SEEKS TO APPOINT A PROFESSIONAL SERVICE APPOINTMENT OF A SERVICE PROVIDER TO PROVIDE TRAINING ON PERFORMANCE CONTRACTING AND REVIEWS TO NRF LINE MANAGERS AND STAFF ACROSS THE ORGANISATION

INVITATION TO QUOTE (SBD 1A)

Quote Number

Closing Date and Time:

02 February 2026 @ 16: 00PM

HIGH LEVEL SUMMARY OF REQUIREMENTS

PURPOSE

The purpose of this RFQ is to appoint a competent service provider to build organisational capability by training line managers and employees on:

- Performance contracting principles and terminology.
- The development of clear, measurable, and meaningful Key Performance Areas (KPA's) and indicators.
- Effective goal setting, performance monitoring, reviews, moderation, and feedback; and
- The consistent and fair application of performance management practices using the NRF's automated system.

BACKGROUND

The NRF has historically relied on a manual performance management process, which has proven to be time-consuming, administratively burdensome, and prone to inconsistencies and errors. The heavy dependence on word documents, shared spreadsheets and email exchanges limits the ability to provide timely, real-time feedback and places a significant workload on both HR and line management. In addition, the lack of integrated data and analytics restricts the organisation's ability to draw meaningful insights to inform employee development, performance trends, and workforce planning.

To address these challenges, the NRF has recently procured an automated performance management system. The new system is designed to streamline the end-to-end performance management lifecycle by enabling real-time feedback, improving consistency and objectivity, and enhancing transparency across the organisation. It will also provide secure management of confidential employee information and enable better tracking of staff development initiatives, including training, further studies, and skills development.

Overall, the implementation of the system aims to create a more efficient, accurate, and fair performance evaluation process that supports improved employee engagement, morale, and productivity, while strengthening management's ability to make evidence-based decisions. The successful implementation of this system, however, is dependent on consistent understanding, capability, and application across the organisation. As such, the NRF seeks to appoint a service provider that will not only deliver training, but also support behavioural change, alignment to strategy, and the embedding of a high-performance culture.

OBJECTIVES

The key objectives of this project are to:

- Clarify expectations and priorities through a well-defined Key Performance Indicators (KPIs) and measurable targets, thereby strengthening accountability, transparency, fairness, and organisational integrity.
- Enhance efficiency and quality by driving improved performance outcomes, cost-effectiveness, and consistently high service delivery standards.
- Enable continuous performance management through regular monitoring, constructive feedback, and timely performance adjustments.
- Strengthen risk management through the early identification of performance risks and the implementation of proactive mitigation strategies.

Promote and reinforce excellence by recognising and rewarding high levels of performance in alignment with organisational values and objectives.

FRAUD ALERT!

It is common for scammers to call bidders pretending to be NRF's employees and offering to swing tenders your way for a fee. Do not fall for it, it is a scam!

**The NRF would never offer payment or any other consideration in return for the favourable consideration of a bid.
Please report any suspected acts of fraud or corruption to the following toll-free number - 0800 701 701 or SMS 39772.**

RESPONSE DOCUMENTS ARE DELIVERED VIA EMAILS:

| | | | |
|--|-------------------------|--|------------------------------|
| EMAILS ADDRESS: rfq@nrf.ac.za | | Electronic Submission Bidders must use the bid reference number: NRF/ RIISA RFQ HRAS 03/2025-26 , as the subject line when submitting proposals | |
| Bidding procedure enquiries may be directed in writing to: | | Technical information may be directed in writing to: | |
| Section | Supply Chain Management | Section | Peoples & Culture Management |
| Contact person | SCM Coordinator | Contact person | People & Culture Coordinator |
| E-mail address | rfq@nrf.ac.za | E-mail address | Tenders.enquiries@nrf.ac.za |

SUPPLIER INFORMATION

| | | | |
|--------------------------------|--|--------|--|
| Name Of Bidder | | | |
| | | | |
| Postal Address | | | |
| | | | |
| Street Address | | | |
| | | | |
| Telephone Number | | | |
| Code | | Number | |
| Cell Phone Number | | | |
| Code | | Number | |
| Facsimile Number | | | |
| Code | | Number | |
| E-Mail Address | | | |
| | | | |
| VAT Registration Number | | | |
| | | | |

SUPPLIER INFORMATION

| | | | | | |
|---|--|--|--|--|------|
| Tax Compliance Status | Tax Compliance System PIN | | OR | Central Supplier Database No. | MAAA |
| B-BBEE Status Level Verification Certificate | Tick Applicable Box. <input type="checkbox"/> Yes <input type="checkbox"/> No | | B-BBEE Status Level Sworn Affidavit | Tick Applicable Box. <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 the questionnaire below] | | |

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.

TERMS AND CONDITIONS FOR BIDDING (SBD 1B)

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. Bid pages are bound to minimise risk of lost pages. |
| 1.3 | This bid is subject to the Preferential Procurement Policy Framework Act, 2000 and the Preferential Procurement Regulations, 2022, the General Conditions of Contract (GCC) with its special conditions of contract, and, if applicable, any other legislative requirements. |

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 may be 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 |

TERMS AND CONDITIONS FOR BIDDING (SBD 1B)

service of the state, or close corporations with members persons in the service of the state.

3. TWO ENVELOPE SYSTEM

No

4. VALIDITY PERIOD FROM DATE OF CLOSURE

90 days

5. THE BIDDING SELECTION PROCESS

Stage 1 – Compliance to submission requirements

Bidders warrant that their proposal document has, as a minimum; the specified documents required for evaluating their proposals as set out in the Returnable Document List and conform to all the terms, conditions, and specifications as set out in this document.

Stage 2 – Evaluation of Bids against Technical Specifications

Bidders achieving the minimum threshold in the specification to enter the Price/Preference scoring stage:

Stage 2A – Evaluation of Bids against Specifications including Quality

The NRF evaluates each bidder's written response to the specifications issued in accordance to published evaluation criteria set as in Section D.

Stage 2B – Due Diligence Interviews or Proof of Delivery/Concept against Specifications

Where circumstances justifies it, the NRF conducts interviews with shortlisted bidders for them to present further information or provide further proof to the evaluation committee. In these cases, the National Research Foundation provides the areas of concern to the short-listed bidders to address in their presentations with this document and, where necessary, may provide further areas of concern to the short-listed bidders at this stage.

Stage 2C – Due Diligence Research

The National Research Foundation confirms the recommended bidder(s)'s reference letters with referees to confirm the recommendation(s).

Stage 3 – Price/Preference Evaluation

Basis of fair competition:

The NRF compares each bidder's pricing proposal on an equal and fair comparison basis equitable to all bidders, taking into account all aspects of the bid's pricing requirements including the application of fair pricing tests as set out below in the section "Insufficiency of Funds".

Ranking of the bidders pricing:

The NRF ranks the qualifying bids on price with lowest priced Bid receiving the maximum points (either 80 or 90) and the remainder ranked in relation to the lowest priced bid. The NRF adds the bidders' claimed preference points as verified to the submitted preference claim form (SBD 6.1) to provide the final ranking for the award decision.

Stage 4 – Checking Tax Compliance

Stage 4A – Taxpayers Resident in South Africa

The NRF notifies the recommended bidder in writing where their tax compliance check reflects that they are non-compliant and provides the recommended bidder seven (7) working days to submit written proof from SARS of their tax compliance status or proof that they have made an arrangement with SARS to meet their outstanding tax obligations. Failure to deliver such written evidence of compliance results in the rejection of that recommended bid.

Stage 4B – Non-Resident Foreign Bidders

Where foreign bidders are submitting a bid, they complete all sections of the SBD1 especially the tax questionnaire. The NRF submit the Foreign Bidder's completed SBD1 to the South African Revenue Service to obtain from the South African Revenue Service the Confirmation of Tax Obligations letter. Where South Africa Revenue Services does not issue the letter, Stage 4A applies in clearing the reason for not receiving the letter.

TERMS AND CONDITIONS FOR BIDDING (SBD 1B)

Stage 5 – Award and Contract Signing

The NRF nominates the bidder with the highest combined score for the contract award subject to the bidder having supplied the relevant administrative documentation.

6. ACKNOWLEDGEMENT OF READING EACH PAGE

The bidder warrants by signature in this document that the bidder has read and accepts each page.

7. CENTRAL SUPPLIER DATABASE REGISTRATION

Bidders are requested to register on the Central Supplier Database and to include in their bid their Master Registration Number (Supplier Number) in order to enable the NRF to verify the supplier's tax status on the Central Supplier Database.

8. CLARIFICATION

If the respondent wishes to clarify aspects of this request or the acquisition process, they contact the officials listed under the enquiries section above. The National Research Foundation does not provide the origin of the request to any party.

9. RESPONSE PREPARATION COSTS

The NRF is not liable for any costs incurred by a bidder in the process of responding to this Bid Invitation, including on-site presentations.

10. COLLUSION, FRAUD AND CORRUPTION

Any effort by Bidder/s to influence evaluation, comparisons, or award decisions in any manner will result in the rejection and disqualification of the bidder concerned.

11. FRONTING

The NRF, in ensuring that bidders conduct themselves in an honest manner will, as part of the bid evaluation processes where applicable, conduct or initiate the necessary enquiries/investigations to determine the accuracy of the representation made in the bid documents. The onus is on the bidder to prove that fronting does not exist, should the National Research Foundation establish and notify the bidder of potential breaches of any of the fronting indicators as contained in the Department of Trade and Industry's "Guidelines on Complex Structures and Transactions and Fronting". Failure to do so within a period of 7 days from date of notification will invalidate the bid/contract and may also result in the restriction of the bidder to conduct business with the public sector for a period not exceeding 10 years, in addition to any other remedies the NRF may have against the bidder concerned.

12. DISCLAIMERS

The NRF has produced this document in good faith. The NRF, its agents, and its employees and associates do not warrant its accuracy or completeness. The NRF makes no representation, warranty, assurance, guarantee or endorsements to any provider/bidder concerning the document, whether with regard to its accuracy, completeness or otherwise and the NRF shall have no liability towards the responding service providers or any other party in connection therewith.

13. CANCELLATION OF THE QUOTATION PRIOR TO AWARD

Procurement not required: The NRF cancels the Bid Invitation prior to making an award if due to changed circumstances there is no need for the specified procurement in the document.

No Acceptable Quotations: The NRF cancels the Quotation Invitation prior to making an award if it receives no acceptable bids i.e. that do not meet the minimum requirements set out in this document.

| |
|---|
| <p>Invalid Bid Procedure: The NRF cancels the Quotation Invitation prior to making an award if a material irregularity occurred in the bid process.</p> |
| <p>Insufficiency of Funds or Quotations not within a fair price range: The NRF cancels the Quotation Invitation prior to making an award if the funds are no longer available to cover the total envisaged expenditure or if the price offered by the bidder scoring the highest points is not market related.</p> <p>The NRF conducts fair pricing tests to arrive at an opinion of reasonableness of the bid price offered. Where these tests reflect pricing outside of the established fair price range, the evaluators may recommend price negotiation. The NRF only negotiates price, and no other component, with the winning bidder or, where that bidder refuses negotiation, with the next ranked bidder in the price/preference ranking until a market related price is achieved.</p> |
| SBD 1 SIGNATURE |
| 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: |

| |
|---|
| SCOPE OF WORK |
| INTRODUCTION TO THE NRF |
| <p>The National Research Foundation Act, Act 23 of 1998, establishes the National Research Foundation (“NRF”) as the juristic person that makes this bid invitation and will contract with the awarded bidder. The Public Finance Management Act classifies the organisation as a Schedule 3A Public Entity.</p> |
| CONTEXT OF THIS PROCUREMENT |
| <p>The NRF Vision 2030 outlines the organisation that the National Research Foundation (NRF) aspires to become over the next decade, as well as the role it intends to play in advancing national development and strengthening the broader knowledge system. Over the next ten years, the NRF aims to:</p> <ul style="list-style-type: none"> • Shape, influence, and positively impact the national research system; • Establish itself as a recognised thought leader and authoritative source of knowledge within the science and innovation sector; • Strengthen the link between research outputs and national development priorities; • Drive meaningful transformation across the national research landscape and enhance the relationship between science and society; and • Enable, support, and undertake excellent research that advances knowledge, delivers both immediate and long-term impact, and responds to national challenges. <p>This vision is anchored in a conceptual framework built around four central pillars: Transformation, Innovation, Excellence, Sustainability, and Impact. These are supported by the NRF’s shared values of being People-centred, upholding Integrity and Ethics, demonstrating Accountability, pursuing a Passion for Excellence, delivering World-class Service, and showing Respect.</p> <p>Organisational The NRF comprises Corporate Functions and seven Business Units operating across various provinces, with a total staff complement of approximately 1 351 employees</p> <p style="text-align: right;">Context:</p> |
| CONTRACT PERIOD |
| <p>The contract period for this bid contract is for the duration of the underlying bid until completed and signed off.</p> |

DETAILED SPECIFICATION OF GOODS AND SERVICES

SCOPE OF WORK

The appointed service provider will be responsible for delivering the following objectives within agreed timelines from February 2026 and project completion December 2026

1.1 Alignment with the NRF Performance Management Framework and Strategy

Establish a shared performance management philosophy that is fully aligned with the NRF's overarching business strategy, strategic pillars, and organisational values. This ensures that performance management is positioned as a strategic enabler rather than a compliance activity, reinforcing the NRF's mission, mandate, and impact.

1.2 Performance Management Process Design

Design and embed an end-to-end performance management lifecycle tailored to the NRF context. This includes clearly defined roles, responsibilities, and accountabilities across NRF business units and functional areas. **Key deliverables** will include a comprehensive performance management process blueprint, a Delegation of Authority and RACI matrix for NRF roles, and compliance and governance checklists to support consistent application.

1.3 Connecting Employees to the Business Strategy

Facilitate performance management training with a strong emphasis on the NRF's mission, strategic priorities, and societal impact. Implement a structured change and communication plan that clearly links individual performance agreements to business and strategic objectives, enabling employees to see how their contributions support organisational outcomes.

1.4. Conducting Goal-Setting Discussions and Setting SMART Goals

Enable structured and meaningful goal-setting conversations that translate NRF strategic objectives into individual and team-level goals. This includes applying SMART criteria, cascading goals from organisational and business unit levels, and integrating both qualitative and quantitative performance measures to ensure balanced and outcome-focused performance agreements.

1.5. Conducting Performance Reviews

Establish a performance review cadence ("performance heartbeat") aligned to NRF operational and reporting cycles. This includes ensuring alignment with NRF performance policies, frameworks, and guidelines, promoting fairness and consistency. Guidance will also be provided on compiling performance packs and portfolios of evidence to support objective and defensible performance assessments.

1.6. Conducting Performance Moderation and Calibration

Implement a robust moderation and calibration governance framework to ensure consistency and equity across business units. This includes mechanisms for bias mitigation, transparent decision-making, and the creation of audit trails to support performance audit readiness and governance requirements.

1.7. Conducting Competency Assessments

Define and embed NRF core competencies and implement a multi-method assessment approach, including self-assessments, manager assessments, evidence-based outputs, and calibration input from other managers. Competency outcomes will be directly linked to Personal Development Plans (PDPs/IDPs), succession planning, and career progression frameworks.

1.8. Conducting Performance Discussions and Feedback

Develop a structured approach for effective performance discussions, incorporating constructive feedback frameworks, performance coaching techniques, and practices that promote psychological safety. Ensure feedback is appropriately documented, with clear follow-up actions to support continuous performance improvement.

1.9. Discussing Performance Gaps and Development

Conduct performance gap analyses at both individual and functional levels. Identify and implement targeted development interventions such as coaching, training, and mentoring. Design and track PDPs to ensure development actions are measurable, relevant, and aligned to both individual growth and NRF capability needs.

2. DELIVERABLES

2.1 Project Plan

Within two (2) weeks of contract approval, the service provider must submit a detailed and comprehensive project plan that clearly outlines the approach to delivering the scope of work. The project plan must include, but not be limited to, the following:

- Clear alignment with the NRF Performance Management Systems, frameworks, and tools.
- A customised delivery methodology tailored to NRF's organisational context and strategic objectives.
- Resource allocation, including the roles, responsibilities, and brief professional biographies of all assigned resources.
- Defined project deliverables, key outputs, and critical milestones.
- Detailed timelines, including reporting and governance cycles.
- A focus group strategy, including the process for developing and validating question banks.
- Clearly defined roles and responsibilities between the NRF and the appointed service provider.
- A structured knowledge transfer and sustainability plan to capacitate the People and Culture team on the performance management system.
- A detailed cost breakdown per item and/or service.

2.2 Reports

The service provider will be required to produce regular reports to support governance, oversight, and decision-making throughout the project lifecycle, including:

- Submission of draft reports within agreed timelines to allow for NRF internal review and feedback.
- Facilitation of sessions to workshop findings and results with the NRF Leadership Team and all functional departments.
- Submission of bi-weekly progress reports (every second Friday by 12:00) detailing project status, risks, and progress against the approved project plan.

2.3 Final Deliverables

At project completion, the service provider must submit comprehensive final outputs, including:

- Integrated quantitative and qualitative reports analysing current performance trends and their organisational impact.
- A report articulating the desired high-performance culture, informed by performance management data and organisational insights.
- Detailed performance management, assessment, evaluation, and impact reports at organisational, business unit, departmental, and functional levels.
- All final data sets and reports provided in PDF and fully editable MS Office formats (Word, Excel, and PowerPoint), submitted electronically and on USB.
- A practical implementation plan for performance management improvements, including tools and mechanisms for tracking progress.
- A comprehensive change management and risk management plan.
- Evidence-based recommendations on training, organisational development interventions, and performance-related policy and procedure reviews to support NRF's high-performance culture.
- A knowledge transfer and "train-the-trainer" delivery plan for selected People and Culture team members to ensure long-term sustainability.

2.4 Presentation of Results

The service provider will be responsible for presenting findings and facilitating engagement sessions, including:

- Facilitation of leadership workshops (e.g. CorpEx) to review organisational and business unit performance results and agree on improvement actions.
- Facilitation of a similar, in-depth workshop with the People and Culture team to enable insight-sharing and cascading of results.
- Participation in ad hoc meetings with the GE and/or People and Culture oversight structures, as required.
- Regular project meetings with the Project Manager (Manager: Organisational Development & Effectiveness) and the Project Lead (Head: People & Culture).
- Ongoing progress reporting, in line with agreed communication and governance arrangements.
- Allocation of appropriately qualified and experienced personnel to facilitate sessions and compile accurate records.

- Active management and monitoring of the overall project, in close collaboration with the NRF Project Manager.
- Submission of invoices accompanied by all required supporting reports to enable timely processing.

| SETS OF QUOTATION DOCUMENTS REQUIRED | | | |
|--|-----------|---|--------------------------------|
| Number of electronic bid documents for contract signing | | 1 | |
| RETURNABLE DOCUMENTS CHECKLIST | | | |
| ELIGIBILITY CRITERIA (GO/NO-GO) | | | |
| The bidder is to complete this table and to supply the necessary page references to the supporting documentation. A bidder failing to adequately provide any of the mandatory documents is automatically disqualified. | | | |
| Legislative/Technical Documents | | Compliance | |
| (M – Mandatory); (O – Optional) | Submitted | Bid Section Reference | Reference to Bidder's document |
| Bidder Eligibility | | | |
| Procurement Invitation (SBD 1), signed and completed including the SBD 4, 6.1 and signed Bid Submission Certificate form. | M | <input type="checkbox"/> Yes <input type="checkbox"/> No | Pages 16-23 |
| A valid B-BBEE certificate or Sworn Affidavit | O | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| CSD Report | O | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Specification Eligibility | | | |
| Pricing Documents | | Compliance | |
| Pricing (SBD 3.1) in this document to be completed. | M | | Page 13-14 |

EVALUATION OF OUTPUT FUNCTIONALITY (ANNEXURE- A)

1. **Bidders must submit a valid HPCSA registration certificate for the registered Psychometrist or equivalent.** (attached proof of registration)
2. **Demonstrated alignment with the NRF's strategic objectives and the TIES(I) framework, ensuring relevance and strategic coherence** (Strategy alignment narrative or matrix, explicit references to NRF Vision, values, and strategic outcomes and practical examples of similar alignment achieved in comparable organisations)
3. **Sound methodology that reflects quality, practicality, and effectiveness in the design of performance management learning solutions, with clear customisation to the NRF context.** (Methodology description and process flow diagrams, sample tools (performance agreements, KPIs, moderation frameworks) and Explanation of how the methodology will be customised to NRF)
4. **Service providers proven delivery capability across the full performance management value chain, supported by relevant experience and evidence of successful implementation.** (service provider must have a minimum for seven (7) years' experience, these must be supported by a minimum of five (5) reference letters of previously completed projects within the last five (5) years)
5. **Application of Organisation Design and Change Management principles to support sustainable performance improvement** (Change management approach and communication plan, examples of OD interventions linked to performance improvement and lessons learned from previous change initiatives)
6. **A comprehensive understanding of performance measurement, evaluation, and the assessment of business impact, with demonstrated practical experience.** (Sample performance dashboards, reports, or analytics, description of evaluation methodologies used and evidence of performance insights informing decision-making)
7. **Proven knowledge and experience in managing performance-related risks, ensuring compliance, and upholding ethical standards.** (Risk register or governance framework, moderation and calibration mechanisms and ethics and compliance approach)

Submission of the CV of **facilitator (s)**, serving as the lead facilitator, with (A minimum of five (5) years' experience in facilitating similar programmes within high-performance cultures; and at least three (3) completed performance management system projects undertaken within the past seven (7) years) (Must also be registered as a psychologist)

EVALUATION ELIGIBILITY CRITERIA (GO/NO-GO)

| Selection Element | Meet Specification Minimum | Bid Section Reference | Reference to Bidder's document |
|-------------------|--|--|--------------------------------|
| 1 | Fully completed Procurement Invitation (SBD 1) including the SBD 4, 6.1 and signed Bid Submission Certificate form. | <input type="checkbox"/> YES <input type="checkbox"/> NO | Pages 16-23 |
| 2 | A valid B-BBEE certificate or Sworn Affidavit. | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 3 | Tax Compliance Status (TCS) Certificate or compliance tax status as per CSD verification or SARS PIN. | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 4 | Proof of Registration on the Government's Central Supplier Database (CSD). | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 5 | A valid HPCSA registration certificate for the registered Psychometrist or equivalent. (attached proof of registration) | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 6 | Service provider demonstrated alignment with the NRF's strategic objectives and the TIES(I) framework, ensuring relevance and strategic coherence. <ul style="list-style-type: none"> • Strategy alignment narrative or matrix, • explicit references to NRF Vision, values, and strategic outcomes and • practical examples of similar alignment achieved in comparable organisations) | <input type="checkbox"/> YES <input type="checkbox"/> NO | |

| Selection Element | Meet Specification Minimum | Bid Section Reference | Reference to Bidder's document |
|-------------------|--|--|--------------------------------|
| 7 | <p>The Service Provider provided detailed methodology that reflects quality, practicality, and effectiveness in the design of performance management learning solutions, with clear customisation to the NRF context.</p> <ul style="list-style-type: none"> • Methodology description and process flow diagrams, • sample tools (performance agreements, KPIs, moderation frameworks) and • Explained of how the methodology will be customised to NRF | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 8 | <p>Proven Delivery Capability Across the Performance Management Value Chain. (service provider must have a minimum for seven (7) years' experience, these must be supported by a minimum of five (5) reference letters of previously completed projects within the last five (5) years)</p> | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 9 | <p>Application of Organisation Design (OD) and Change Management Principles.</p> <ul style="list-style-type: none"> • Change management approach and communication plan • Examples of OD interventions linked to performance improvement • Lessons learned from previous change initiatives | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 10 | <p>Understanding of Performance Measurement, Evaluation, and Business Impact;</p> <ul style="list-style-type: none"> • Sample performance dashboards, reports, or analytics • Description of evaluation methodologies used • Evidence of performance insights informing decision-making | <input type="checkbox"/> YES <input type="checkbox"/> NO | |
| 11 | <p>Performance Risk Management, Compliance, and Ethics;</p> <ul style="list-style-type: none"> • Risk register or governance framework • Moderation and calibration mechanisms • Ethics and compliance approach | <input type="checkbox"/> YES <input type="checkbox"/> NO | |

| Selection Element | Meet Specification Minimum | Bid Section Reference | Reference to Bidder's document |
|--|--|-----------------------|--------------------------------|
| 12 Lead facilitator(s) CV (Psychometrist) – Experience and Qualification <ul style="list-style-type: none"> • Psychometrist registered with the HPCSA • Minimum of 5 years' experience in high-performance culture development • At least 3 completed performance management system projects within the last 7 years • Relevance and depth of experience to organisational-scale interventions | <input type="checkbox"/> YES <input type="checkbox"/> NO | | |

SBD 3.1: PRICING DETAIL

| Pricing Special Conditions | |
|-----------------------------------|---|
| 1 | Pricing Schedule: In terms of <u>General Conditions of contract clause 17.1</u> , the price schedule remains unchanged for the duration of the contract with the NRF accepting no changes, extensions, or additional ad hoc costs to the pricing conditions of the contract with the exception of any price adjustments authorised in the Special Conditions of Contract for pricing set out below: |
| 2 | Firm Quantities over the Contract Period: The NRF requires firm set quantities during the current period with the time of delivery being determined during the contract period. |
| 3 | Estimated quantities over the Contract Period: The NRF may require further quantities during the current period with the actual quantity and time of delivery being determined when such quantities are needed. For bidding purposes and to establish the contract ceiling price, the NRF provides estimated quantities of what its requirements and estimated timing during the contract period for bidders to establish their pricing. The NRF does not provide guarantees or commitments that it will order this entire amount during the contract's life. The NRF, through the signed contract, guarantees its procurement of the specified goods and/or services is from the contracted party only. |
| 4 | Placement of written purchase orders for actual quantities ordered: The NRF manages the execution of this contract through the issue of written purchase orders – stipulating quantity, description, delivery date, and the unit price as set out in this contract - for the contracted supplies. The NRF, when issuing the written purchase order, guarantees that the funding is available. |
| 5 | Contract Ceiling Price: With these estimates in the bid contract, the contract ceiling price includes both the firm quantities and the potential future quantities within the contract ceiling price. The NRF manages the contract within the contract ceiling price by paying only for the verified deliveries/performances in terms of the clauses of this contract. The cumulative value of each of these invoices at the expiry of the contract is the actual total contract price. |
| 6 | Price Adjustments: In terms of <u>General Conditions of Contract clause 17.1</u> , the price adjustments with the rules for application are set out below as special conditions of <u>Contract Clause 17.1</u> . Price adjustments and their corresponding rules are for the management of price risks on the basis of the NRF and the contracted bidder sharing the risk equally. |
| 7 | Price quoted is South African Rands in terms of General Conditions of contract clause 16.4 |
| 8 | Price Quotation Basis: Price quoted is fully inclusive of all costs including delivery to the specified NRF price delivery point and includes value- added tax, income tax, unemployment insurance fund contributions, and skills development levies in terms of General Conditions of contract clauses 12, 32.1 and 32.2. Price Delivery Point: In cases where different delivery points influence the pricing, the bidder submits a separate pricing schedule for each delivery point. |
| 9 | Detail Pricing Support: Detailed information e.g. costed bill of quantities is optional where not stated in the price schedule below and is provided as an annexure to the details included in this SBD 3 |

SBD 3.1: PRICING DETAIL

10 **Application of Preference Points:** Pricing is subject to the addition of Preference Points as stipulated below - Standard Bidding Document 6.1 Preference claim form.

PRICING SCHEDULE

| DESCRIPTION/ (Reference to specific specification) | QTY | UNIT OF MEASURE | UNIT PRICE INCLUDING VAT | TOTAL PRICE INCLUSIVE OF VAT |
|--|-----|-----------------|--------------------------|------------------------------|
| 1 Performance Management Framework. <ul style="list-style-type: none"> • Performance management end to end life cycle • Goal setting • Performance heartbeat aligned to NRF reporting cycles • Moderation Calibration framework • Embed NRF core competencies • Consequence Management approach Development of PDP's and aligning IDP's to the PDP | 1 | | | |
| 2 Leadership Workshop (Extended CORPEX) | 1 | Per Session | | |
| 3 P&C Training | 1 | Per Session | | |
| 4 Line Management Training | 4 | Per Session | | |
| 5 Employees Training | 20 | Per Session | | |
| 6 Change Management | 1 | | | |
| 7 Close-out report | 1 | | | |
| 8 NB: Travel cost will be reimbursed in line with the NRF travel policy | | | | |
| TOTAL CONTRACT VALUE OF ABOVE (CEILING PRICE) INCLUSIVE OF 15% VAT | | | R | |

GENERAL CONDITIONS OF CONTRACT

The National Research Foundation cannot amend the National Treasury's General Conditions of Contract (GCC). The National Research Foundation therefore appends Special Conditions of Contract (SCC) providing specific information relevant to a GCC clause to its the National Treasury's General Conditions of Contract The National Research Foundation has filed its General Conditions of Contract GCC) on its website (<http://www.nrf.ac.za/procurement/General-Conditions-of-Contract>). These form part of this document's contract conditions. Special Conditions specific to this bid contract are set out in this document.

The NRF deems the bidders to have accessed and read the General Conditions of Contract. Whenever there is an unintended conflict, the provisions of the Special Conditions of Contract shall prevail over the General Conditions of Contract.

SPECIAL CONDITIONS OF CONTRACT

(AMENDMENTS TO SPECIFIC CLAUSES OF THE GENERAL CONDITIONS OF CONTRACT LISTED BELOW EACH CLAUSE IN THAT SECTION).

| | |
|----------|--|
| 1 | <p><u>Service Provider Obligations:</u></p> <p>The service provider must exercise reasonable skill, care and diligence in rendering all services included in this procurement contract.</p> <p>The service provider must deliver the services during normal working hours (i.e. Monday to Friday, excluding public holidays from 08h30 to 17h00) and/or such additional hours as may be reasonably required by the NRF due to the existence of special circumstances. Services rendered outside of these hours will only be rendered by mutual agreement with the nominated person of the NRF, based in severity level.</p> <p>The service provider may not do anything that may prejudice or be adverse to the operations and functions of the NRF</p> <p>The service provider must submit such information and reports, as specified in the agreed service request, to the person nominated by the NRF, and comply with all legislation applicable in providing these services.</p> <p>The service provider corresponds and deliver services only to the NRF and end users of the NRF.</p> |
| 2 | <p><u>Communication:</u> The contracted parties communicate in writing through mail, delivery, or email. The contracted party states the contract number and purchase order number, if the latter is applicable, on communication documentation. The contract party does not act upon any communication without the contract number or must verify such communication with the assigned NRF contract manager prior to acting upon it.</p> |
| 3 | <p><u>Occupational Health and Safety when working on NRF sites:</u> All personnel performing work on NRF site/s as part of this contract are responsible to obtain safety induction.</p> <p>Over and above the obligations provided by the Occupational Health and Safety Act (OHS Act No 85 of 1993 and its Regulations, known as 'the Act'), the contracted party meets with all relevant health and safety instructions as given to them by site safety personnel, where relevant. Personal protection equipment including closed safety shoes, hard hats, height safety equipment, and high visibility vests are worn at all times while on the work site. All personnel are to obey the relevant instructions, including signage, related to restricted access and speed limits on all sites.</p> <p>The contracted party, once signing the contract (SBD 7), is responsible for itself, its employees, and those people affected by its operations in terms of the Act the regulations promulgated in terms thereof. The contracted party performs all work and uses equipment on site complying with the provisions of the Act.</p> <p>To this end, the contracted party shall make available to the NRF on the valid Letter of Good Standing in terms of the COID Act and ensures its validity does not expire while executing this bid, where applicable. The contracted party furnishes its registration number with the office of the Compensation Commissioner. The contracted party enters into a Section 37.2 agreement in terms of Occupational Health and Safety Act (OHS Act No 85 of 1993 and its Regulations) that the NRF drafts.</p> <p>The contracted party maintains a health and safety plan complying with the requirements of The Act at the work site during the period that contracted work takes place on the site.</p> <p>The NRF manages the contracted party in his capacity for the execution of this contract to meet the provisions of the said Act and the regulations promulgated in terms thereof. The contracted party accepts liability for any contraventions to the Act. Each member of the contracted party's team (including sub-contracted personnel), submit a signed indemnity form prior to entering the work site and kept in the contracted party's health and safety file.</p> |

MANAGEMENT OF PERFORMANCE LEVELS

| | |
|----|--|
| 1. | The Performance Levels are in the table below. |
| 2. | The NRF measures the contracted bidder's performance against these performance levels in the execution of the contract. |
| 3. | The contracted bidder recognises that its failure to meet the performance levels has a material and adverse impact on the operations of NRF and that the damages from the contracted bidder's failure to meet any performance level is not susceptible to precise determination. |
| 4. | The NRF excuses the contracted bidder from failing to comply with the performance levels to the extent that non-performance or delayed performance is solely and directly attributable to an act or omission of the NRF or its staff or circumstances of force majeure |

MANAGEMENT OF PERFORMANCE LEVELS

as referred to in this Agreement.

5. If the contracted bidder fails to meet any performance level:
 - the contracted bidder shall investigate and report on the root causes of the performance level failure; promptly correct the failure and begin meeting the set performance levels;
 - advise the NRF as and to the extent requested by the NRF of the status of remedial efforts being undertaken with respect to such performance level failure; and
 - take appropriate preventative measures to prevent the recurrence of the performance level failure.
6. Both parties are responsible for monitoring and measuring the performance of the contracted bidder against the performance levels set in this document. The NRF deems failure by the contracted bidder to measure performance with respect to the contract specifications for any measurement period, as a failure to meet the stipulated performance levels.

PERFORMANCE LEVELS STATEMENT

| Service/Goods Measured | being | Measurement Methodology | Penalty/Bonus and level applicable from |
|--|-------|--|--|
| Verifying and sign-off for the completion of the work. | | NRF Department representative and Project Manager verify the work done and sign off. | Where the work done deviates from the specifications, rectification of work to be done at the contractors' own cost. Where the completion of work delayed by more than 2 weeks from the approved & agreed upon timelines, penalty is 1% of the original invoice value for each additional week of delay. |

SBD 4 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.

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.

| 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

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.

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.

3.5 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

| PREFERENCE POINTS CLAIMED (SBD 6.1) | |
|--|--|
| 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: <ul style="list-style-type: none"> - 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 <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> (a) Price; and (b) Specific Goals. |

PREFERENCE POINTS CLAIMED (SBD 6.1)

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

- (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 PREFERENCE POINT SYSTEMS

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

80/20

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

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

PREFERENCE POINTS CLAIMED (SBD 6.1)

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:

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

80/20 or 90/10

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

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.)

NRF will use the B-BBEE status level scoring table

Preference points are allocated to both procurement and income-generation based on the two different thresholds in terms of the table below:

PREFERENCE POINTS CLAIMED (SBD 6.1)

| The specific goals allocated points in terms of this tender: B-BBEE Status Level of Contributor | Number of points allocated (80/20 system) | Number of points claimed (80/20 system) (To be completed by the tenderer) |
|--|---|--|
| 1 | 20 | |
| 2 | 18 | |
| 3 | 14 | |
| 4 | 12 | |
| 5 | 8 | |
| 6 | 6 | |
| 7 | 4 | |
| 8 | 2 | |
| Non-compliant | 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 –

PREFERENCE POINTS CLAIMED (SBD 6.1)

- (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:

BID SUBMISSION CERTIFICATE FORM - (SBD 1)

I hereby undertake to supply all or any of the goods, works, and services described in this procurement invitation to the NRF in accordance with the requirements and specifications stipulated in this Bid Invitation document at the price/s quoted.

My offer remains binding upon me and open for acceptance by the NRF during the validity period indicated and calculated from the closing time of Bid Invitation.

The following documents are deemed to form and be read and construed as part of this offer / bid even where integrated in this document:

| | |
|---------------------------|--|
| Invitation to Bid (SBD 1) | Specification(s) set out in this Quotation Invitation inclusive of any annexures thereto |
|---------------------------|--|

BID SUBMISSION CERTIFICATE FORM - (SBD 1)

| | |
|--|--|
| Bidder's responses to this invitation as attached to this document | Pricing Schedule(s) (SBD3.1) including detailed schedules attached |
| (SBD 6.1) PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022 | |
| Declaration of Interest (SBD4) | General Conditions of Contract and special/additional conditions of contract as set out in this document |
| I confirm that I have satisfied myself as to the correctness and validity of my offer / bid in response to this Bid Invitation; that the price(s) and rate(s) quoted cover all the goods, works and services specified in the Bid Invitation and cover all my obligations and I accept that any mistakes regarding price(s) and rate(s) and calculations will be at my own risk. | |
| I accept full responsibility for the proper execution and fulfilment of all obligations and conditions devolving on me in terms of this Bid Invitation as the principal liable for the due fulfilment of the subsequent contract if awarded to me. | |
| I declare that I have had no participation in any collusive practices with any Bidder or any other person regarding this or any other Bid. | |
| I certify that the information furnished in these declarations (SBD 3, SBD 4, SBD 6.1) is correct and I accept that the NRF may reject the Bid or act against me should these declarations prove to be false. | |
| I confirm that I am duly authorised to sign this offer/ bid response. | |
| NAME (PRINT) | |
| CAPACITY | |
| SIGNATURE | |
| WITNESS 1 | |
| NAME | |
| SIGNATURE | |
| WITNESS 2 | |
| NAME | |
| SIGNATURE | |
| DATE | |