

**COR8046/2025- REQUEST FOR BIDS FOR THE INCLUSION IN THE PANEL OF LICENSED SECURITY SERVICES FOR ALL OF THE AIRPORTS COMPANY SOUTH AFRICA'S NINE (9) AIRPORTS AND THE PRICING FOR SECURITY SERVICES AT THE CAPE TOWN INTERNATIONAL AIRPORT, OR TAMBO INTERNATIONAL AIRPORT AND KING SHAKA INTERNATIONAL AIRPORT ALL FOR A PERIOD OF 60 MONTHS.**

**CLARIFICATION 03**

1. In regard to the training qualifications. If the qualification expiry date is the same date of the tender submission – will the qualification be accepted by ACSA as valid as it is still valid on the day of submission?

**VALID MEANS, VALID AS AT THE DAY OF TENDER CLOSING. IT IS IMPORTANT TO NOTE THAT THESE DOCUMENTS NEED TO BE VALID AT CONTRACTING STAGE.**

2. We note that you have adjusted the tender document to submit UIF compliance certificate. However, the UIF no longer issue these certificates.

Please take note of the following:

*Based on recent directives, the Unemployment Insurance Fund (UIF) in South Africa has suspended the issuance of, and the requirement for, the Electronic Compliance Certificate (e-Compliance Certificate) or "Tender Letter" as a condition for doing business.*

*Key points about this change include:*

- **Suspension:** *The UIF's Circular No. 2B/2022 suspended the requirement for companies to provide a UIF Compliance Certificate when conducting business with the UIF, government entities, or private companies.*
- **Duration:** *The suspension is effective until the Unemployment Insurance Commissioner officially revokes it.*

We can submit copy of our EMP201 submissions to the UIF together with proof of payments as evidence of compliance. Please confirm that this will be accepted.

**PLEASE SEE ADDENDUM 02.**

3. We kindly request a recording of the briefing session.

**WE UNFORTUNATELY DO NOT SHARE RECORDINGS TO MEETINGS. THE PRESENTATION AND MINUTES WERE SHARED ON ETENDERS.**

4. Management and Supervisory Resources:

Please confirm whether the Curriculum Vitae (CVs) and supporting certifications for:

- One (1) Operation Manager
- Two (2) Site Managers
- Six (6) Supervisors

may be submitted once and applied concurrently across all sites tendered for, or whether separate CVs and certifications are required per site for each of the above-mentioned positions.

**PLEASE REFER TO CLARIFICATION 02.**

5. Aviation Security Guards (10% Requirement)

With reference to the requirement to submit CVs for 10% of aviation security guards, kindly clarify whether:

- The 10% requirement must be calculated and submitted per site individually, or
- A single concurrent pool is acceptable, calculated based on 10% of the highest site requirement, for example:  
OR Tambo International Airport (Landside) – 356 guards × 10% = 36 guards,  
which would then be applied concurrently across all sites tendered for.

**PLEASE REFER TO CLARIFICATION 02.**

6. Overall Interpretation

In summary, we request confirmation of the exact resource documentation requirements per site, specifically whether ACSA's intention is:

- Site-specific resource submissions per location, or
- Concurrent allocation of key resources across multiple sites, as referenced in Section 2.2.2.

**PLEASE REFER TO CLARIFICATION 02.**

7. Please clarify the spec given for the Body Cams required by ACSA. The spec indicates FLIR CM-6408-21IA/QUASAR 4K UHD PTZ CAMERA, which is a wall mounted device.

**PLEASE SEE ADDENDUM 02**

8. I would like to confirm that the service provider will be responsible for all training relating to the TRT offices.

**ACSA WILL PAY FOR NKP TRAINING ONLY FOR THE TRT OFFICERS.**

9. With regards to question 42 of the Clarifications (see screenshot below) - am I correct in stating that:

The R50 million must be for the project as a whole and not per month?

If it is an ongoing project and the value is for example R20 000mill per month and the contract has run for 6 months - will you calculate as follows: R20 mill x 6 months = R100 million?

**YES, WE ARE ONLY CONSIDERING THE TOTAL PROJECT AMOUNT. WE WILL ONLY CONSIDER THE DURATION OF WORK COMPLETED IN ONGOING PROJECTS. MEANING WE WILL APPORTION THE TOTAL COST OF THE PROJECT FOR THE DURATION COMPLETED.**

10. Please advise whether the following training can be invoiced to ACSA for payment, to be paid in full:

- NKP Training
- Airside Induction
- CCTV Training
- AVSEC Awareness

**PLEASE REFER TO CLARIFICATION 02.**

11. Regarding "Annexure A", pricing schedule quantities, the following:

Are the quantities as specified, relating to a:

- "Per person" quantity, or
- "Per 7-day post" quantity? (Where relievers are to be added. One for every 2 x 7-day posts. Therefore, 2 x 7-day posts will be covered by 3 people?).

**THE QUANTITIES IN THE BOQ ARE FOR RESOURCES AND NOT POSTS. PLEASE REFER TO THE REVISED TENDER DOCUMENT (PG. 12 PRICE AND PREFERENCE). WE CANNOT SHARE THE QUANTITIES PER SHIFT AS IT POSES A RISK TO AIRPORT SECURITY.**

12. In light of the extended closing date - we would appreciate your confirmation regarding the proposed contract commencement date. Kindly advise whether the intended start date remains 01 April 2026, or if this has been revised to a later date, such as 01 May. This information is important, as it will directly impact our pricing structure and resource planning.

**THERE ARE SEVERAL FACTORS WHICH PREVENT US FROM PROVIDING A CONTRACT START DATE. BIDDERS WERE REQUIRED TO USE THE 2026 ILLUSTRATIVE PRICING GUIDE OF THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR.**

13. Functionality - Evaluation criteria 2.3

Please confirm whether the submission of CVs is not required for the minimum 10% sample of the prescribed certified aviation security guards, and that compliance will be assessed solely on the submission of the applicable officers' certification as required by the bid documentation.

**CORRECT.**

14. The bid documentation does not explicitly indicate whether submissions are required to follow a two-envelope system or 2 phase system. We kindly request confirmation as to whether the financial bid must be submitted separately from the technical bid. Should this be the case, we further request clarification on the specific documentation and information that must be included in the financial bid submission.

**PLEASE SUBMIT ALL DOCUMENTS (TECHNICAL RESPONSE & FINANCIAL RESPONSE) AT THE CLOSING IN ONE ENVELOPE.**

15. Is it possible to get an approximate cost of the current office spaces being utilized per airport/section in order to budget accordingly?

**FOR ALL OFFICE SPACE RELATED QUERIES PLEASE EMAIL:**

**Aubrey Blom: [Aubrey.Blom@airports.co.za](mailto:Aubrey.Blom@airports.co.za) AND/OR  
Alinee Padayachee: [Alinee.Padayachee@airports.co.za](mailto:Alinee.Padayachee@airports.co.za)**

16. We note that the pricing annexures reference "Total Cost for Year 1" however, since the submitted pricing aligns with 2026 wages which escalate on 1 March of 2027, these prices will not be valid for a full 12 months. Please advise on how to proceed to ensure compliance.

**PLEASE USE THE 2026 ILLUSTRATIVE PRICING GUIDE OF THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR FOR YOUR CALCULATIONS OF YEAR 1 COSTS. ADDENUM 02 HAS BEEN PUBLISHED WITH REGARDS TO THE ESCALATION OF COSTS.**

#### 17. Scope & Operational Clarifications

- Can ACSA confirm the exact number of screening lanes and access control points per site that form the basis of the BOQ quantities? **NO**
- Will ACSA provide historical incident statistics (armed robbery, public violence, trespassing, etc.) per site to inform risk pricing? **NO**
- Are there minimum response time KPIs for Tactical Response Teams (TRT) across different airport zones? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Will TRT members be required to integrate with SAPS radio networks or operate solely via TETRA? **SOLELY VIA TETRA.**
- What is the expected staffing model for peak seasonal fluctuations (e.g., December holidays)? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Will ACSA require a formal mobilisation plan submission post-award? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are there defined SLA performance indicators (KPIs) that will apply monthly (e.g., incident reduction targets)? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Will penalties apply for non-achievement of performance metrics, and if so, how will they be structured? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Is traffic management considered part of core guarding duties or separately measurable? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Will ACSA provide secure on-site firearm storage facilities, or must these be fully contractor-supplied? **THESE MUST BE FULLY CONTRACTOR SUPPLIED**
- For Swartklip vacant land protection (CTIA), what is the exact perimeter length to be patrolled? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are drones permitted for perimeter patrol support, subject to SACAA approval? **THIS IS NOT A REQUIREMENT.**
- Will ACSA provide access to CCTV feeds for TRT tactical situational awareness? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Is there a defined command structure for joint operations between TRT and ACSA security management? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are escorts for cash-in-transit operations chargeable as ad hoc services or included in baseline pricing? **THIS IS NOT A TENDER REQUIREMENT**

## 18. Personnel & HR Requirements

- Will ACSA prescribe minimum language competency requirements beyond English? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Is there a minimum female-to-male deployment ratio required at screening points? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are relief personnel required to meet identical certification requirements as primary deployed staff? **YES**
- Will medical fitness certificates be required for TRT members? **THIS IS NOT A TENDER REQUIREMENT**
- Are there maximum overtime thresholds allowed under the contract? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Must the bidder absorb costs associated with replacing personnel who fail SACAA recertification? **YES**
- Will background re-vetting be required periodically during the 60-month term? **THIS WILL BE IN ACCORDANCE WITH THE POLICY OF THE SERVICE PROVIDER.**
- What disciplinary reporting format must contractors use for misconduct reporting? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are union recognition agreements expected to be in place at award stage? **THIS IS NOT A TENDER REQUIREMENT**
- Does ACSA require site-specific HR managers to be appointed per airport? **THIS IS NOT A TENDER REQUIREMENT**

## 19. Training & Certification

- What is the required timeframe post-award for achieving 100% certification compliance? **THE BIDDERS WILL BE REQUIRED TO FULLY COMPLY WITH ALL REQUIREMENTS AT AWARD STAGE.**
- Will ACSA audit internal training facilities if used by the contractor? **YES**
- Must refresher training schedules be submitted annually for approval? **YES**
- Is Behaviour Detection training mandatory at tender stage or contracting stage? **CONTRACTING STAGE.**
- Will ACSA approve alternative accredited providers for tactical training? **YES, IF THE PROVIDER IS ACCREDITED**
- Are training costs subject to audit verification prior to reimbursement? **YES!!!!**
- How will lapsed certifications during the contract term be managed contractually? **ALL RESOURCES SHOULD BE CERTIFIED AT ALL TIMES DURING THE CONTRACT PERIOD.**
- Is AVSEC Level 3 required for all management personnel across all sites simultaneously? **YES**
- Will SACAA audit findings against the contractor impact performance scoring? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are penalties applicable for delayed training certification renewals? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**

## 20. Firearms & Equipment

- Is there a prescribed minimum number of R5 rifles versus handguns per TRT complement? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Will ballistic helmets be required in addition to bulletproof vests? **NO**
- Are body-worn cameras required for all armed personnel or only TRT? **ONLY TRT**
- Must bodycam footage integrate into ACSA's VMS platform? **YES**
- What is the required retention period for bodycam footage? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Is encrypted firearm tracking (e.g., RFID tagging) required? **THIS IS DEPENDENT ON THE SERVICE PROVIDERS INTERNAL POLICY**
- Will ACSA conduct independent firearm audits during the contract period? **YES, ACSA AND THE SAPS WILL CONDUCT THESE AUDITS**
- Are contractors permitted to rotate firearms between sites? **YES**

## 21. Pricing & Commercial Structure

- Will annual PSIRA escalations be applied automatically or subject to ACSA approval? **THE SERVICE PROVIDER WILL APPLY ESCALATIONS AS PER THE ILLUSTRATIVE PRICING GUIDE OF THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR. THIS CAN BE DONE AUTOMATICALLY BY THE BIDDER.**
- How will CPI-based cost pressures beyond PSIRA guidelines be treated? **CPI ESCALATIONS WILL NOT BE CONSIDERED**
- Are bidders required to price for public holiday premiums within baseline shifts? **PLEASE REFER TO THE ILLUSTRATIVE PRICING GUIDE OF THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR**
- Will ACSA permit renegotiation if legislative wage determinations materially change mid-cycle? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**
- Are insurance cost annual escalations permitted? **INSURANCE COSTS AND THE ESCALATION THEREOF SHOULD BE FACTORED INTO YOUR PRICING.**
- Are ad hoc services subject to prior written approval before deployment? **YES**
- Will ACSA guarantee minimum monthly billing volumes per site? **THIS WILL BE DISCUSSED WITH THE WINNING BIDDER.**

22. The submission requirements indicate that both an original and a copy must be provided. Kindly confirm whether the copy should be a physical hard copy or if an electronic (soft) copy will be acceptable.

**BOTH SHOULD BE HARD COPIES (YOU MAY SUBMIT AN EXTRA SOFT COPY IF YOU WISH TO DO SO).**