



## **employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

**DEPARTMENT OF EMPLOYMENT AND LABOUR: NORTH WEST PROVINCE, MMABATHO PROVINCIAL OFFICE**  
**PROVIDENT HOUSE, UNIVERSITY DRIVE 2735**

**SUPPLY CHAIN MANAGEMENT: ENQUIRIES: NKOSAZANA BLAAI\ THABO MAKHOTH**  
**TEL: 018 387 8210\018 387 8212**

**YOU ARE HEREBY INVITED TO BID TO THE DEPARTMENT OF EMPLOYMENT AND LABOUR**  
**BIN NO(s): KLD-2025/NW; RTB-2025/NW; MFK-2025/NW AND MMB-2025/NW**

**BREIFING SESSION WILL BE HELD AT: MMABATHO PROVINCIAL OFFICE**  
**PROVIDENT HOUSE, UNIVERSITY DRIVE 2735 ON THE 10<sup>th</sup> of June 2025 at 11:00 am**

**CLOSING TIME: 11:00 am**

**CLOSING DATE: 20 June 2025**

**BIDS RECEIVED AFTER THE CLOSING TIME AND DATE AS A RULE WILL NOT BE ACCEPTED FOR CONSIDERATION.**

1. Kindly furnish us with a bid for service shown on the attached forms.
2. Please find the attached General Contract conditions (GCC), SBD1, SBD3.3, SBD4, SBD6.1 and terms of reference.
3. Bidders must ensure that they are registered with National Treasury Central Supplier Database (CSD)
4. The attached forms must be completed in detail and returned with your bid. Bid documents must be submitted in a sealed envelope stipulating the following information: Name and Address of the bidder, bid number and closing date of the bid. (Failure to comply may invalidate your BID).
5. Total bid price must be written correctly and in full.
6. Certified ID copies of company directors and shareholders must be attached.
7. No sub-contracting will be allowed for rendering of this services.
8. All company registration documents must be submitted.
9. All bids will be submitted at: Department of Employment and Labour, Provident house, University Drive Mmabatho 2735
10. Emailed bids will not be accepted.

### **Please take note:**

**BID DOCUMENTS MUST BE DELIVERED IN A SEALED ENVELOPE, WITH THE**  
**FOLLOWING INFORMATION WRITTEN OUTSIDE EACH SIDE OF THE**  
**ENVELOPE: BID NUMBER, BID DESCRIPTION, BIDDERS NAME AND ADDRESS**

**IT IS THE RESPONSIBILITY OF THE BIDDER TO ENSURE THAT BIDS ARE SUBMITTED ON OR BEFORE THE STIPULATED CLOSING DATE AND TIME.**

# INVITATION TO BID



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PROVINCIAL OFFICE NORTH WEST, Private Bag X2040, MMABATHO, 2735. Provident House.  
University Drive, MMABATHO, Tel (018) 387 8100, Fax (018) 3842597.  
[www.labour.gov.za](http://www.labour.gov.za)

ENQUIRIES: Ms Nkosazana Blaai/ Thabo Makhothi  
018 387 8210  
066 115 2062/ 082 414 7513

DEPARTMENT OF EMPLOYMENT AND LABOUR INVITES PROSPECTIVE BIDDERS TO BID FOR THE SECURITY SERVICES FOR A PERIOD OF THIRTY SIX (36) MONTHS AT RUSTENBURG LABOUR CENTRE, KLERKSDORP LABOUR CENTRE, MAFIKENG LABOUR CENTRE AND MMABATHO PROVINCIAL OFFICE.

### BID SPECIFICATION

#### 1. KLERKSDORP LABOUR CENTRE (Bid NO: KLD-2025/NW)

REQUIREMENTS		GUARDING	
Item			Quantity
Security Officer - Grade C Day Shift: 06:00 - 18:00 Monday-Friday			10
Security Officers Grade C Night Shift: 18:00 - 06:00 Monday – Friday			2
Security Officers Grade C Day Shift: Weekend and Public Holidays			2



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Security Officers Grade C	2
Night Shift: Weekend and Public Holidays	
More information on standard specification document	

## 2. RUSTENBURG LABOUR CENTRE (Bid No: RTB-2025/NW)

GUARDING REQUIREMENTS	
Item	Quantity
Security Officer - Grade C	5
Day Shift: 06:00 - 18:00 Monday-Friday	
Security Officers Grade C	2
Night Shift: 18:00 - 06:00 Monday – Friday	
Security Officers Grade C	2
Day Shift: Weekend and Public Holidays	
Security Officers Grade C	2
Night Shift: Weekend and Public Holidays	
More information on standard specification document	



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[www.labour.gov.za](http://www.labour.gov.za)

## 3. MAFIKENG LABOUR CENTRE (Bid No: MFK-2025/NW)

GUARDING REQUIREMENTS	
Item	Quantity
Security Officer - Grade C	5
Day Shift: 06:00 - 18:00 Monday-Friday	
Security Officers Grade C	3
Night Shift: 18:00 - 06:00 Monday – Friday	
Security Officers Grade C	3
Day Shift: Weekend and Public Holidays	
Security Officers Grade C	3
Night Shift: Weekend and Public Holidays	
More information on standard specification document	

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### 4. MMABATHO PROVINCIAL OFFICE (Bid NO: MMB-2025/NW)

GUARDING REQUIREMENTS	
Item	Quantity
Security Officer - Grade C	14
Day Shift: 06:00 - 18:00 Monday-Friday	
Security Officers Grade C	4
Night Shift: 18:00 - 06:00 Monday – Friday	
Security Officers Grade C	4
Day Shift: Weekend and Public Holidays	
Security Officers Grade C	4
Night Shift: Weekend and Public Holidays	
More information on standard specification document	

### 1. Administrative compliance

- Compliance with specification and terms of reference
- Fully completed and signed tender documents
- Valid PSIRA certificates (Company and Directors)
- Valid COID letter of good standing and proof of UIF registration
- All required documents attached (as per the advert and communication at briefing session)

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### 2. Functionality compliance Checklist

No.	Criteria	Sub-criteria				WIGHT
		5 years and more	25 points	20 points	15 points	
2.1	Relevant Company experience in Security Industry  (Attach stamped Company reference letter(s) in a client's letter head) NB: Stamp must not be older than 6 Months.	4 years				25
		3 years				
		2 years				
		1 year or less				
2.2	Locality NB: Demonstration of Locality should be reflected on CIPC certificate, CSD, Proof of Business Address from utility bill and or Tribal Authority (All not older than 3 months)	<ul style="list-style-type: none"> <li>• Within the Municipality of the designated office</li> <li>• Within the North West Province</li> <li>• Outside the North West Province</li> </ul>	25			25
				15		
					10	

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2.3	Project and contingency plan	<ul style="list-style-type: none"> <li>• Tabling daily activities shift roster, occurrence book and supervisory activities.</li> <li>• Contingency Plan</li> <li>• Detailed response plan, including time, in event of emergency</li> <li>• List of resource to be utilized.</li> <li>• Demonstrate electronic monitoring system that will be used at the site.</li> </ul>	5 5 5 5 5	25
2.4	Financial Management	<p>The bidder is required to submit bank rating/grading letter as per the following categories:</p> <ul style="list-style-type: none"> <li>• A</li> <li>• B</li> <li>• C</li> <li>• D</li> <li>• E-G</li> </ul>	25 20 15 10 5	25
<b>TOTAL</b>				<b>100</b>

NB. Bidders should score 70/100 points or more on functionality to qualify for the 80/20 evaluation

- Evaluation on 80/20
  - 80 = price
  - 20 = specific goals
    - SMME
    - HDI

INVITATION TO BID



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- Disability

VALIDITY OF BIDS: BIDS ARE VALID FOR 90 DAYS FROM THE CLOSING DATE

BRIEFING SESSION: BRIEFING SESSION WILL BE ON 26 MAY 2025, AT 11:00, AT THE FOLLOWING ADDRESS:

DEPARTMENT OF EMPLOYMENT AND LABOUR  
UNIVERSITY ROAD  
PROVIDENT HOUSE  
MMABATHO

*Signature* 13/05/2025

ACTING DD: FINANCE, IT & OS

Business Unit	Signature & Date
Finance	
Human Resource Management (HRM)	<i>Signature</i> 13/05/2025
Inspection and Enforcement Service (IES)	<i>Signature</i> 13/05/2025



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Public Employment Service (PES)	13/05/2025
Unemployment Insurance Fund (UIF)	13/05/2025
Compensation Fund (CF)	
Approved/Not approved	

CHAIRPERSON:

SUB-DIB ADJUDICATION COMMITTEE

13/05/2025

DATE

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## PART A INVITATION TO BID

<b>YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE (NAME OF DEPARTMENT/ PUBLIC ENTITY)</b>					
BID NUMBER:	RTB-2025/NW	CLOSING DATE:	20/06/2025	CLOSING TIME:	11:00
DESCRIPTION	PROVISION OF PHYSICAL SECURITY AT DEPARTMENT OF EMPLOYMENT AND LABOUR, MMABATO PROVINCIAL OFFICE				
<b>BID RESPONSE DOCUMENTS MAY BE DEPOSITED IN THE BID BOX SITUATED AT (STREET ADDRESS)</b>					
FOR ATTENTION OF: NKOSAZANA BLAAI					
DEPARTMENT OF EMPLOYMENT AND LABOUR					
25 UNIVERSITY DRIVE, UNIT 4					
PROVIDENT HOUSE; 2 <sup>ND</sup> FLOOR OFFICE 213					
MMABATHO					
2735					
<b>BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO</b>			<b>TECHNICAL ENQUIRIES MAY BE DIRECTED TO:</b>		
CONTACT PERSON	NKOSAZANA BLAAI		CONTACT PERSON	SYDNEY KOBO	
TELEPHONE NUMBER	018 387 8210		TELEPHONE NUMBER	018 387 8129	
CELL NUMBER	066 115 2062		CELL NUMBER	082 418 6301	
E-MAIL ADDRESS	NKOSAZANA.BLAAI@LABOUR.GOV.ZA		E-MAIL ADDRESS	MMATLOU.KOBO@LABOUR.GOV.ZA	
<b>SUPPLIER INFORMATION</b>					
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
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]		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]
<b>QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS</b>					
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.					

**PART B**  
**TERMS AND CONDITIONS FOR BIDDING**

**SBD1**

**1. BID SUBMISSION:**

- 1.1. BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.
- 1.2. ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED (NOT TO BE RE-TYPED) OR IN THE MANNER PRESCRIBED IN THE BID DOCUMENT.
- 1.3. THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 2000 AND THE PREFERENTIAL PROCUREMENT REGULATIONS, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER SPECIAL CONDITIONS OF CONTRACT.
- 1.4. THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7).

**2. TAX COMPLIANCE REQUIREMENTS**

- 2.1 BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.
- 2.2 BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VERIFY THE TAXPAYER'S PROFILE AND TAX STATUS.
- 2.3 APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAY BE MADE VIA E-FILING THROUGH THE SARS WEBSITE [WWW.SARS.GOV.ZA](http://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 PIN IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.
- 2.7 NO BIDS WILL BE CONSIDERED FROM PERSONS IN THE SERVICE OF THE STATE, COMPANIES WITH DIRECTORS WHO ARE PERSONS IN THE SERVICE OF THE STATE, OR CLOSE CORPORATIONS WITH MEMBERS PERSONS IN THE SERVICE OF THE STATE."

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

SIGNATURE OF BIDDER:

.....

CAPACITY UNDER WHICH THIS BID IS SIGNED:

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

.....

DATE:

.....

**PRICING SCHEDULE**  
(Professional Services)

**FIRM PRICES**

NAME OF BIDDER: ..... BID NO.: .....

CLOSING TIME **11:00** ..... CLOSING DATE...**20/06/2025**.....

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

ITEM NO	DESCRIPTION	BID PRICE IN RSA CURRENCY **(ALL APPLICABLE TAXES INCLUDED)
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1. The accompanying information must be used for the formulation of proposals.

2. Bidders are required to indicate total price for the duration of the period of bid contract

inclusive of all applicable taxes for the project.

R.....

3. PERSONS WHO WILL BE INVOLVED IN THE PROJECT AND RATES APPLICABLE

3.1 PERSON AND POSITION

HOURLY RATE

DAILY RATE

.....	R.....	.....
.....	R.....	.....
.....	R.....	.....
.....	R.....	.....
.....	R.....	.....

- 5.1 Other expenses as per PSIRA rating\*\*\*\*

DESCRIPTION OF EXPENSE TO BE INCURRED

RATE

QUANTITY

AMOUNT

.....	.....	.....	R.....
.....	.....	.....	R.....
.....	.....	.....	R.....
.....	.....	.....	R.....

TOTAL: R.....

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

- 5.2 Other expenses, for example accommodation (specify, eg. Three star hotel, bed and breakfast, telephone cost, reproduction cost, etc.). On basis of these particulars, certified invoices will be checked for correctness. Proof of the expenses must accompany invoices.

Name of Bidder: .....

DESCRIPTION OF EXPENSE TO BE INCURRED	RATE	QUANTITY	AMOUNT
.....	.....	.....	R.....
.....	.....	.....	R.....
.....	.....	.....	R.....
.....	.....	.....	R.....

TOTAL: R.....

6. Period required for commencement with project after acceptance of bid .....

8. Are the rates quoted firm for the full period of contract? \*YES/NO

9. If not firm for the full period, provide details of the basis on which adjustments will be applied for, for example consumer price index. ....

**\*\*\*\* PSIRA PRICING GUIDELINE SHOULD BE TAKEN INTO CONSIDERATION WHEN QUOTING. IT WILL BE CONSIDERED WHEN EVALUATING THIS BID**

\*[DELETE IF NOT APPLICABLE]

**NB: PRICES MUST BE FIRM FOR THE DURATION OF THE CONTRACT PERIOD.**

\*[DELETE IF NOT APPLICABLE]

Any enquiries regarding bidding procedures may be directed to the –

(DEPRATMENT OF EMPLOYMENT AND LABOUR  
FOR ATTENTION OF: NKOSAZANA BLAAI

Tel: 018 387 8210  
066 115 2062

Or for technical information –

**MMATLOU KOBO**

Tel: 018 387 8129  
082 418 6301

**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 interest<sup>1</sup> 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

<sup>1</sup> 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 consortium<sup>2</sup> 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.

<sup>2</sup> 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 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);

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.
- b) Either 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:

- (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	80
SPECIFIC GOALS	20
<b>Total points for Price and SPECIFIC GOALS</b>	<b>100</b>

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:

$$\begin{array}{ccc} \text{80/20} & \text{or} & \text{90/10} \\ \\ Ps = 80 \left( 1 - \frac{Pt - P_{min}}{P_{min}} \right) & \text{or} & Ps = 90 \left( 1 - \frac{Pt - P_{min}}{P_{min}} \right) \end{array}$$

Where

- Ps = Points scored for price of tender under consideration
- Pt = Price of tender under consideration
- Pmin = Price of lowest acceptable tender

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

#### 3.2.1. POINTS AWARDED FOR PRICE

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

$$\begin{array}{ccc} \text{80/20} & \text{or} & \text{90/10} \\ \\ Ps = 80 \left( 1 + \frac{Pt - P_{max}}{P_{max}} \right) & \text{or} & Ps = 90 \left( 1 + \frac{Pt - P_{max}}{P_{max}} \right) \end{array}$$

Where

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

#### 4. POINTS AWARDED FOR SPECIFIC GOALS

- 4.1. In terms of Regulation 4(2); 5(2); 6(2) and 7(2) of the Preferential Procurement Regulations, preference points must be awarded for specific goals stated in the tender. For the purposes of this tender the tenderer will be allocated points based on the goals stated in table 1 below as may be supported by proof/ documentation stated in the conditions of this tender:
- 4.2. In cases where organs of state intend to use Regulation 3(2) of the Regulations, which states that, if it is unclear whether the 80/20 or 90/10 preference point system applies, an organ of state must, in the tender documents, stipulate in the case of—
- (a) an invitation for tender for income-generating contracts, that either the 80/20 or 90/10 preference point system will apply and that the highest acceptable tender will be used to determine the applicable preference point system; or
  - (b) any other invitation for tender, that either the 80/20 or 90/10 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system, then the organ of state must indicate the points allocated for specific goals for both the 90/10 and 80/20 preference point system.

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

*(Note to organs of state: 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)
Women ownership director/owners	5 points	
SMME/EME: annual turnover less than R10m	8 points	
Historically Disadvantaged Individuals	4 points	
DISABILITY: Certified by Medical Doctor	3 points	

#### DECLARATION WITH REGARD TO COMPANY/FIRM

- 4.3. Name of company/firm.....
- 4.4. Company registration number: .....
- 4.5. TYPE OF COMPANY/ FIRM
- ☐ Partnership/Joint Venture / Consortium
  - ☐ One-person business/sole propriety
  - ☐ Close corporation
  - ☐ Public Company
  - ☐ Personal Liability Company
  - ☐ (Pty) Limited
  - ☐ Non-Profit Company
  - ☐ State Owned Company
- [TICK APPLICABLE BOX]

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

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



# **MINIMUM REQUIREMENT CONTRACT SECURITY SPECIFICATION**

**RUSTENBURG LABOUR CENTRE**

# 1. CONDITIONS OF THE TENDER

## 1.1 DURATION

- (a) The duration of the contract will be for a period of three years (36 months), commencing from the date the company begins with the security services on site. The contract will be reviewed every year.
- (b) The successful tenderer shall be obliged to sign a service level agreement on commencement of the service.

- 1.2 Prospective tenderer shall visit the site in order to ascertain the extent of the service to be rendered. A compulsory site meeting will be held at the offices of the Department of Employment and Labour.

## 2.1 OPERATIONAL CONDITIONS

**SPECIFICATION (Please mark appropriate block with an X)**

ITEM NO	DESCRIPTION	YES	NO	REMARKS
2.1.1	<b>Service required</b>			
	The rendering of a Guarding Service for a period of 36 months on the following premises:  <b>Department of Employment and Labour Heritage Building Cnr Steen and Nelson Mandela Street Rustenburg 0300</b>			
	<i>Item</i>	<i>Number</i>		
2.1.1.1	Security Officer - Grade C Day Shift: 06:00 - 18:00 Monday-Friday	5	x	
2.1.1.2	Security Officers Grade C Night Shift: 18:00 - 06:00 Monday - Friday	2	X	
	Security Officer - Grade C Day Shift weekend/Public Holidays	2	X	
	Security Officer - Grade C Night Shift weekend/Public Holidays	2	X	
2.1.1.3	<b>Security Aids</b>			
	(a) Portable hand held 2 way radios (to be programmed to contractor's frequency).	7	X	
	(b) Torches (including batteries)	2	X	
	(c)			
	(d) Batons	7	X	
	(e) Pocket books	7	X	
	(f) Handcuffs	7	X	
	(g) Cellphones with Airtime	1	X	Cell phone on site
	(h) Whistles	2	X	
	(i) Occurrence book	1	X	On Site
	(j) Patrol monitoring device	5	X	
	(k) Gun Safe		x	
	(l) Metal detector	2	X	



ITEM NO	DESCRIPTION	YES	NO	REMARKS
	(m) Visitors Register	x		Register on site
	(n) Laptop Register	x		Register on Site
	(o) Register for State Vehicles	X		Register on Site
	(p) Pepper spray	X		

### Detailed requirements

2.1.2	<b>Private Security Industry Regulatory Authority</b>			
2.1.2.1	The organization must be registered in terms of the Private Security Industry Regulatory Act (Act 56 of 2001). <i>As proof thereof, a copy of registration must be attached with the tender.</i> All Security officers that the tenderer supplies to render the service must be registered as Security Officers in terms of The Private Security Industry Regulatory Act (Act 56 of 2001).	X		
2.1.2.2	A copy of the registration certificates in respect of all the Security officers must be attached to the tender documents.	X		
2.1.3	<b>Supervision of Emergency Assistance</b>			
	The tenderer must have a well established and equipped (24) hour security control room. The Tenderers must furnish details of security equipment, registers, and security systems which is available in the security control room. <i>NB: The Department holds the right to inspect such control room.</i> Tenderers must be reachable within twenty four (24 hours) - during emergency 8 hours terms.	x		
2.1.4	<b>Minimum wages</b>			
	It is expected that the tenderer shall pay his/her employees at least the minimum monthly basic wage, as prescribed by the law. A three months Bank Statement / letter of financial assistance must be submitted as proof that the tenderer has the financial capability to remunerate his/her employees without being dependent to the Department of Employment and Labour for payments of his/her employees.	X		
2.1.5	<b>Provision of personnel in crisis situation</b>			
	Tenderers must, in consultation with the responsible Manager in charge of Security Services, or the Security Official delegated from the Department of Labour, undertake to provide certain and reasonable number of staff as required for the rendering of the service at the site during crisis situations. Failure to consult with responsible Manager or such delegated official will result in this matter being regarded as been illegitimate	x		
2.1.6	<b>Security Service</b>			
2.1.6.1	The quality of the service to be rendered must be in accordance with Private Security Industry Regulatory Authority standards. It is the responsibility of the successful tenderer to see that personnel employed for the rendering of this service, meet the requirements at all times, which is incorporated in the legislations listed below. Failure to meet any of these requirements will result in the termination of the contract. All possible steps shall be taken by the tenderer to	x		



ITEM NO	DESCRIPTION	YES	NO	REMARKS
	ensure that the intended execution of this agreement takes place. These steps include, inter alia, the following : a) The protection of Department of Labour officials against injuries, death or any other offences, including offences referred to in Schedule 1 of the Criminal Procedure Act, 1977 (Act 51 of 1977); b) The protection of State property at the intended sites and the protection of said property against theft and vandalism; c) The Protection of Information; and d) The Protection of the business process of the Development against any Interruption.			
2.1.6.2	The contractor will be held liable for any damages or loss suffered by the Department of Labour as a result of the contractor's own or his employees' negligence or intent, which originated on the site.	x		
2.1.6.3	The Department of Labour shall not be liable for any loss or damage of any nature to any of the contractor's properties or any items kept at the department's site.	X		
2.1.7	<b>Security personnel compliance</b>			
2.1.7.1	Security Officers must have obtained a Senior Certificate or equivalent qualification.	x		
2.1.7.2	The Security Officers supplied to render the service, must at least have had (2) two years security experience.	x		
2.1.7.3	Security Officers supplied to render the service, must be trained to the standard set by the Private Security Industry Regulatory Authority, and trained in a Private Security Industry Regulatory Authority accredited centre. The Security Officers must understand and be able to implement the Control of Access to Public Premises and Vehicle Act No. 53 of 1985.	x		
2.1.7.4	The Department will screen (and interview) the Security Officers supplied to render the service within (7) seven days after commencement of their respective service and to verbally request an immediate replacement should the Security Officer not meet the criteria or perform to the accepted standard.	x		
2.1.8	<b>Declaration of secrecy and screening</b>			
2.1.8.1	All security personnel and management involved with the Security Services of the Department of Labour shall at the commencement of this agreement sign an "Oath of Secrecy" declaration and submit the declaration to the responsible Manager in charge of Security Services in the Department of Labour.	x		
2.1.8.2	The Supervisor and Security Officers must sign an undertaking in which they declare that they will refrain from any action which might be to the detriment of the Department and the State in general.	x		
2.1.8.3	The Supervisor and Security Officers are prohibited from reading documents or records in offices or the unnecessary handling thereof. No information concerning the State activities may be furnished to the public or media by the contractor or any of his/her employees..	x		
2.1.9	All Directors in the Company will be subjected to security screening.	X		

ITEM NO	DESCRIPTION	YES	NO	REMARKS
2.2.	<b>General requirements for security service</b>			
2.2.1	The following general requirements apply :	x		
2.2.1.1	At all times Security Officers must present an acceptable image and appearance which implies, that they may not sit, lounge about, smoke, eat or drink while attending to employees of the department and public.	x		
2.2.1.2	The Supervisors and Security Officers must at all times present a professional dedicated attitude. A professional dedicated attitude approach shall imply that there shall be no unnecessary arguments with visitors / staff or discourteous behavior towards them.	X		
2.2.1.3	The Supervisors and Security Officers must be physically healthy and medically fit for the execution of their duties.	X		
2.2.1.4	The Department retains the right to ascertain from the Private Security Industry Regulatory Authority as to whether the Supervisors and Security Officers are in good standing with the Private Security Industry Regulatory Authority.	x		
2.2.2	<b>Uniforms and identification</b>			
	The contractor shall undertake to ensure that each member of his security personnel will at all times when on duty be fully equipped in respect of : a) A neat and clearly identifiable uniform of the company, which will include matching rain coats and overcoats for personnel performing duties outside the building. b) A clear identification card of the company with the member's photo, identification and staff number on it, worn conspicuously on his/her person at all times. c) <b>Alternatively:</b> The valid identification card issued by the Private Security Industry Regulatory Authority.	x		
2.2.3	<b>Records on Security Personnel</b>			
	Tenderers must keep proper files as well as appropriate documents of all security personnel, who are employed for rendering the service to the Department available for inspection by representatives of the Department. The appropriate documents shall include, the following; Scholastic, training, registration and medical certificates.	x		
2.2.4	<b>Registers to be utilized and maintained</b>			
2.2.4.1	The contractor must ensure that the Occurrence Register and Access Control Register / Forms, which are available on the site, is utilized and maintained as required :	x		
	(a) <b>Occurrence Register</b> - The purpose of this register is to keep record of all incidents, occurrences, or observations made by the Security Officer's whilst on duty for later reference. - <b>Compulsory Entries:</b> All listed routine procedures such as patrols undertaken, handing over of shifts, etc., and the procedures followed, by whom and the time of commencement. These entries must all be made clearly legible, in black ink. - All occurrence/events however important, slight or unusual, with reference to the correct time and relevant actions taken must be noted in a clearly legible black ink. - All security personnel activities - especially deviations in respect of the duty list - indicating particulars of the personnel and relevant times.	x		

ITEM NO	DESCRIPTION	YES	NO	REMARKS
	<ul style="list-style-type: none"> <li>- The issue and/or receipt of keys, indicating the time and by whom they were received and delivered.</li> <li>- The unlocking / locking of doors / gates, indicating the time and by whom they were locked / unlocked.</li> <li>- The handling over of shifts, mentioning all names of all shift personnel and accompanying equipment and aids. In this case personnel taking over as well as personnel handing-over must sign the entries.</li> </ul>			
	- <u>Occurrence register - Read</u> : After handing-over of the shifts, the person who has come on shift must make an entry that he / she has read the occurrence register in order to acquaint himself / herself with events that occurred during the previous shift.	x		
	- <u>All shifts by Supervisors and Management:</u> These entries must be done in legible red ink. Officials of the Department shall pass on in writing, all additional requests in respect of the rendering of the service.	x		
	- Under no circumstances may an entry in the occurrence register be erased, painted out with correction fluid or totally deleted. It shall only be crossed out by a single line and initialed at the side.	x		
	b) <u>Shift Rosters</u> - Purpose: The purpose of the shift roster is to serve as proof, at all reasonable times that all personnel who should be on duty per shift, are indeed on duty. - Drawing up a shift roster: Daily, weekly, monthly shift roster of all security personnel must be drawn up by the contractor and kept on site where the service is rendered. - Changes to the shift roster: Any changes to the shift roster shall be crossed out by a single line, initialed, dated and noted in the occurrence register.	x  x  x		
	c) <u>Duty sheet</u> - The purpose of the duty sheet is to ensure that all security personnel on duty are familiar with their duties as required for the contract. - The contractor must have a fully expounded duty sheet available at each duty point of the site.	x		
	d) <u>Two-way radio's</u> <input type="checkbox"/> The purpose of the two-way radio communication is to ensure that there is immediate communication between the various duty points on the site and with the contractors control room. - Hand held 2 way radios: The hand held radios must be in good working condition at all times and they must be handed to the Security Officer patrolling the site for immediate communication with the base station.	x		
	e) <u>Patrols</u> - The purpose of patrolling is to ensure that the site is inspected according to instructions and any deviation is immediately reported to supervisors and addressed accordingly.	x		
2.2.5	<b>Contact with Departmental Representative</b>			
2.2.5.1	The Site Manager or Supervisor must immediately report any abnormal and or noteworthy incident to the	x		

ITEM NO	DESCRIPTION	YES	NO	REMARKS
	Departmental Representative.			
2.2.5.2	A meeting, where formal discussions can be held between the Departmental Representative and Contractors Supervisor / Manager or Contractor himself / herself, must be held at least once a month. The Department will keep the minutes of the meeting.	x		
2.2.5.3	The contractors shall furnish a monthly and quarterly report of the security service, incidents, etc. which transpired in the previous month to the responsible Manager or delegated official in the Dept of Labour.	x		
2.2.6	<b>Maximum shift hours</b>			
	No security personnel may be allowed to work a daily shift longer than (12) twelve hours.	x		
2.2.7	<b>Lost articles</b>			
	<u>Definition:</u> Lost articles found at the site and of which the ownership could not immediately be established. All lost articles must immediately be handed in at the security control room on site for safekeeping and recorded in the occurrence register. Thereafter it must be handed to the Departmental Representative.	x		
2.2.8	<b>Inspections</b>			
2.2.8.1	A thorough inspection of the service shall be performed by Departmental officials as well as the contractor at least once monthly.	X		
2.2.8.2	The Department retains the right to inspect the service rendered by the contractor at any time, in order to ensure that the service is rendered in accordance with the conditions of the contract and the site specification.	x		
2.2.8.3	The Department retains the right to require from the contractor, that any of his / her employees be replaced, should justifiable reasons exist, in which case the employee must leave the site immediately. The Department will not be held responsible for any damages or claims which may arise and the contractor or successful tenderer indemnifies the department against any such claims and legal expenses.	x		
	NOTE: The Department's representative will check daily whether sufficient personnel are available on site in terms of the conditions.	x		
2.2.8.4	All security personnel shortages must be noted in the occurrence register by the Contractor or any of its employees on duty.	x		
2.2.9	<b>Labour unrest incidents</b>			
	<u>Labour unrest on site:</u> If the service is interrupted/or temporary deferred because of any labour unrest, labour dispute, civilian disorder, a local or national disaster or any other cause beyond the control of the contractor, the parties must come to an agreement on methods to ensure continuation of the security service. The contingency plan of the department will be in place.	x		
2.2.10	<b>General</b>			
	The contractor's personnel must at all times refrain from littering and they must keep the grounds / building / work area occupied by them clean, hygienic and neat.	x		
	Under no circumstances will any security personnel be allowed to trade on the premises.			
2.2.11	<b>References</b>			
	The contractor must provide a list of work references in progress which must not be less than three (3) in numbers.	x		
2.2.12	<b>Additional requirements</b>			
	A direct line of communication must be established be-			

ITEM NO	DESCRIPTION	YES	NO	REMARKS
	tween the security control room in the department and the control room of the contractor.	X		
	The contract is valid for a period of 3 years (36 months) and the Department reserves the right to terminate the contract with immediate effect if the contractor is not rendering the service in terms of the contract and Service Level Agreement. This will be done in line with the policies of the Department of Labour.	x		
2.2.13	Project Execution Plan must be supplied by the contractor.	x		

### 3. CONTRACTOR'S RESPONSIBILITIES

- 3.1 The contractor must, at his own expense, take out sufficient insurance cover against any claims, costs, loss and damage ensuing from his obligations and he must ensure that such insurance remains operative for the duration of this agreement.
- 3.2 A copy of such insurance contract shall be handed to the departmental representative on commencement of the service.
- 3.3 The contractor must on commencement of the service, and at his own expense, establish a site office in Klerksdorp and ensure that the office remains operative for the duration of this agreement.

### 4. OTHER SECURITY REGISTERS

Apart from the occurrence book mentioned above the following registers shall be utilised by the Security Officers in rendering service at Department of Employment and Labour buildings: Klerksdorp Labour Centre.

#### 4.1 Visitors register

Purpose: The purpose of the visitor's register is to have information available at all times regarding persons allowed entry to the site within a specific period, in case occurrences should take place which might lead to judicial enquiry or investigations. Register should be kept clean, legible and neat all times. These register forms must be completed correctly and legibly by the security guard / officer on duty and the following information from the visitor should be noted:

- Date and time of visit and departure
- Surname and initials of the visitor
- ID number and proof of identity of the visitor
- Home and work address of the visitor
- Name of person to be visited
- Telephone numbers at work or home
- Duration of the visit
- Purpose of visit
- Signature of the visitor



- 4.4.3 Each entry should have a serial number, date, time and the name of the officer who made the entry.

**4.5 Removal permit**

This permit is the most essential in terms of control of goods and assets leaving the department. This register should be controlled in this manner.

- 4.5.1 State asset, information and other relevant goods are not allowed to leave the department before the proper authority is obtained. There is a control officer who has the authority to sign for the goods leaving the building.
- 4.5.2 The Security Officer shall verify the serial numbers and the goods before the goods can be removed from the building. When the Security Officer is not certain with the serial numbers and other information, he / she should contact the senior officer to look at the matter before such goods can be removed from the building.

**4.6 Government vehicle register**

Security personnel should control government vehicles at the exits and entrances of the buildings. The security personnel should look at the following issues:

- 4.6.1 To determine whether the driver has the authority to drive the vehicle.
- 4.6.2 To report the abuse of Government vehicles by officials.
- 4.6.3 To combat the theft of vehicles and their tools.
- 4.6.4 To ensure that the vehicles are used for only official purposes only.
- 4.6.5 To ensure that the officials are not returning the vehicles without reporting them.
- 4.6.6 To check the date and time the vehicle departed and entered the premises.

**Chairperson: Specification Committee**  
**Mr. Tidimatso Tigele**

**Date:** \_\_\_\_\_