



## South African Human Rights Commission

<b>TENDER NUMBER</b>	RFP-HO-04-2025 Employee Employees
<b>DESCRIPTION</b>	Appointment of a service provider to render employee health and wellness services to the South Africa Human Rights Commission (SAHRC) for a period of 24 months.
<b>PUBLISHED</b>	DATE: 07 November 2025
<b>TENDER BRIEFING</b>	<p>DATE: 14 November 2025 TIME: 11H00 (GMT +2)</p> <p>Link for the briefing (teams link) <a href="https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZWJlZTVkOWMtODhmYy00ZmJmLTgyODMtMjU2YjZmZTk0YWE2%40thread.v2/0?context=%7b%22Tid%22%3a%220159c87f-d04f-40b5-8866-46fb77a8d382%22%2c%22Oid%22%3a%22fb829170-36dd-416d-9827-c5e1a7c3323a%22%7d">https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZWJlZTVkOWMtODhmYy00ZmJmLTgyODMtMjU2YjZmZTk0YWE2%40thread.v2/0?context=%7b%22Tid%22%3a%220159c87f-d04f-40b5-8866-46fb77a8d382%22%2c%22Oid%22%3a%22fb829170-36dd-416d-9827-c5e1a7c3323a%22%7d</a></p> <p>Enquiries can be made in writing as follows: Administration/ Supply Chain Management: Kganki Kekana <a href="mailto:tenderoffice@sahrc.org.za">tenderoffice@sahrc.org.za</a></p> <p>Technical: Ramaredi Mathibela <a href="mailto:Rmathibela@sahrc.org.za">Rmathibela@sahrc.org.za</a></p>
<b>CLOSING DATE</b>	DATE: 21 November 2025 TIME: 11H00 (GMT +2)
	Submissions to be done via email to: <a href="mailto:HOpurchase@sahrc.org.za">HOpurchase@sahrc.org.za</a>

## 1. BACKGROUND

The South African Human Rights Commission (Commission) is an independent state institution established in terms of section 181 of the Constitution of the Republic of South Africa of 1996 to support and strengthen constitutional democracy.

In terms of section 184(1) of the Constitution, the Commission is mandated to:

- 1.1. promote respect for human rights and a culture of human rights.
- 1.2. promote the protection, development and attainment of human rights; and
- 1.3. monitor and assess the observance of human rights in the Republic.

In carrying out its mandate, the Commission adopts multiple strategies and approaches to managing the information as one of the vital resources. Currently the Commission stores records that have reached their retention period and cannot be destructed as per the national archives act and regulations, RM disposes the inactive records to the offsite storage on a contract basis.

## 2. PURPOSE

The purpose of this Terms of Reference (TOR) is to invite potential qualified service provider to submit proposals for the provision of employee health and wellness programme to the SAHRC.

## 3. OBJECTIVE

The primary goal of the EWP is to inform and skill employees to take ownership of their wellbeing and to provide them with the necessary support and interventions to make informed decisions regarding their work and personal lives as a remedial or problem focused and implies reactive/crisis interventions designed to assist employees in the identification and resolution of personal problems which include, but are not limited to; marital, family, emotional, legal, financial, substance abuse, illness or other personal problems that adversely impact upon their health as well as their productivity.

## 4. SCOPE OF SERVICES

Reference of Service Components	Service Description
<b>Services 1: Counselling Service</b>	

<p>Toll-free telephone supportive counselling:</p>	<ul style="list-style-type: none"> <li>Professional Support Line Service</li> </ul> <p>(24/7/365) for employees and immediate family members and a dedicated SMS help- for "Please call me messages" for off-site employees that do not have access to a landline</p> <p>The service shall be available in 11 official languages.</p>
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<p>Personal Face-to-Face Counselling and 3 hours dedicated to onsite Counselling on a monthly basis Model Of 6-8 counselling Sessions per Employee per issue Annually with additional two sessions at the</p>	<p>6-8 Personal Counselling (Face-to-Face) - sessions per person per year (per condition/incident) close to employee/family member residence or place of work.</p> <p>Support and counselling/rehabilitation for victims and perpetrators. Support and counselling for victims of unfair discrimination, disabilities, homophobic, xenophobic and tribalism etc.</p> <p>Bereavement Counselling</p>
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<p>discretion of the service provider. Face-to-Face Counselling for employees and family members</p>	
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<p>Critical Incidence Services (Trauma debriefing)</p>	<p>A <b>critical incident service</b>: offering prompt and professional trauma debriefing and counselling services to employees exposed to incidents of trauma.</p>
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<p>Electronic on-line advisory services</p>	<p>Access to comprehensive online wellness programme. The programme includes an integrated suite of email and web-based health management applications including interactive disease management tools; a selection health and wellness information; a medical encyclopedia; quizzes and calculators; as well as personalized information on a range of employee well-being related topics such as stress management, substantiate abuse and trauma management.</p> <p>Printable resources to be made available.</p>
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**Service 2: Life Management Services**

<p>Legal Advice and Guidance</p>	<p>A legal well-being service provider will provide SAHRC employees with detailed practical information, education, counselling, resources and referrals on a broad range of legal matters, consumer affairs as the purpose of this Terms of Reference (TOR) is to invite qualified service providers to submit proposals for the provision of support services to the Employee Health and Wellness Programme.</p> <p>The primary goal of the EWP is to inform and skill employees to take ownership of their wellbeing and to provide them with the necessary support and interventions to make informed decisions regarding their work and personal lives as a remedial or problem focused and implies reactive/crisis interventions designed to assist employees in the identification and resolution of personal problems which include, but are not limited to marital family, emotional, legal, financial, substance abuse, illness or other personal problems that adversely impact upon their health as well as their productivity. And social benefits. Assistance on labour law matters is excluded from the service</p>
<p>Financial and Debt Management and advocacy and Money management (Budgeting)</p>	<p>Financial wellbeing: This component of the service will assist employees who have queries relating to finances and debt management</p>
<p>Family Care</p> <p>Alcohol, Drugs and Gambling Management and incapacity Solutions (once a year)</p>	<p>Family Care Support: It will focus on the provision of information and guidance on a broad range immediate of family related issues such as parental guidance, disability benefits, educational and community resources, special needs placement, dependent care, child support immigration, expatriate adjustment, alternative work arrangements residential facilities, vocational guidance, community resources, pre school programmes and care-giving guidance, information and advice on alcohol management. Information and advice on alcohol, drugs and gambling management.</p> <p>Representation on incapacity panels for advice and support</p>
<p><b>Service 3: Unfair Discrimination and Sexual Harassment Support Programme(4 session per year)</b></p>	

Sexual Harassment Unfair Discrimination (Gender, Race, Disability etc.)	Provide trauma Counselling and victim empowerment. Mandatory Counselling for perpetrators.
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**Service 4: Awareness Education & Training (12 sessions per annum)**

<p>Awareness sessions entail the following:</p> <p>Employee Awareness Sessions.  Managerial Awareness Sessions  Wellness Interventions with a specific focus on:  -Social-psycho specialists (As and when required even on a group level and  On-site, Counselling monthly per site</p>	<p><b>The services to be rendered will include but not limited to the following:</b>  Awareness presentations for managers, supervisors and employees and others who may need to be involved such as Human Capital, SH personnel and Wellness Committee members as follows: Socio-Psychologists</p> <ul style="list-style-type: none"> <li>o Incapacity Training</li> <li>o Diversity Training</li> </ul>
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**Service 5: Referral and Support Services**

Referral and support services	<p>•Referral Services to appropriate resources outside the Employee Wellness Programme. The service provider must have access to an extensive database of approved private and public resources with which employees will be referred if the nature of their requirements falls outside the scope of the EWP. These must be facilitated by a team of suitable qualified professionals including social workers, psychologists, medical, financial and legal practitioners.</p>
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**Service 6: Conflict Management Intervention**

Conflict Management: To be done by Industrial Psychologist	Respond to the adverse conflict risks within the organization prior to them impacting negatively on productivity and service excellence. Build capacity for managers to use the service and to identify distressed employees and refer them to appropriate resources. One-on-one and group support interventions Referral (Employee-to-employee and Employer-to-Manager)
<b>Service 7: Programme Management</b>	
Complaints Management	• The service provider will address all EWP related as per SLA complaints received from the SAHRC.
Orientation management	<ul style="list-style-type: none"> <li>• Roadshow campaigns</li> <li>• Induction sessions</li> <li>• Health and wellness related talks</li> <li>• Onsite present at company wellness initiatives</li> </ul>

## 5 . PROJECT TIMELINES

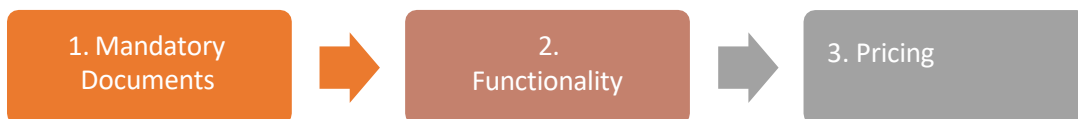
The project duration shall be 24 months from the day of the contract signing.

## 6. PRICING

Service Providers must provide a detailed breakdown of the costs and fees. The quotation must be firm and valid for a period of twenty-four months (24). The total cost must reflect VAT included.

## 7. EVALUATION CRITERIA

Bids will be evaluated on 80/20-point system as outlined in the PPR of 2022. The proposals will be evaluated in three phases:



- a. Phase 1=Mandatory
- b. Phase 2 -Functionality
- c. Phase 3-Price and Preference Points

## **Phase 1: Mandatory Documents**

- a. Proposal
- b. Central Supplier Database Report.
- c. Valid Tax Clearance Certificate or Tax Compliance Status (with SARS PIN CODE).
- d. All SBD (Standard Bidding Documents) forms must be completed fully and duly signed.
- e. Proof of membership of a recognised professional employee wellness or assistance association
- f. Service must provide supporting documents used to claim points under 4.2 of SBD 6.1

**Note: Bidders who fail to comply with the mandatory requirements will be regarded as submitting a non-responsive bid, disqualified and not considered for further evaluation.**

## **Phase 2: Functionality**

All compliant quotes received will be evaluated based on the following criteria: functionality criteria will be further evaluated on applicable values as outlined below.

### **Evaluation on functionality, as in Table 1 below:**

- Bidders will be evaluated out of 100 points and are required to achieve minimum threshold of 70 points.
- The overall score must be equal or above 70 points to proceed to for Price and Specific Goals evaluations.
- Bidders who fail to meet minimum threshold will be regarded as submitting a non-responsive bid and will not be considered for further evaluation on price and preference points. The minimum threshold for qualification by functionality is 70, assessed as per criteria listed in Table 1 below:

Criterion	Description	Weight (%)
1	<p><b>Account Manager Experience</b></p> <p>A detailed CV/Profile of the incumbent must be provided for the person that will occupy this position.</p> <ul style="list-style-type: none"> <li>• <b>Evaluation rating 0 equals to non-allocation of points, to the bidders who :</b> <ul style="list-style-type: none"> <li>○ Less than 5 years' experience in employee wellness services</li> <li>○ Account Manager does not have experience in employee wellness services</li> <li>○ No proof of relevant experience attached.</li> </ul> </li> </ul> <p><b>Evaluation rating 1 equals to 10 points.</b> 5 years' experience in employee wellness services</p> <p><b>Evaluation rating 2 equals to 20 points.</b> 6-10 years' years' experience in employee wellness services</p> <p><b>Evaluation rating 3 equals to 30 points.</b> More than 10 years' experience in years' experience in employee wellness services</p>	30
2	<p><b>Account Manager Qualification</b></p> <p>Account Manager should at least have a qualification in Psychology or Social Work</p> <ul style="list-style-type: none"> <li>• <b>Evaluation rating 0 equals to non-allocation of points, to the bidders who:</b> <ul style="list-style-type: none"> <li>○ No proof of qualifications attached or attached proof is lower than the National Diploma or irrelevant qualification provided.</li> </ul> </li> <li>• <b>Evaluation rating 1 equals to 5 points</b> N Dip in Psychology or Social Work or related field</li> <li>• <b>Evaluation rating 2 equals to 10 points</b> Bachelor's degree in Psychology or Social Work or related field</li> <li>• <b>Evaluation rating 3 equals to 15 points</b> Post grade / Honours and above in Psychology or Social Work or related field</li> </ul>	15

3

### Reference letters

40

The bidder must provide reference letters of public and/or private sector organisations in Employee Wellness services.

Scoring is to be done with the submission of reference letters that MUST contain the following:

- Letters must be on the client letterhead
- Letters must be signed by the client
- Letters must be dated in the last 5 years.

- **Evaluation rating 0 equals to non-allocation of points, to the bidders who:**

- Failed to submit the required reference letters,
- Non submission or if any of the above is omitted will not be considered as a valid reference letter. Where two (2) or more reference letters are submitted from the same company, ONLY one (1) letter will be acceptable.

- **Evaluation rating 1 equals to 10 points**

(1 valid Letter)

- **Evaluation rating 2 equals to 20 points**

(2 Valid letters)

- **Evaluation rating 3 equals to 30 points**

(3 Valid Letters)

- **Evaluation rating 4 equals to 40 points**

(4 Valid letters or more)

4	<p><b>Project Plan</b></p> <p>Bidders should provide a project plan outlining how SAHRCs requirements will be implemented</p> <ul style="list-style-type: none"> <li>• <b>Evaluation rating 0 equals to non-allocation of points, to the bidders who:</b> <ul style="list-style-type: none"> <li>○ No project plan</li> </ul> </li> <li>• <b>Evaluation rating 1 equals to 5 points</b> Project plan with no milestones&amp; timelines</li> <li>• <b>Evaluation rating 2 equals to 10 points</b> Project plan with milestones</li> <li>• <b>Evaluation rating 3 equals to 15 points</b> Project plan with milestones&amp; timelines</li> </ul>	15
	<b>Total</b>	<b>100</b>

**Phase 3: Price and Specific Goals evaluation**

**Price evaluation based on the 80/20 preferential point system.**

**The contract would be awarded to the service provider scoring the highest score.**

**The points scored in respect of Specific Goals will be added to the points scored for price.**

Only Bidders that have met the 70 point threshold to be considered for price and specific goals. Price and specific goals will be evaluated as follows:

In terms of regulation 6 of the Preferential Procurement Regulations pertaining to the Preferential Procurement Policy Framework Act, 2000 (Act 5 of 2000), responsive bids will be adjudicated on the 80/20-preference point system in terms of which points are awarded to bidders based on:

- The bid price (maximum 80 points)
- Specific Goals (maximum 20 points)

**i. Stage 1 – Price Evaluation (80 Points)**

Criteria	Points
<p><b>Price Evaluation</b></p> $Ps = 80 \left( 1 - \frac{Pt - P \min}{P - P \min} \right)$	80

The following formula will be used to calculate the points for price:

Where

- Ps = Points scored for comparative price of bid or offer under consideration.
- Pt = Comparative price of bid or offer under consideration.
- P min = Comparative price of lowest acceptable bid or offer
- Points must be awarded to a bidder for attaining the specific status level of contribution in accordance with the table below

**a. Specific goals allocation**

A maximum of 20 points may be allocated to a bidder for attaining their specific goals status level of contributor in accordance with the table below:

<b>SPECIFIC GOALS</b>	<b>POINTS</b>
Suppliers with ownership of 51% or more by person/s who are black person/s	10
Suppliers with ownership of 51% or more by person/s who are women	5
Suppliers with ownership of 51% or more by person/s who are youth	3
Suppliers with ownership of 51% or more by person/s with disability	2

Specific goal points may be allocated to bidders on submission of the following documentation or evidence  
A duly completed Preference Point Claim Form: Standard Bidding Document (SBD 6.1); and

**9. CONFIDENTIALITY, INDEPENDENCE AND OBJECTIVITY**

The service provider will hold all material and information exchanged in the course of the implementation of this project in the strictest confidence and will take all steps necessary to prevent dissemination of this information to any third party, without the prior written agreement of the SAHRC as the SAHRC asserts its moral authority and copyright over the report. The service provider must ensure that its staff maintains their objectives by remaining independent of the activities they execute.

**9.1 THE TOTAL COST WILL BE USED TO CALCULATE POINTS FOR PRICE CLARIFICATION**

The SAHRC may request clarity of further information regarding any aspect of the bid. The service provider should supply the requested information within forty-eight (48) hours after the request has been made.

The SAHRC reserves the right to conduct a security background check or screening of the service provider. The SAHRC reserves the right to conduct reference checks on the list of references provided by the service provider where similar work was conducted.

## 10. CONDITIONS OF TENDER

- 10.1 The SAHRC reserves the right not to award the tender.
- 10.2 Any conditions imposed by the service provider that is restrictive or contrary to any part of these Terms of Reference will automatically disqualify the service provider.
- 10.3 The service provider will be held liable for any damage or loss suffered by the entity, because of the provider's own or his/her employees' negligence or intent, which originated at the site.
- 10.4 The service provider will have to pay damages or replace any stolen item damaged or stolen due to the negligence or intent of the service provider's employees.
- 10.5 The service provider must, at his/her own expenses, take out sufficient insurance against any claims, cost, loss and/or damage ensuing from his/her obligations and shall ensure that such insurance remains operative for the duration of this agreement.
- 10.6 SAHRC does not bind itself to accept the lowest quote.
- 10.7 SAHRC does not bind itself to make any selection from the proposals, or quotations received.
- 10.8 SAHRC reserves the right, at its sole discretion, to cancel this request for proposals and/or not to make any selection of the service provider/s at all.
- 10.9 All prices quoted must be VAT inclusive.
- 10.10 SAHRC will not make any upfront payments before the rendering of services.
- 10.11 The successful bidder shall provide the service required based on the set timelines and as per the schedule to be provided by SAHRC.
- 10.12 A pricing schedule with one of the specified elements omitted from the costing may be considered non-responsive.
- 10.13 The service provider will be expected to sign a contract with the SAHRC, including the General Conditions of Contract (GCC)
- 10.14 The price proposal must be valid for 120 days.

## 11 CONTRACT PERFORMANCE

- 11.1 If it is found that the information provided is false including the breach of the General Condition of Contract, The SAHRC reserves the right to terminate this contract with immediate effect.
- 11.2 The agreement will be signed with the winning bidder at the contractual stage.
- 11.3 The performance of the Service Provider shall be reviewed quarterly during the period of the signed Service Level Agreement

## 12 FORMAT AND SUBMISSION OF THE PROPOSAL

All the official forms (SBD) must be completed and signed in all respects by bidders. Failure to comply will invalidate a bid. For ease of reference, bids should be packaged in the following format:

- Annexure A - Signed Tender Document and Completed SBD Forms
- Annexure B - Mandatory Documents
- Annexure C - Functionality Response

- Annexure D - Company Profile
- Annexure E – Pricing Proposal/ Quotation

### 13 BRIEFING/INFORMATION SESSION AND ENQUIRIES

The briefing will be on **14 November 2025** via teams

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_ZWJlZTVkOWMtODhmYy00ZmJmLTgyODMtMjU2YjZmZTk0YWE2%40thread.v2/0?context=%7b%22Tid%22%3a%220159c87f-d04f-40b5-8866-46fb77a8d382%22%2c%22Oid%22%3a%22fb829170-36dd-416d-9827-c5e1a7c3323a%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZWJlZTVkOWMtODhmYy00ZmJmLTgyODMtMjU2YjZmZTk0YWE2%40thread.v2/0?context=%7b%22Tid%22%3a%220159c87f-d04f-40b5-8866-46fb77a8d382%22%2c%22Oid%22%3a%22fb829170-36dd-416d-9827-c5e1a7c3323a%22%7d)

### 14 CLOSING DATE

- 14.1 Proposals must be submitted on or before **21 November 2025** at **11h00**
- 14.2 All documentation must be emailed to: [HOpurchase@sahrc.org.za](mailto:HOpurchase@sahrc.org.za)
- 14.3 Submissions should be made using the RFQ number for ease of reference

## ANNEXURE A: PRICING SCHEDULE OF THE WELLNESS SERVICES

Name Of Components	Year 1	Year 2
1. Counseling services (Per session per Person)		
2. Life Management Services (Per session per Person/Family member)		
3. Unfair Discrimination and sexual Harassment, Support Program and face to face consultations(4 sessions per year per person)		
4. Annual employee health screening (Once off - Head Office & 8 Provincial Offices)		
5. Awareness, Education and Training ( 12 Sessions per Annum – Webinars & Physical Group sessions per quarter at head office)		
6. Referral and Support Services – Specialist Services (per person)		
7. Conflict Management Intervention (per case)		
8. Programme Management <ul style="list-style-type: none"> <li>• Client Relations</li> <li>• Call center management (24/7 Toll Free line)</li> <li>• Onsite support and wellness initiatives</li> <li>• Marketing Material</li> <li>• Monthly or Quarterly Inductions (Teams or Head Office)</li> <li>• Wellness Website</li> <li>• Monitoring &amp; Evaluation</li> </ul>		
9. Other Costs (Monthly, Quarterly & Annual Reporting – Annual once off cost) <ul style="list-style-type: none"> <li>• Monthly Reporting</li> <li>• Quarterly Reporting</li> <li>• Annual Reporting</li> <li>• Quarterly Physical Meetings with key stakeholders</li> <li>• Digital Health tracking tools (Through wellness website)</li> </ul>		
<b>TOTAL BID ESTIMATE (Year 1 and Year 2)</b>		

**\*Price must be fixed for a period of twenty-four months, thus including CPI.**

## PART A INVITATION TO BID

YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE SOUTH AFRICAN HUMAN RIGHTS COMMISSION					
BID NUMBER:	RFP-HO-04-2025	CLOSING DATE:	21 Nov 2025	CLOSING TIME:	11:00
DESCRIPTION	Appointment of a service provider to render employee health and wellness services to the South Africa Human Rights Commission (SAHRC) for a period of 24 months.				
BID RESPONSE DOCUMENTS MAY BE DEPOSITED IN THE BID BOX SITUATED AT (STREET ADDRESS)					
<a href="mailto:HOpurchase@sahrc.org.za">HOpurchase@sahrc.org.za</a>					
BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO			TECHNICAL ENQUIRIES MAY BE DIRECTED TO:		
CONTACT PERSON	Tender office		CONTACT PERSON	Ramaredi Mathibela	
TELEPHONE NUMBER	011 877 3600		TELEPHONE NUMBER	011 877 3600	
FACSIMILE NUMBER			FACSIMILE NUMBER		
E-MAIL ADDRESS	<a href="mailto:tenderoffice@sahrc.org.za">tenderoffice@sahrc.org.za</a>		E-MAIL ADDRESS	<a href="mailto:Rmathibela@sahrc.org.za">Rmathibela@sahrc.org.za</a>	
SUPPLIER INFORMATION					
NAME OF BIDDER					
POSTAL ADDRESS					
STREET ADDRESS					
TELEPHONE NUMBER	CODE		NUMBER		
CELLPHONE NUMBER					
FACSIMILE NUMBER	CODE		NUMBER		
E-MAIL ADDRESS					
VAT REGISTRATION NUMBER					
SUPPLIER COMPLIANCE STATUS	TAX COMPLIANCE SYSTEM PIN:		<b>OR</b>	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]
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	
<b>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.</b>					

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

<b>1. BID SUBMISSION:</b>
1.1. BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.
1.2. <b>ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED (NOT TO BE RE-TYPED) OR IN THE MANNER PRESCRIBED IN THE BID DOCUMENT.</b>
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. <b>THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7).</b>
<b>2. TAX COMPLIANCE REQUIREMENTS</b>
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 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: .....



SBD 3.1

### PRICING SCHEDULE – FIRM PRICES (PURCHASES)

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

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

Name of bidder.....	Bid number <b>RFP-HO-04-2025</b>
Closing Time 11:00	Closing date <b>21 November 2025</b>

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

ITEM NO.	QUANTITY	DESCRIPTION	BID PRICE IN RSA CURRENCY ** (ALL APPLICABLE TAXES INCLUDED)
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- Required by: .....
- At: .....
- Brand and model .....
- Country of origin .....
- Does the offer comply with the specification(s)? \*YES/NO
- If not to specification, indicate deviation(s) .....
- Period required for delivery .....  
\*Delivery: Firm/not firm
- Delivery basis .....

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

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

\*Delete if not applicable



## SBD4

### BIDDER'S DISCLOSURE

#### 1. PURPOSE OF THE FORM

Any person (natural or juristic) may make an offer or offers in terms of this invitation to bid. In line with the principles of transparency, accountability, impartiality, and ethics as enshrined in the Constitution of the Republic of South Africa and further expressed in various pieces of legislation, it is required for the bidder to make this declaration in respect of the details required hereunder.

Where a person/s are listed in the Register for Tender Defaulters and / or the List of Restricted Suppliers, that person will automatically be disqualified from the bid process.

#### 2. Bidder's declaration

2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling 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

2.2 Do you, or any person connected with the bidder, have a relationship

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<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.

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.

3.5 There have been no consultations, communications, agreements or arrangements made by the bidder with any official of the procuring

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<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.

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



## 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**

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#### 1. GENERAL CONDITIONS

1.1 The following preference point systems are applicable to invitations to tender:

- the 80/20 system for requirements with a Rand value of up to R50 000 000 (all applicable taxes included); and
- the 90/10 system for requirements with a Rand value above R50 000 000 (all applicable taxes included).

#### 1.2 To be completed by the organ of state

*(delete whichever is not applicable for this tender).*

- a) The applicable preference point system for this tender is the 90/10 preference point system.
- b) The applicable preference point system for this tender is the 80/20 preference point system.
- c) Either the 90/10 or 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
<b>PRICE</b>	<b>80</b>
<b>SPECIFIC GOALS</b>	<b>20</b>
<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:

$$P_s = 88888888 \left(1 - \frac{Pt - P_{min}}{P_{min}}\right) \quad \text{or} \quad P_s = 99998888 \left(1 - \frac{Pt - P_{min}}{P_{min}}\right)$$

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:

$$P_s = \frac{80}{20} \left( 1 + \frac{P_t - P_{max}}{P_{max}} \right) \quad \text{or} \quad P_s = \frac{90}{10} \left( 1 + \frac{P_t - P_{max}}{P_{max}} \right)$$

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: Where either the 90/10 or 80/20 preference point system is applicable, corresponding points must also be indicated as such.*

*Note to tenderers: The tenderer must indicate how they claim points for each preference point system.)*

The specific goals allocated points in terms of this tender	Number of points allocated (90/10 system) (To be completed by the organ of state)	Number of points allocated (80/20 system) (To be completed by the organ of state)	Number of points claimed (90/10 system) (To be completed by the tenderer)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Suppliers with ownership of 51% or more by person/s who are black person/s		10		
Suppliers with ownership of 51% or more by person/s who are women		5		
Suppliers with ownership of 51% or more by person/s who are youth		3		
Suppliers with ownership of 51% or more by person/s with disability		2		

**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:** .....

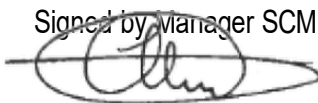
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**ADDRESS:** .....

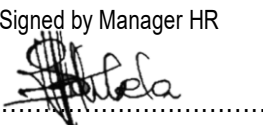
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Signed by Manager SCM  


07/11/2025

Signed by Manager HR  


22/10/2025