

**SBD 1: PART A
INVITATION TO BID**

YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE SOUTH AFRICAN STATE THEATRE					
RFQ NUMBER:	SAST/RFQ/2026/301	ISSUE DATE	04 - 03 - 2026	CLOSING TIME:	11:00am
		CLOSING DATE	16 - 03 - 2026		
DESCRIPTION	Request to source agents to assist with recruitment for 5 positions				
COMPULSORY BRIEFING SESSION	N/A				
DELIVERY ADDRESS	320 PRETORIOUS STREET, PRETORIA 0001				
VALIDITY PERIOD	Price quoted should remain valid for at least 120 days after the closing date.				
DEADLINE FOR ENQUIRIES/CLARIFICATIONS	11/03/2026 at 16H00				
ALL BID RESPONSE DOCUMENTS MUST BE EMAILED TO:					
RFQ@statetheatre.co.za (EMAIL SUBJECT LINE MUST CLEARLY INDICATE THE RFQ NUMBER)					
BIDDING PROCEDURE AND TECHNICAL ENQUIRIES MAY BE DIRECTED TO:					
CONTACT PERSON	SCM OFFICE				
TELEPHONE NUMBER	012-392-4019				
E-MAIL ADDRESS	RFQ@statetheatre.co.za				
SUPPLIER INFORMATION					
NAME OF BIDDER					
POSTAL ADDRESS					
STREET ADDRESS					
TELEPHONE NUMBER	CODE		NUMBER		
CELLPHONE NUMBER					
FACSIMILE NUMBER	CODE		NUMBER		
E-MAIL ADDRESS					
VAT REGISTRATION NUMBER					
SUPPLIER COMPLIANCE STATUS	TAXCOMPLIANCE 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]	
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
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DOES THE ENTITY HAVE A BRANCH IN THE RSA?	YES	<input type="checkbox"/>	NO
DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?	YES	<input type="checkbox"/>	NO
DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA?	YES	<input type="checkbox"/>	NO
IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION?	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.			

SBD 1: PART B
TERMS AND CONDITIONS FOR BIDDING

1. BID SUBMISSION:	
1.1.	BIDS MUST BE EMAILED / 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 MAY BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7), FOR LONG TERM CONTRACTS / OR WERE DEEMED NECESSARY.
1.5.	PROSPECTIVE BIDDERS MUST CONSIDER THE SPECIFICATION & ADDITIONAL SUPPORTING DOCUMENTATION WHEN RESPONDING.
1.6.	ALL INFORMATION SUBMITTED AS EVIDENCE MUST BE CONSISTENT WITH DECLARATIONS MADE TO BE AWARDED POINTS. INCONSISTENT INFORMATION PROVIDED MAY RESULT IN 0 POINTS AWARDED FOR THE APPLICABLE GOAL/S.
1.7.	SAMSA RESERVES THE RIGHT TO DISQUALIFY BIDDERS WITH SUPPORTING DOCUMENTS THAT ARE NOT DULY SUBMITTED IN TERMS OF THE BID CONDITIONS.
1.8.	DELIVERY COSTS IN THE QUOTATION WILL NOT BE CONSIDERED SEPARATELY, BUT RATHER AS PART OF THE TOTAL QUOTATION DURING THE EVALUATION.
2. TAX COMPLIANCE REQUIREMENTS	
2.1	BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.
2.2	BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VERIFY THE TAXPAYER'S PROFILE AND TAX STATUS.
2.3	APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAY BE MADE VIA E-FILING THROUGH THE SARS WEBSITE WWW.SARS.GOV.ZA.
2.4	BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.
2.5	IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED; EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.
2.6	WHERE NO TCS 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.

TOTAL BID PRICE (INCLUDING VAT)	
SIGNATURE OF BIDDER	
DATE	

CAPACITY UNDER WHICH THIS BID IS SIGNED:

BIDDER'S DISCLOSURE

1. PURPOSE OF THE FORM

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

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

2. Bidder's declaration

2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest¹ in the enterprise, employed by the state? **YES/NO**

2.1.1 If so, furnish particulars of the names, individual identity numbers, and, if applicable, state employee numbers of sole proprietor/ directors / trustees / shareholders / members/ partners or any person having a controlling interest in the enterprise, in table below.

Full Name	Identity Number	Name of State institution

¹ the power, by one person or a group of persons holding the majority of the equity of an enterprise, alternatively, the person/s having the deciding vote or power to influence or to direct the course and decisions of the enterprise.

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

2.2.1 If so, furnish particulars:

.....
.....

2.3 Does the bidder or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest in the enterprise have any interest in any other related enterprise whether or not they are bidding for this contract?

YES/NO

2.3.1 If so, furnish particulars:

.....
.....

3 DECLARATION

I, the undersigned,
(name).....in submitting the accompanying bid, do hereby make the following statements that I certify to be true and complete in every respect:

- 3.1 I have read and I understand the contents of this disclosure;
- 3.2 I understand that the accompanying bid will be disqualified if this disclosure is found not to be true and complete in every respect.
- 3.3 The bidder has arrived at the accompanying bid independently from, and without consultation, communication, agreement or arrangement with any competitor. However, communication between partners in a joint venture or consortium² will not be construed as collusive bidding.
- 3.4 In addition, there have been no consultations, communications, agreements or arrangements with any competitor regarding the quality, quantity, specifications, prices, including methods, factors or formulas used to calculate prices, market allocation, the intention or decision to submit or not to submit the bid, bidding with the intention not to win the bid and conditions or delivery particulars of the products or services to which this bid invitation relates.
- 3.4 The terms of the accompanying bid have not been, and will not be, disclosed by the bidder, directly or indirectly, to any competitor, prior to the date and time of the official bid opening or of the awarding of the contract.
- 3.5 There have been no consultations, communications, agreements or arrangements made by the bidder with any official of the procuring institution in relation to this procurement process prior to and during the bidding process except to provide clarification on the bid submitted where so required by the institution; and the bidder was not involved in the drafting of the specifications or terms of reference for this bid.
- 3.6 I am aware that, in addition and without prejudice to any other remedy provided to

² Joint venture or Consortium means an association of persons for the purpose of combining their expertise, property, capital, efforts, skill and knowledge in an activity for the execution of a contract.

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); 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

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

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

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

1.4 To be completed by the organ of state:

The maximum points for this tender are allocated as follows:

	POINTS
PRICE	80
SPECIFIC GOALS	20
Total points for Price and SPECIFIC GOALS	100

1.5 Failure on the part of a tenderer to submit proof or documentation required in terms of this tender to claim points for specific goals with the tender, will be interpreted to mean that preference points for specific goals are not claimed.

1.6 The organ of state reserves the right to require of a tenderer, either before a tender is

3.2.1. POINTS AWARDED FOR PRICE

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

$$Ps = 80 \left(1 + \frac{Pt - Pmax}{Pmax}\right) \quad \text{or} \quad Ps = 90 \left(1 + \frac{Pt - Pmax}{Pmax}\right)$$

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 (80/20 system) (To be completed by the organ of state)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Exempted Micro Enterprise/ Qualifying Small Enterprise	4	
Min 25% Black Ownership	4	
Min 100% Female Ownership	4	
Min 100% Black Youth Ownership	4	
Min 25% People Living with Disabilities ownership	4	
TOTAL	20	

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:

PRICING TABLE

Name of bidder:	RFQ NUMBER:
Description of Goods or Services:	

ITEM NO	DISCRIPTION	Qty	Percentage % p.a.	TOTAL PRICE
1	Health, Safety and Security (HSS) Manager	1	R	R
2	Senior Human Resource Officer (IR)	1	R	R
3	Front of House (FOH) Manager	1	R	R
4	(ICT) Manager	1	R	R
5	Maintenance Manager	1	R	R
Sub – total				R
VAT 15%				R
Grand Total				R

**** NB: Bidders are requested to also send an official quote on their company letterhead.**

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1.1.1 Any other costs not included in the above price?

*YES	NO
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If YES, please specify

1.1.2 Period required for commencement of the project after acceptance of bid?

--

1.1.3 Are the rates quoted firm for the full period of the project?

YES	*NO
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1.1.4 *If not firm for the full period, provide details of the basis on which adjustments will be applied for, for example consumer price index.

SPECIFICATION / TERMS OF REFERENCE FOR GOODS OR SERVICES

1 DESCRIPTION

Request to source agents to assist with recruitment for 5 permanent positions to the South African State Theatre (SAST).

2 INTRODUCTION

The South African State Theatre (SAST) is a public entity of the National Department of Sport, Arts and Culture (DSAC). The SAST is listed as a Schedule 3A Public Entity in terms of the Public Finance Management Act (PFMA). As a Schedule 3A public entity, the State Theatre is established in terms of the Cultural Institutions Act, 1998. The core mandate of the SAST is to provide access to performance spaces in which the performing arts sector creates productions that are watched by diverse audiences.

3 BACKGROUND

The South African State Theatre (SAST) seek to appoint a reputable and experienced service provider to source experienced resources for 5 permanent positions as mentioned in paragraph 4.1.

4 REQUIREMENT / SCOPE OF WORK

4.1 The SAST requires a reputable service provider to supply and deliver the following items:

ITEM	DESCRIPTION OF GOODS	Quantity
Request to source agents to assist with recruitment for 5 positions:		
1	Health, Safety and Security (HSS) Manager (Permanent) <u>Requirements:</u> <ul style="list-style-type: none"> • National Diploma or bachelor's degree in safety and security management or related qualification • Minimum of 5 years related experience • 3 years' supervisory or management experience 	1
2	Senior Human Resource Officer (IR SPECIALIST) (Permanent) <u>Requirements:</u> <ul style="list-style-type: none"> • National Diploma in Human Resource or equivalent • 3 years' experience in a generalist HR position • 3 years of Labour relations experience <ul style="list-style-type: none"> ○ 1-year supervisory experience • Sage 300 will be an added advantage 	1
3	Front of House (FOH) Manager (Permanent) <u>Requirements:</u>	1

	<ul style="list-style-type: none"> • BCom Degree in Business Management • 3 years' management experience • Management of budget, facilities, stock and human resources • Leadership skills. 	
4	<p>(ICT) Manager – (5 Year Contract)</p> <p>Requirements:</p> <ul style="list-style-type: none"> • National Certificate Matrix (Grade 12) • BCOM in Commerce and IT Management Degree • 5 years' experience in management role • Cyber Security Certificate • Prince 2 Project Management • ITIL Service Management Foundation • MCSA 2000 Professional • MCSA 2003 Professional • Master Network Engineer (MNE) Diploma • Associate Network Engineer (ASE) Diploma 	1
5	<p>Maintenance Manager (Permanent)</p> <p>Requirements:</p> <ul style="list-style-type: none"> • National Diploma in Engineering (Electrical/Electronics) or equivalent • 5 years of technical experience • 3 years managerial experience • Computer skills (MS Word and Excel) • Communication • Controlling Budget • Leadership • Problem Solving • Good communication/interpersonal skills • Administratively and operationally well organized • Able to prioritise tasks • Assertive • Pro-active approach • Punctual 	1

NB: REFER TO THE ANNEXURE A ATTACHED

- 4.2 Interested service providers will be required to comply with all SAST policies and applicable regulations and maintain strict confidentiality. Appointed service provider(s) will be required to provide a service that is in accordance with the scope as indicated below on paragraph 4.5.
- 4.3 The positions are permanent except for the ICT Manager, and the employees will be on the payroll of SAST.
- 4.4 Placement fee will be at a maximum of xx% (once-off) on the annual package and will be paid to the recruitment agency that the successful candidate(s) were sourced.
- 4.5 The appointed bidder will be expected to render the following services:

The scope of work includes the below:
Advertising the positions, screening CVs, and submitting candidates who meet the minimum requirements to the State Theatre.
Working Hours – Monday to Friday (But due to the nature of the business, the person is expected to be available outside of regular hours, including weekends)
Gender equity – In line with our EE targets, preference will be given to all races except Africans
The candidate will be a South African State Theater Employee

5 VALUATION OF BIDS

The RFQ's will be evaluated in four (4) phases as mentioned below:

- **Phase 1: SCM Administrative compliance**
- **Phase 2: Mandatory Requirements**
- **Phase 3: Compliance with Technical Specification**
- **Phase 4: Price and Specific Goals.**

Phase 1: SCM Compliance requirements

RFQs received will be verified for completeness and correctness. SAST reserves the right to accept or reject a RFQ based on the completeness and correctness of the documentation and information provided.

Bidders are to ensure that they submit the following documentation / information with their RFQ.

Requirements	Comments
Proof of registration on the National Treasury Central Supplier Database (CSD)	CSD report with registration number (MAAA).
Request for Invitation SBD 1	Completed and signed
SBD 4 (Bidder's Declaration)	Completed and signed
SBD 6.1 (Preference Points Claim Form)	Completed and signed if points are claimed
Company Registration (CIPC) Documents	CK document
ID copies of directors listed on the company registration document	Certified ID copies
SARS (South African Revenue Service) Tax Pin	Valid SARS tax pin
B-BBEE Certificate / Sworn Affidavit	Valid and compliant original B-BBEE and/or certified copies of Sworn Affidavit must be submitted for any points claimed
Certified Share Certificate	Valid certified share certificate
SAST POPIA Consent form	Completed and signed
General Conditions of Contract - GCC	Initialed on every page

Bidders who comply with the above requirements will be considered for further evaluation.

Phase 2: Mandatory Requirements

Bidders must meet the below mandatory requirements to qualify for further evaluation.

NO	Mandatory Requirements	Evidence to be submitted with bid	Confirm (Comply / Not Comply)
1	<p>The bidder must provide three (3) or more contactable reference letters not older than 5 years where similar services were provided as per the scope of work/specifications.</p> <p>The reference letters must contain the following:</p> <ul style="list-style-type: none"> - Be on a client's letterhead. - Dated and signed. - Contain scope of work done. 	<p>Submit three (3) relevant reference letters of similar work done.</p> <p>The reference letters must contain the following:</p> <ul style="list-style-type: none"> - Be on a client's letterhead. - Dated and signed. - Contain scope of work done 	

Bidders who fail to meet all of the above criteria will automatically be disqualified for further evaluation.

Phase 3: Compliance with Technical Specification

Items offered to SAST in terms of this bid will be verified for compliance against the technical specifications for each item in the RFQ. Bidders must provide the technical specifications of the product/s offered to SAST in terms of this bid with their response to this bid.

The table in paragraph 4.1 will be used by SAST to verify compliance with the technical requirement/s for each of the item/s.

Bidders whose offer comply with the technical specifications will be further evaluated on Price and Specific Goals. Failure to comply with the above-mentioned technical specification will result in the bidder being disqualified for further evaluation on Price and Specific Goals.

Phase 4: Price and Specific Goals Evaluation

Bidders who comply with the requirements of this bid will be evaluated according to the preference point scoring system as determined in the Preferential Procurement Regulations, 2022 pertaining to the Preferential Procurement Policy Framework Act, Act No 5 of 2000.

Points for this RFQ shall be awarded for:

- (a) Price; and

(b) Specific Goals (Refer to Annexure F: Preference Points Claim Form).

The maximum points for this bid are allocated as follows:

	POINTS
PRICE	80
SPECIFIC GOALS (Refer to Annexure F: Preference Points Claim Form)	20
Total points for Price and Specific Goals	100

Subject to section 2(1)(f) of the Preferential Procurement Policy Framework Act, 2000 (Act no 5 of 2000), the RFQ will be awarded to the bidder, scoring the highest points.

6 SUBMISISON OF BIDS

- 6.1 Bid documents may be emailed to RFQ@statetheatre.co.za on or before the closing date and closing time.
- 6.2 The SAST will only consider bid documents received on or before the closing date and time, regardless of the method used to provide them.
- 6.3 Submission of quotation(s) received late (after the closing date and time) will not be considered.

7 SAST'S RIGHTS

- 7.1 The SAST is entitled to amend any bid condition, bid validity period, RFQ specification, or extend the bid closing date, all before the bid closing date. All bidders, to whom the RFQ documents have been issued and where the SAST has records of such bidders, may be advised in writing of such amendments in good time, and any such changes will also be posted on the SAST's website under the relevant tender information. Therefore, before submitting their bid response, prospective bidders should regularly check the website to stay informed about any amendments related to this matter.
- 7.2 The SAST reserves the right not to accept the lowest priced bid or any bid in part or in whole. It normally awards the contract to the bidder who proves to be fully capable of handling the contract and whose bid is functionally acceptable and/or financially advantageous to the SAST.
- 7.3 The SAST reserves the right to award this bid as a whole or in part.
- 7.4 The SAST reserves the right to conduct site visits at bidder's corporate offices and or at client sites if so required.
- 7.5 The SAST reserves the right to consider the guidelines and prescribed hourly remuneration rates for consultants as provided in National Treasury Instruction 02 of 2016/2017: Cost Containment Measures, where relevant.
- 7.6 The SAST reserves the right to request all relevant information, agreements, and other documents to verify

the information supplied in the bid response. The bidder hereby gives consent to the SAST to conduct background checks, including FICA verification, on the bidding entity and any of its directors, trustees, shareholders or members.

- 7.7 The SAST reserves the right, at its sole discretion, to appoint any number of vendors to be part of this panel of service providers, if applicable (i.e., where a panel is considered).
- 7.8 The SAST reserves the right to make a final decision on the interpretation of its tender requirements and responses thereto.
- 7.9 The SAST reserves the right to consider the professional conduct and experience it had with any bidder that rendered similar services to the SAST in the past 5 years over and above the references put forward by the bidder in its response.

8 SUPPLIER PERFORMANCE

- 8.1 The SAST conducts regular performance reviews in accordance with the requirements for the classification of the contract and or stakeholder by making use of supplier evaluation forms.

- 8.2 The evaluation is conducted against the deliverables or scope of the contract with a minimum of an annual review done for contracts longer than a year and a review at completion of contract for those contracts less than a year.
- 8.3 Ad-hoc performance reviews shall be conducted where non-performance is identified outside the review period. Non-performance will be addressed with at least a formal letter advising specific non-performing areas and stating remedial action/s required within specific time frames.
- 8.4 Non-adherence to remedial actions shall lead to escalating performance management actions.
- 8.5 Any party to this agreement may request to participate in a joint performance review where appropriate and seek continuous improvement opportunities.

9. NATIONAL TREASURY CENTRAL SUPPLIER DATABASE (CSD)

9.1 Bidders are required to self-register on National Treasury's Central Supplier Database (CSD) which has been established to centrally administer supplier information for all organs of state and facilitate the verification of certain key supplier information.

9.1 The SAST may not award business to a bidder who has failed to register on the CSD.

9.2 Only foreign suppliers with no local registered entity need not register on the CSD.

9.3 The CSD can be accessed at <https://secure.csd.gov.za/>

10 TERMS AND CONDITIONS

10.1 This RFQ consists of several sections. Where there is a contradiction in terms between the clauses, phrases, words, stipulations, or terms and herein referred to generally as stipulations in this RFQ and the stipulations in any other document attached hereto, or the RFQ submitted hereto, the relevant stipulations in this RFQ shall take precedence.

10.2 Where this RFQ is silent on any matter, the relevant stipulations addressing such matter and which appear in the PPPFA shall take precedence. Bidders shall refrain from incorporating any additional stipulations in its proposal submitted in terms hereof other than in the form of a clearly marked recommendation that the SAST may in its sole discretion elect to import or to ignore. Any such inclusion shall not be used for any purpose of interpretation unless it has been so imported or acknowledged by the SAST.

10.3 Bidders are hereby acknowledging that the decision of the SAST in this regard is final and binding. The onus to enquire and obtain clarity in this regard rests with the Bidder(s).

10.4 The Bidder(s) shall take care to restrict its enquiries in this regard to the most reasonable interpretations required to ensure the necessary consensus.

- 10.5** Bidders are required to sign and submit the Standard Bidding Document (SBD).
- 10.6** Bids shall be submitted in English.
- 10.7** Any word implying any gender shall be interpreted to imply all other genders.
- 10.8** The Bidder warrants that all its employees (including the employees of any contractor that may be appointed) are covered in terms of the Compensation for Occupational Injuries and Diseases Act 13 of 1993 and that the cover shall remain in force for the duration of the adjudication of this RFQ and/ or subsequent agreement. The SAST reserves the right to request the Bidder to submit documentary proof of the Bidder's registration and "good standing" with the Compensation Fund, or similar proof acceptable to the SAST.
- 10.9** All Personal Information of the Bidder, its employees, representatives, associates and sub-contractors ("Bidder Personal Information") required under this RFP is collected and processed for the purpose of assessing the content of its tender proposal and awarding the bid. The assessment and award of the bid shall be conducted in accordance with applicable legislation including the PPPFA and SAST SCM Policy.
- 10.10** The Bidder is advised that Bidder Personal Information may be passed on to third parties to whom the compelled by law to provide such information. For example, where appropriate, the SAST is compelled to submit information to National Treasury's Database of Restricted Suppliers, B-BBEE verification process and etc.
- 10.11** All Personal Information collected will be processed in accordance with POPIA and with the SAST Data Privacy Policy.
- 10.12** Bids submitted for this Request for Proposals will not be revealed to any other bidders and will be treated as contractually binding.
- 10.13** Specific queries relating to this RFQ should be submitted RFQ@statetheatre.co.za by no later than two (2) days before the closing date.
- 10.14** It is prohibited for bidders to attempt, either directly or indirectly, to canvass any officer or employee of the SAST in respect of this RFQ between the closing date and the date of the award of the business.
- 10.15** Bidders found to be in collusion with one another will be automatically disqualified and restricted from doing business with organs of state for a specified period.

**Promotion of Access to Information Act 2 of 2000, as amended, (PAIA) and the
Protection of Personal Information Act 4 of 2013 (POPIA)**

**CONSENT TO PROCESS (USE) PERSONAL INFORMATION
(Informed Consent Notice)**

The Protection of Personal Information Act 4 of 2013 ("POPIA") aims to give effect to the constitutional right to privacy, whilst balancing this against competing rights and interests, particularly the right of access to information. POPIA sets out conditions for the lawful processing of personal information and seeks to regulate every step of the processing of personal information, from how personal information must be handled when it is collected until the time it is destroyed. The South African State Theatre (SAST) will at all times endeavour to implement processes and systems, and day-to-day activities to protect our employee's, client's and supplier's ("Data Subject") personal information.

1. Introduction

The Protection of Personal Information Act, 4 of 2013, ("POPIA") regulates and controls the processing, including the collection, use, and transfer of a person's personal information. In terms of POPIA, the SAST (Responsible Party) has a legal duty to collect, use, transfer and destroy (process) another's (Data Subject) personal information (Personal Information) in a lawful, legitimate and responsible manner and in accordance with the provisions outlined in the eight processing conditions of POPIA.

All processing of a Data Subject's Personal Information must be done with the Data Subject's permission, i.e. the Data Subject has to consent to the processing of its Personal Information. In order to comply with POPIA, SAST as the Responsible Party, requires your, the Data Subject's, permission to process the Data subject's Personal Information. This Informed Consent Notice is applicable to all SAST employees, clients and suppliers – both current and new.

2. Purpose

In order to give effect to your commercial relationship with the SAST as an employee, client or supplier SAST needs to process your Personal Information which Personal Information will be used for a number of legitimate purposes, including, inter-alia;

- Compliance with governing laws, corporate governance codes, and applicable policies.
- Entering into a contract.
- Where required by law, to disclose your information.
- To communicate with you and attend to your enquiries and requests.
- When necessary or required, to provide you with information about SAST.
- In order to compile statistics and other analytical information.
- Performing internal processes, such as to make payments.
- To mitigate risk to SAST and eliminate fraud occurrences.

You, the Data Subject, agrees that SAST may use all the Personal Information which you, the Data Subject, provides to SAST which SAST requires to give effect to your commercial relationship with the SAST.

SAST in turn undertakes that it will only use your, the Data Subject's, Personal Information for the aforementioned purposes and for no other purposes, unless with your, the Data Subject's, prior permission.

3. Withholding Consent or Withholding Personal Information

Should you, the Data Subject, refuse to provide SAST with your Personal Information which is required by SAST for the purposes indicated above, and the required consent to process the aforementioned Personal Information then SAST will be unable to engage with you, the Data Subject, or enter into any agreement or

relationship with you, the Data Subject. However, the Data Subject is required to provide the information voluntarily and understands that same is mandatory as described above.

4. Use, Storage, Retention and Destruction of Personal Information

Your, the Data Subject's, Personal Information may be processed on individual computers and stored electronically in a centralised data base, which, for operational reasons, will be accessible to all within SAST on a need to know and business basis, save that where appropriate, some of your, the Data Subject's, Personal Information may be retained in hard copy. All Personal Information which you, the Data Subject, provide to SAST will be held and/or stored securely. In this regard SAST undertakes to conduct regular audits regarding the safety and the security of your, the Data Subject's, Personal Information. Once your, the Data Subject's, Personal Information is no longer required due to the fact that the purpose for which the Personal Information was held has come to an end and expired, such Personal Information will be safely and securely archived as per the requirements of any law applicable in South Africa. SAST thereafter will ensure that such Personal Information is permanently destroyed.

5. Disclosure and Cross Border Transfer

SAST may from time to time have to disclose your, the Data Subject's, Personal Information to other parties but such disclosure will always be subject to an agreement which will be concluded between SAST and the party to whom it is disclosing your, the Data Subject's, Personal Information to, which contractually obliges the recipient of your Personal Information to comply with strict confidentiality and data security conditions.

Where Personal Information and related data is transferred to a country outside the borders of South Africa, your, the Data Subject's, Personal Information will only be transferred to those countries which have similar data privacy laws in place or where the recipient of the Personal Information is bound contractually to a no lesser set of obligations than those imposed by POPIA.

6. Objections and Complaints

You, the Data Subject, are encouraged to make immediate contact with the SAST Information Officer at any time if you are not comfortable or satisfied with the manner in which SAST is processing your, the Data Subject's, Personal Information. On receipt of your, the Data Subject's, objection SAST will place a hold on any further processing until the cause of the objection has been resolved. If you, the Data Subject, are not satisfied with such process, you, the Data Subject, has the right to lodge a complaint with the Information Regulator. Furthermore, you the Data Subject, have the right to request SAST to destroy all records of your personal information.

7. Quality and Responsibility of Personal Information

POPIA requires that all your, the Data Subject's, Personal Information and related details, as supplied by you, the Data Subject, are complete, accurate and up-to-date. Whilst SAST will always use its best endeavours to ensure that your, the Data Subject's, Personal Information is reliable, it is your, the Data Subject's, responsibility to provide accurate and truthful information and further to advise SAST of any changes to your, the Data Subject's, Personal Information, as and when these may occur.

8. Data Subject's Right to Access Personal Information

You, the Data Subject has the right at any time to ask SAST to provide you, the Data Subject, with details of the Personal Information which SAST holds on your, the Data Subject's, behalf; and/or the purpose for which it has been used provided that such request is made using the SAST PAIA process, which procedure can be accessed by downloading and completing the standard request for information form, housed under the SAST's PAIA Manual which can be found on the SAST website at www.statetheatre.co.za

9. SAST's Right to Amend

SAST reserves the right to amend this Informed Consent Notice from time to time. You, the Data Subject are requested to please check the SAST website periodically to inform yourself, the Data Subject, of any changes.

10. Successors in Title

The rights and obligations of the parties under this Informed Consent Notice will be binding on, and will be of benefit to, each of the parties' successors in title and/or assigns where applicable, i.e. in the case of a sale or transfer of business by the Data Subject to another.

11. Declaration and Informed Consent

I, the Data Subject, confirm that my, the Data Subject's, Personal Information, provided is accurate, up-to-date, not misleading and is complete in all respects, save where same may change and then in such an event, I, the Data Subject, undertake to advise SAST or its Operator(s)¹ of these changes. I, the Data Subject, in providing the required Personal Information to SAST and/or to its Operator, consent and give SAST permission to process and further process (where necessary and strictly directly related to the initial

¹ "Operator" means a natural person or a juristic person who processes your, a Data Subject's, Personal Information on behalf of SAST in terms of a contract or mandate, without coming under the direct authority of SAST; SAST will, in order to pursue and protect its legitimate interests and in many cases to protect you, the Data Subject, will under a written contract ask Operators to process certain categories of your, the Data Subject's, Personal Information on its behalf including without detracting from the generality thereof, advertising agencies, research companies, PR agencies, Relevant Industry Associations, Payroll service providers, Core Benefits Providers, Medical Aid/Cover providers, Retirement Funding Providers, Auditors, Legal Practitioners, and Government and Provincial Departments.

processing) my, the Data Subject's, Personal Information as and where required and acknowledge that I, the Data Subject, understand the purposes for which the Personal Information is required and for which it will be used. Furthermore, should any of the Personal Information which has been provided by myself concern or pertain to a legal entity whom I represent, I confirm that I have the necessary authority to act on behalf of such legal entity, Data Subject, and that I have the right to provide the Personal Information and/or the required consent to use said Personal Information, on behalf of the aforementioned legal entity. Furthermore, should any of the Personal Information belong to any of my dependants and/or beneficiaries who are underage², I in my capacity as their legal guardian and competent person give SAST the appropriate permission to process their Personal Information for the purposes for which these details were given. Furthermore, I hereby consent to being contacted by SAST, electronically or otherwise, in order to fulfil the commercial relationship between myself, the Data Subject and SAST.

12. SAST Information Officer

SAST Information Officer

Dr Sibongiseni Mkhize
Chief Executive Officer

sibongiseni@statetheatre.co.za
012 392 4000 / 4283

SAST Deputy Information Officer

Shiraz Ahmed
Senior Manager: Performance Information

shiraz@statetheatre.co.za
012 392 4000

CONSENT DECLARATION

The Data Subject, by signing this document, hereby consents to the use of the Data Subject's personal information submitted to SAST and confirms that:

- the information is supplied voluntarily, without undue influence from any party and not under any duress; and
- the information which is supplied is mandatory for the purposes of entering into a commercial agreement and that without such information, SAST may not enter into the agreement with the Data Subject.

The Data Subject acknowledges that the Data Subject is aware of the following rights with regard to such personal information which is submitted to SAST. The right to:

- access the information at any reasonable time for purposes of rectification thereof;
- object to the processing of the information in which case the commercial agreement may be terminated; and
- lodge a complaint to the Information Regulator.

Thus signed on this _____ day of _____ 20 ____ in the presence of the undersigned witnesses:

I, _____ (full names of Data Subject), ID Number _____, on behalf of _____ (state legal entity if applicable), Company Registration Number _____, hereby **Give My Consent**.

Signature (Data Subject)

Witness (1):

Full Name: _____

Witness (2):

Full Name: _____

² "underage" means a child (natural person) under the age of 18 years who is not legally competent, without the assistance of a competent person, to take any action or decision in respect of any matter concerning him-or herself; SAST will from time to time have to process Personal Information of a child who may belong to you, a Data Subject, for amongst other reasons employment and benefit related purposes, which use will require the competent person's consent.

**GOVERNMENT PROCUREMENT
GENERAL CONDITIONS OF CONTRACT**

NOTES

The purpose of this document is to:

- (i) Draw special attention to certain general conditions applicable to government bids, contracts and orders; and
- (ii) To ensure that clients be familiar with regard to the rights and obligations of all parties involved in doing business with government.

In this document words in the singular also mean in the plural and vice versa and words in the masculine also mean in the feminine and neuter.

- The General Conditions of Contract will form part of all bid documents and may not be amended.
- Special Conditions of Contract (SCC) relevant to a specific bid, should be compiled separately for every bid (if applicable) and will supplement the General Conditions of Contract. Whenever there is a conflict, the provisions in the SCC shall prevail.

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General Conditions of Contract

1. Definitions

1. The following terms shall be interpreted as indicated:
 - 1.1 “Closing time” means the date and hour specified in the bidding documents for the receipt of bids.
 - 1.2 “Contract” means the written agreement entered into between the purchaser and the supplier, as recorded in the contract form signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.
 - 1.3 “Contract price” means the price payable to the supplier under the contract for the full and proper performance of his contractual obligations.
 - 1.4 “Corrupt practice” means the offering, giving, receiving, or soliciting of any thing of value to influence the action of a public official in the procurement process or in contract execution.
 - 1.5 "Countervailing duties" are imposed in cases where an enterprise abroad is subsidized by its government and encouraged to market its products internationally.
 - 1.6 “Country of origin” means the place where the goods were mined, grown or produced or from which the services are supplied. Goods are produced when, through manufacturing, processing or substantial and major assembly of components, a commercially recognized new product results that is substantially different in basic characteristics or in purpose or utility from its components.
 - 1.7 “Day” means calendar day.
 - 1.8 “Delivery” means delivery in compliance of the conditions of the contract or order.
 - 1.9 “Delivery ex stock” means immediate delivery directly from stock actually on hand.
 - 1.10 “Delivery into consignees store or to his site” means delivered and unloaded in the specified store or depot or on the specified site in compliance with the conditions of the contract or order, the supplier bearing all risks and charges involved until the supplies are so delivered and a valid receipt is obtained.
 - 1.11 "Dumping" occurs when a private enterprise abroad market its goods on own initiative in the RSA at lower prices than that of the country of origin and which have the potential to harm the local industries in the RSA.
 - 1.12 ”Force majeure” means an event beyond the control of the supplier and not involving the supplier’s fault or negligence and not foreseeable.

Such events may include, but is not restricted to, acts of the purchaser in its sovereign capacity, wars or revolutions, fires, floods, epidemics, quarantine restrictions and freight embargoes.

- 1.13 “Fraudulent practice” means a misrepresentation of facts in order to influence a procurement process or the execution of a contract to the detriment of any bidder, and includes collusive practice among bidders (prior to or after bid submission) designed to establish bid prices at artificial non-competitive levels and to deprive the bidder of the benefits of free and open competition.
- 1.14 “GCC” means the General Conditions of Contract.
- 1.15 “Goods” means all of the equipment, machinery, and/or other materials that the supplier is required to supply to the purchaser under the contract.
- 1.16 “Imported content” means that portion of the bidding price represented by the cost of components, parts or materials which have been or are still to be imported (whether by the supplier or his subcontractors) and which costs are inclusive of the costs abroad, plus freight and other direct importation costs such as landing costs, dock dues, import duty, sales duty or other similar tax or duty at the South African place of entry as well as transportation and handling charges to the factory in the Republic where the supplies covered by the bid will be manufactured.
- 1.17 “Local content” means that portion of the bidding price which is not included in the imported content provided that local manufacture does take place.
- 1.18 “Manufacture” means the production of products in a factory using labour, materials, components and machinery and includes other related value-adding activities.
- 1.19 “Order” means an official written order issued for the supply of goods or works or the rendering of a service.
- 1.20 “Project site,” where applicable, means the place indicated in bidding documents.
- 1.21 “Purchaser” means the organization purchasing the goods.
- 1.22 “Republic” means the Republic of South Africa.
- 1.23 “SCC” means the Special Conditions of Contract.
- 1.24 “Services” means those functional services ancillary to the supply of the goods, such as transportation and any other incidental services, such as installation, commissioning, provision of technical assistance, training, catering, gardening, security, maintenance and other such obligations of the supplier covered under the contract.
- 1.25 “Written” or “in writing” means handwritten in ink or any form of electronic or mechanical writing.

- 2. Application**
- 2.1 These general conditions are applicable to all bids, contracts and orders including bids for functional and professional services, sales, hiring, letting and the granting or acquiring of rights, but excluding immovable property, unless otherwise indicated in the bidding documents.
- 2.2 Where applicable, special conditions of contract are also laid down to cover specific supplies, services or works.
- 2.3 Where such special conditions of contract are in conflict with these general conditions, the special conditions shall apply.
- 3. General**
- 3.1 Unless otherwise indicated in the bidding documents, the purchaser shall not be liable for any expense incurred in the preparation and submission of a bid. Where applicable a non-refundable fee for documents may be charged.
- 3.2 With certain exceptions, invitations to bid are only published in the Government Tender Bulletin. The Government Tender Bulletin may be obtained directly from the Government Printer, Private Bag X85, Pretoria 0001, or accessed electronically from www.treasury.gov.za
- 4. Standards**
- 4.1 The goods supplied shall conform to the standards mentioned in the bidding documents and specifications.
- 5. Use of contract documents and information; inspection.**
- 5.1 The supplier shall not, without the purchaser's prior written consent, disclose the contract, or any provision thereof, or any specification, plan, drawing, pattern, sample, or information furnished by or on behalf of the purchaser in connection therewith, to any person other than a person employed by the supplier in the performance of the contract. Disclosure to any such employed person shall be made in confidence and shall extend only so far as may be necessary for purposes of such performance.
- 5.2 The supplier shall not, without the purchaser's prior written consent, make use of any document or information mentioned in GCC clause 5.1 except for purposes of performing the contract.
- 5.3 Any document, other than the contract itself mentioned in GCC clause 5.1 shall remain the property of the purchaser and shall be returned (all copies) to the purchaser on completion of the supplier's performance under the contract if so required by the purchaser.
- 5.4 The supplier shall permit the purchaser to inspect the supplier's records relating to the performance of the supplier and to have them audited by auditors appointed by the purchaser, if so required by the purchaser.
- 6. Patent rights**
- 6.1 The supplier shall indemnify the purchaser against all third-party claims of infringement of patent, trademark, or industrial design rights arising from use of the goods or any part thereof by the purchaser.
- 7. Performance security**
- 7.1 Within thirty (30) days of receipt of the notification of contract award, the successful bidder shall furnish to the purchaser the performance security of the amount specified in SCC.

- 7.2 The proceeds of the performance security shall be payable to the purchaser as compensation for any loss resulting from the supplier's failure to complete his obligations under the contract.
- 7.3 The performance security shall be denominated in the currency of the contract, or in a freely convertible currency acceptable to the purchaser and shall be in one of the following forms:
- (a) a bank guarantee or an irrevocable letter of credit issued by a reputable bank located in the purchaser's country or abroad, acceptable to the purchaser, in the form provided in the bidding documents or another form acceptable to the purchaser; or
 - (b) a cashier's or certified cheque
- 7.4 The performance security will be discharged by the purchaser and returned to the supplier not later than thirty (30) days following the date of completion of the supplier's performance obligations under the contract, including any warranty obligations, unless otherwise specified in SCC.

**8. Inspections,
tests and
analyses**

- 8.1 All pre-bidding testing will be for the account of the bidder.
- 8.2 If it is a bid condition that supplies to be produced or services to be rendered should at any stage during production or execution or on completion be subject to inspection, the premises of the bidder or contractor shall be open, at all reasonable hours, for inspection by a representative of the Department or an organization acting on behalf of the Department.
- 8.3 If there are no inspection requirements indicated in the bidding documents and no mention is made in the contract, but during the contract period it is decided that inspections shall be carried out, the purchaser shall itself make the necessary arrangements, including payment arrangements with the testing authority concerned.
- 8.4 If the inspections, tests and analyses referred to in clauses 8.2 and 8.3 show the supplies to be in accordance with the contract requirements, the cost of the inspections, tests and analyses shall be defrayed by the purchaser.
- 8.5 Where the supplies or services referred to in clauses 8.2 and 8.3 do not comply with the contract requirements, irrespective of whether such supplies or services are accepted or not, the cost in connection with these inspections, tests or analyses shall be defrayed by the supplier.
- 8.6 Supplies and services which are referred to in clauses 8.2 and 8.3 and which do not comply with the contract requirements may be rejected.
- 8.7 Any contract supplies may on or after delivery be inspected, tested or analyzed and may be rejected if found not to comply with the requirements of the contract. Such rejected supplies shall be held at the cost and risk of the supplier who shall, when called upon, remove them immediately at his own cost and forthwith substitute them with

supplies which do comply with the requirements of the contract. Failing such removal the rejected supplies shall be returned at the suppliers cost and risk. Should the supplier fail to provide the substitute supplies forthwith, the purchaser may, without giving the supplier further opportunity to substitute the rejected supplies, purchase such supplies as may be necessary at the expense of the supplier.

8.8 The provisions of clauses 8.4 to 8.7 shall not prejudice the right of the purchaser to cancel the contract on account of a breach of the conditions thereof, or to act in terms of Clause 23 of GCC.

9. Packing

9.1 The supplier shall provide such packing of the goods as is required to prevent their damage or deterioration during transit to their final destination, as indicated in the contract. The packing shall be sufficient to withstand, without limitation, rough handling during transit and exposure to extreme temperatures, salt and precipitation during transit, and open storage. Packing, case size and weights shall take into consideration, where appropriate, the remoteness of the goods' final destination and the absence of heavy handling facilities at all points in transit.

9.2 The packing, marking, and documentation within and outside the packages shall comply strictly with such special requirements as shall be expressly provided for in the contract, including additional requirements, if any, specified in SCC, and in any subsequent instructions ordered by the purchaser.

10. Delivery and documents

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

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

11. Insurance

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

12. Transportation

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

13. Incidental services

13.1 The supplier may be required to provide any or all of the following services, including additional services, if any, specified in SCC:

- (a) performance or supervision of on-site assembly and/or commissioning of the supplied goods;
- (b) furnishing of tools required for assembly and/or maintenance of the supplied goods;
- (c) furnishing of a detailed operations and maintenance manual for each appropriate unit of the supplied goods;
- (d) performance or supervision or maintenance and/or repair of the supplied goods, for a period of time agreed by the parties, provided that this service shall not relieve the supplier of any warranty obligations under this contract; and

- (e) training of the purchaser's personnel, at the supplier's plant and/or on-site, in assembly, start-up, operation, maintenance, and/or repair of the supplied goods.

13.2 Prices charged by the supplier for incidental services, if not included in the contract price for the goods, shall be agreed upon in advance by the parties and shall not exceed the prevailing rates charged to other parties by the supplier for similar services.

14. Spare parts

14.1 As specified in SCC, the supplier may be required to provide any or all of the following materials, notifications, and information pertaining to spare parts manufactured or distributed by the supplier:

- (a) such spare parts as the purchaser may elect to purchase from the supplier, provided that this election shall not relieve the supplier of any warranty obligations under the contract; and
- (b) in the event of termination of production of the spare parts:
 - (i) Advance notification to the purchaser of the pending termination, in sufficient time to permit the purchaser to procure needed requirements; and
 - (ii) following such termination, furnishing at no cost to the purchaser, the blueprints, drawings, and specifications of the spare parts, if requested.

15. Warranty

15.1 The supplier warrants that the goods supplied under the contract are new, unused, of the most recent or current models, and that they incorporate all recent improvements in design and materials unless provided otherwise in the contract. The supplier further warrants that all goods supplied under this contract shall have no defect, arising from design, materials, or workmanship (except when the design and/or material is required by the purchaser's specifications) or from any act or omission of the supplier, that may develop under normal use of the supplied goods in the conditions prevailing in the country of final destination.

15.2 This warranty shall remain valid for twelve (12) months after the goods, or any portion thereof as the case may be, have been delivered to and accepted at the final destination indicated in the contract, or for eighteen (18) months after the date of shipment from the port or place of loading in the source country, whichever period concludes earlier, unless specified otherwise in SCC.

15.3 The purchaser shall promptly notify the supplier in writing of any claims arising under this warranty.

15.4 Upon receipt of such notice, the supplier shall, within the period specified in SCC and with all reasonable speed, repair or replace the defective goods or parts thereof, without costs to the purchaser.

15.5 If the supplier, having been notified, fails to remedy the defect(s) within the period specified in SCC, the purchaser may proceed to take such remedial action as may be necessary, at the supplier's risk and expense and without prejudice to any other rights which the purchaser may have against the supplier under the contract.

- 16. Payment**
- 16.1 The method and conditions of payment to be made to the supplier under this contract shall be specified in SCC.
- 16.2 The supplier shall furnish the purchaser with an invoice accompanied by a copy of the delivery note and upon fulfillment of other obligations stipulated in the contract.
- 16.3 Payments shall be made promptly by the purchaser, but in no case later than thirty (30) days after submission of an invoice or claim by the supplier.
- 16.4 Payment will be made in Rand unless otherwise stipulated in SCC.
- 17. Prices**
- 17.1 Prices charged by the supplier for goods delivered and services performed under the contract shall not vary from the prices quoted by the supplier in his bid, with the exception of any price adjustments authorized in SCC or in the purchaser's request for bid validity extension, as the case may be.
- 18. Contract amendments**
- 18.1 No variation in or modification of the terms of the contract shall be made except by written amendment signed by the parties concerned.
- 19. Assignment**
- 19.1 The supplier shall not assign, in whole or in part, its obligations to perform under the contract, except with the purchaser's prior written consent.
- 20. Subcontracts**
- 20.1 The supplier shall notify the purchaser in writing of all subcontracts awarded under this contracts if not already specified in the bid. Such notification, in the original bid or later, shall not relieve the supplier from any liability or obligation under the contract.
- 21. Delays in the supplier's performance**
- 21.1 Delivery of the goods and performance of services shall be made by the supplier in accordance with the time schedule prescribed by the purchaser in the contract.
- 21.2 If at any time during performance of the contract, the supplier or its subcontractor(s) should encounter conditions impeding timely delivery of the goods and performance of services, the supplier shall promptly notify the purchaser in writing of the fact of the delay, its likely duration and its cause(s). As soon as practicable after receipt of the supplier's notice, the purchaser shall evaluate the situation and may at his discretion extend the supplier's time for performance, with or without the imposition of penalties, in which case the extension shall be ratified by the parties by amendment of contract.
- 21.3 No provision in a contract shall be deemed to prohibit the obtaining of supplies or services from a national department, provincial department, or a local authority.
- 21.4 The right is reserved to procure outside of the contract small quantities or to have minor essential services executed if an emergency arises, the supplier's point of supply is not situated at or near the place where the supplies are required, or the supplier's services are not readily available.

21.5 Except as provided under GCC Clause 25, a delay by the supplier in the performance of its delivery obligations shall render the supplier liable to the imposition of penalties, pursuant to GCC Clause 22, unless an extension of time is agreed upon pursuant to GCC Clause 21.2 without the application of penalties.

21.6 Upon any delay beyond the delivery period in the case of a supplies contract, the purchaser shall, without canceling the contract, be entitled to purchase supplies of a similar quality and up to the same quantity in substitution of the goods not supplied in conformity with the contract and to return any goods delivered later at the supplier's expense and risk, or to cancel the contract and buy such goods as may be required to complete the contract and without prejudice to his other rights, be entitled to claim damages from the supplier.

22. Penalties

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

23. Termination for default

23.1 The purchaser, without prejudice to any other remedy for breach of contract, by written notice of default sent to the supplier, may terminate this contract in whole or in part:

- (a) if the supplier fails to deliver any or all of the goods within the period(s) specified in the contract, or within any extension thereof granted by the purchaser pursuant to GCC Clause 21.2;
- (b) if the Supplier fails to perform any other obligation(s) under the contract; or
- (c) if the supplier, in the judgment of the purchaser, has engaged in corrupt or fraudulent practices in competing for or in executing the contract.

23.2 In the event the purchaser terminates the contract in whole or in part, the purchaser may procure, upon such terms and in such manner as it deems appropriate, goods, works or services similar to those undelivered, and the supplier shall be liable to the purchaser for any excess costs for such similar goods, works or services. However, the supplier shall continue performance of the contract to the extent not terminated.

23.3 Where the purchaser terminates the contract in whole or in part, the purchaser may decide to impose a restriction penalty on the supplier by prohibiting such supplier from doing business with the public sector for a period not exceeding 10 years.

23.4 If a purchaser intends imposing a restriction on a supplier or any person associated with the supplier, the supplier will be allowed a time period of not more than fourteen (14) days to provide reasons why the envisaged restriction should not be imposed. Should the supplier fail to respond within the stipulated fourteen (14) days the purchaser may regard

the intended penalty as not objected against and may impose it on the supplier.

23.5 Any restriction imposed on any person by the Accounting Officer / Authority will, at the discretion of the Accounting Officer / Authority, also be applicable to any other enterprise or any partner, manager, director or other person who wholly or partly exercises or exercised or may exercise control over the enterprise of the first-mentioned person, and with which enterprise or person the first-mentioned person, is or was in the opinion of the Accounting Officer / Authority actively associated.

23.6 If a restriction is imposed, the purchaser must, within five (5) working days of such imposition, furnish the National Treasury, with the following information:

- (i) the name and address of the supplier and / or person restricted by the purchaser;
- (ii) the date of commencement of the restriction
- (iii) the period of restriction; and
- (iv) the reasons for the restriction.

These details will be loaded in the National Treasury's central database of suppliers or persons prohibited from doing business with the public sector.

23.7 If a court of law convicts a person of an offence as contemplated in sections 12 or 13 of the Prevention and Combating of Corrupt Activities Act, No. 12 of 2004, the court may also rule that such person's name be endorsed on the Register for Tender Defaulters. When a person's name has been endorsed on the Register, the person will be prohibited from doing business with the public sector for a period not less than five years and not more than 10 years. The National Treasury is empowered to determine the period of restriction and each case will be dealt with on its own merits. According to section 32 of the Act the Register must be open to the public. The Register can be perused on the National Treasury website.

24. Anti-dumping and countervailing duties and rights

24.1 When, after the date of bid, provisional payments are required, or anti-dumping or countervailing duties are imposed, or the amount of a provisional payment or anti-dumping or countervailing right is increased in respect of any dumped or subsidized import, the State is not liable for any amount so required or imposed, or for the amount of any such increase. When, after the said date, such a provisional payment is no longer required or any such anti-dumping or countervailing right is abolished, or where the amount of such provisional payment or any such right is reduced, any such favourable difference shall on demand be paid forthwith by the contractor to the State or the State may deduct such amounts from moneys (if any) which may otherwise be due to the contractor in regard to supplies or services which he delivered or rendered, or is to deliver or render in terms of the contract or any other contract or any other amount which may be due to him

25. Force Majeure

25.1 Notwithstanding the provisions of GCC Clauses 22 and 23, the supplier shall not be liable for forfeiture of its performance security,

damages, or termination for default if and to the extent that his delay in performance or other failure to perform his obligations under the contract is the result of an event of force majeure.

25.2 If a force majeure situation arises, the supplier shall promptly notify the purchaser in writing of such condition and the cause thereof. Unless otherwise directed by the purchaser in writing, the supplier shall continue to perform its obligations under the contract as far as is reasonably practical, and shall seek all reasonable alternative means for performance not prevented by the force majeure event.

26. Termination for insolvency

26.1 The purchaser may at any time terminate the contract by giving written notice to the supplier if the supplier becomes bankrupt or otherwise insolvent. In this event, termination will be without compensation to the supplier, provided that such termination will not prejudice or affect any right of action or remedy which has accrued or will accrue thereafter to the purchaser.

27. Settlement of Disputes

27.1 If any dispute or difference of any kind whatsoever arises between the purchaser and the supplier in connection with or arising out of the contract, the parties shall make every effort to resolve amicably such dispute or difference by mutual consultation.

27.2 If, after thirty (30) days, the parties have failed to resolve their dispute or difference by such mutual consultation, then either the purchaser or the supplier may give notice to the other party of his intention to commence with mediation. No mediation in respect of this matter may be commenced unless such notice is given to the other party.

27.3 Should it not be possible to settle a dispute by means of mediation, it may be settled in a South African court of law.

27.4 Mediation proceedings shall be conducted in accordance with the rules of procedure specified in the SCC.

27.5 Notwithstanding any reference to mediation and/or court proceedings herein,

(a) the parties shall continue to perform their respective obligations under the contract unless they otherwise agree; and

(b) the purchaser shall pay the supplier any monies due the supplier.

28. Limitation of liability

28.1 Except in cases of criminal negligence or willful misconduct, and in the case of infringement pursuant to Clause 6;

(a) the supplier shall not be liable to the purchaser, whether in contract, tort, or otherwise, for any indirect or consequential loss or damage, loss of use, loss of production, or loss of profits or interest costs, provided that this exclusion shall not apply to any obligation of the supplier to pay penalties and/or damages to the purchaser; and

- (b) the aggregate liability of the supplier to the purchaser, whether under the contract, in tort or otherwise, shall not exceed the total contract price, provided that this limitation shall not apply to the cost of repairing or replacing defective equipment.

- 29. Governing language** 29.1 The contract shall be written in English. All correspondence and other documents pertaining to the contract that is exchanged by the parties shall also be written in English.
- 30. Applicable law** 30.1 The contract shall be interpreted in accordance with South African laws, unless otherwise specified in SCC.
- 31. Notices** 31.1 Every written acceptance of a bid shall be posted to the supplier concerned by registered or certified mail and any other notice to him shall be posted by ordinary mail to the address furnished in his bid or to the address notified later by him in writing and such posting shall be deemed to be proper service of such notice
- 31.2 The time mentioned in the contract documents for performing any act after such aforesaid notice has been given, shall be reckoned from the date of posting of such notice.
- 32. Taxes and duties** 32.1 A foreign supplier shall be entirely responsible for all taxes, stamp duties, license fees, and other such levies imposed outside the purchaser's country.
- 32.2 A local supplier shall be entirely responsible for all taxes, duties, license fees, etc., incurred until delivery of the contracted goods to the purchaser.
- 32.3 No contract shall be concluded with any bidder whose tax matters are not in order. Prior to the award of a bid the Department must be in possession of a tax clearance certificate, submitted by the bidder. This certificate must be an original issued by the South African Revenue Services.
- 33. National Industrial Participation Programme (NIP)** 33.1 The NIP Programme administered by the Department of Trade and Industry shall be applicable to all contracts that are subject to the NIP obligation.

ANNEXURE A

CALL-OUT!

POSITION AVAILABLE FRONT OF HOUSE MANAGER

INTERNAL/EXTERNAL ADVERTISEMENT

CLOSING DATE: 18 MARCH 2026

DEPARTMENT: ARTISTIC

REPORTING TO: THEATRE MANAGER

SALARY: MARKET RELATED

PERIOD: PERMANENT

KEY PERFORMANCE AREAS:

1. Develop Strategy, policies and procedures for front of house.
2. Ensure that the shows are well coordinated in accordance with their uniqueness and presentation.
3. Manage and present the State Theatre patrons in a good and acceptable state and offer patrons a unique experience that will bring them back.
4. Always maintain the state theatre standards and value to ensure that the theatre is well managed and presentable for audiences.
5. Collaborate with other departments to ensure effective running of the shows and manage the dependencies.
6. Control access right of all patrons are well catered for.
7. Manage and coordinate the hospitality riders for all relevant stakeholders.
8. Effective running of all functions associated with all venues and foyers.
9. Maintain effective internal and external communication.
10. Facilitate meetings with potential clients and other relevant stakeholders.
11. Manage all departmental finances, including revenue generated from sales.
12. Facilitate during the event planning and management processes to ensure the effective running of the shows.
13. Hiring of front of house staff and managing contractors and sub-contractors.
14. Compilation of statistics report for senior management.
 - Staff Development and performance management including coordinating appraisal.
 - Manage inventory.
 - Manage staff scheduling.
 - Manage Bar and run special.
 - Overseeing all units under front of house and running theatre and foyers.
15. Manage the front and back of the restaurant effectively and benchmark with the modern restaurant operation.
16. Plan for weekly activities, assign responsibilities to staff, performance plan, manage performances and provide strategy to achieve revenue target.
17. Monitor deliverables through weekly and conduct reviews through monthly reporting and assess performance on quarterly basis.

BAR

- Running of 6 Bars to generate revenue

TICKETS

- Sell state theatre performance tickets at Box office to generate revenue

USHERING

- Usher patrons visiting our theatre to create user friendly and safe environment for all patrons visiting our theatre.

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DEPARTMENT: ARTISTIC

REPORTING TO: THEATRE MANAGER

SALARY: MARKET RELATED

PERIOD: PERMANENT

PRODUCTION

- Work closely with Artistic on Production to be staged at state theatre.
- Highlight the contents of the performance and implement accordingly.

HOSPITALITY

- Offer hospitality rider to both internal and external stakeholders.
- Acknowledge hospitality request and offer service accordingly

ESTABLISH KEY PARTNERSHIPS AND STAKEHOLDER

- Internal and external partnership

PREFERRED MINIMUM EDUCATION AND EXPERIENCE:

- BCom Degree in business Management or equivalent
- 3 Years management experience

KNOWLEDGE, SKILLS AND CRITICAL COMPETENCIES:

- Management of budgets, facilities, stock and human resources.
- Leadership skills

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CALL-OUT!

POSITION AVAILABLE

HSS MANAGER

INTERNAL/EXTERNAL ADVERTISEMENT

CLOSING DATE: 18 MARCH 2026

DEPARTMENT: ARTISTIC

REPORTING TO: THEATRE MANAGER

SALARY: MARKET RELATED

PERIOD: PERMANENT

KEY PERFORMANCE AREAS:

- Develop, implement, and improve the health and safety plans, programmes and procedures at South African State Theatre.
- Ensure compliance with relevant health and safety legislation.
- Identify OHS-related training needs in the workplace.
- Monthly departmental staff meetings and feedback from HOD meetings.
- Ensure the personal safety of staff, visitors and patron at the State Theatre as well as their property against fire, theft and damage.
- Ensure the cooperation of staff and tenant, regarding fire and evacuation procedures.
- Test all firefighting equipment and conduct evacuation drills.
- Record all reportable incidents and accidents.
- Manage the budget.
- Control overtime and leave.
- Ensure that the State Theatre vehicles are well maintained.
- Ensure that the Theatre Manager is always informed of developments and potential problem areas.
- Ensure effective communication.
- Minimize financial and legal risks to the company associated with Safety, Health, Environmental and Quality aspects and activities.
- Liaison with Human Resource Department for personal, audit and IIP requirements.
- Ensure management set objectives and targets for SHEQ compliance in the division.
- Working closely with Contractor Health and Safety

Management in various projects.

- Monitor audit findings and recommend corrective and preventative actions.
- Assist the Theatre Manager with Capex and repots.
- Enforce contractor's compliance.

PREFERRED MINIMUM EDUCATION AND EXPERIENCE:

- National Diploma or bachelor's degree in safety and security management or related qualifications.

MINIMUM EXPERIENCE REQUIRED

- Minimum 5 Years related experience
- 3 years Supervisory or Management experience

KNOWLEDGE, SKILLS AND CRITICAL COMPETENCIES:

- Good Communicator/interpersonal skills
- Administratively and operationally well organized.
- Good record keeping
- Assertiveness
- Pro-active in approach
- Computer (MS Word, Excel)
- Communication
- Managing Budgets
- Leadership
- Problem Solving

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CALL-OUT!

POSITION AVAILABLE ICT MANAGER INTERNAL/EXTERNAL ADVERTISEMENT

CLOSING DATE: 18 MARCH 2026

DEPARTMENT: ICT

REPORTING TO: CHIEF FINANCIAL OFFICER

SALARY: MARKET RELATED

PERIOD: FIVE - YEAR FIXED TERM

KEY PERFORMAMNCE AREAS:

- Implementation, maintenance, and optimization of physical and virtual server infrastructure.
- Racking, cabling, and configuring physical servers, storage, and networking equipment. This includes managing power distribution units (PDUs) and ensuring proper, organized cabling.
- Installing, upgrading, and patching server operating systems (Windows Server). Optimize performance, manage server capacity, and configure virtualization solutions like VMware or Hyper-V.
- Applying security configurations, performing vulnerability scanning, and ensuring compliance with data privacy regulations.
- Creating and updating documentation regarding system configurations, network diagrams, and incident reports.
- Tracking inventory, documenting server configurations, and managing vendor relationships for repairs and maintenance.
- Developing and maintaining backup and recovery solutions to prevent data loss.
- Providing leadership in the alignment of the ICT and business strategy ensuring that the company gains full value from its investment in IT services and its people.
- Providing a coherent link between ICT and the business ensuring that the business needs are met by the overarching SAST IT strategy.
- Lead, motivate and inspire the ICT department by delivering an ICT strategy that delivers innovation and enables the wider business to become leaner through the effective use of existing and emerging ICT Information Systems.
- Ensure that appropriate skill levels are maintained through the provision of a successful training and development programme.
- Providing accountability for the successful provision of all ICT services, delivered either internally or externally, as required by the business.

- Acting as the final escalation point for service-related issues ensuring that resolutions are proactively sought and delivered.
- Chairing SLA meetings, and attending, various meeting and forums with the mandate to ensure that ongoing 'readiness' of the ICT Strategy meets the needs of all business change programmes and initiatives.
- Providing a professional and customer orientated approach in both the department's culture and through own personal leadership style.
- To act as the voice of ICT services to the wider organisation, ensuring effective communication and awareness.
- Ensure that day to day delivery of technical solutions across the organisation is optimised to ensure the organisation is meets its operational objectives and goals.
- Manage and follow the prescribed company change management process within SLA's to ensure business efficiency and stability.
- To manage and maintain the company Infrastructure environment in conjunction with ICT resources and 3rd party suppliers/Contractor.
- To manage and maintain SAST desktop security to deliver secured operational enablement utilising best practice ICT security resources.
- To manage and maintain the hosted Unified Communications topology including mobile data management.
- To aid and where applicable undertake Security and Audited activities such as ICT security vulnerability and cyber security threats and ensuring all documentation is kept up to date and is easily available for auditing.
- To manage remote user security and alerts in order to provide a robust and proactive level of service for all SAST users and stakeholders.
- To manage and improve the overall SAST ICT Infrastructure assets as defined within best practice ICT Service Management standards.

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SALARY: MARKET RELATED

PERIOD: FIVE - YEAR FIXED TERM

- Management and maintenance of the company systems architecture and infrastructure, both physical and virtual.
- Establishing and implementing processes and procedures supported by approved policies for day-to-day administration of the infrastructure,
- Proactive administration and monitoring of servers, network hardware and internet infrastructure and provision of high-level (third line) support on network, server and internet devices and systems.
- To derive and implement an Infrastructure improvement plan ensuring SAST flexibility and growth
- To undertake end to end Project Management of the ICT division covering tasks, resources, time and risk.
- To aid in the alignment of budget control in conjunction with the approved budget.
- To provide statistical information on helpdesk activity ensuring SLA's are met and critical communication updates are delivered.
- To ensure logged service tickets are undertaken by the correct personnel and that the appropriate level of system controls are in place to record activity undertaken.
- Establishing strong partnerships with key client contacts to devise on-going technical strategy.
- Work in partnership with SAST's department business owners to develop and deliver key projects.
- Represent the SAST Technology function in the delivery of the company Strategic Transformation plans.

PREFERRED MINIMUM EDUCATION AND EXPERIENCE:

- National Certificate Matric Grade 12
- BCOM in Commerce and IT Management Degree
- Microsoft Certified: Solutions Associate (MCSA), Microsoft Certified: Azure Administrator Associate, VMware Certified Professional (VCP).
- Cyber Security Certificate
- Prince 2 Project Management

- ITIL Service Management Foundation
- MNE (Master Network Engineer) Diploma
- ANE (Associate Network Engineer) Diploma
- 5 years of management experience

KNOWLEDGE, SKILLS AND CRITICAL COMPETENCIES:

- ICT Service delivery and SLA Management
- Infrastructure Design and Implementation
- O/S MS WINDOWS 10 PRO Project Management
- Policy development and Implementation
- ICT Governance
- ICT Networking protocols
- Patch management (SCCM/Intune), antivirus, and VPN technologies.
- ICT Disaster Recovery
- ICT Configuration Management
- ICT Mobile Computing and Wireless Communications Systems.
- SQL Administration
- Active Directory Management and Group Policy Implementation
- DHCP & DNS administration and support
- Mimecast email administration and support
- In-depth knowledge of Windows Server (2016-2022)
- Exchange server maintenance and Support
- Expert-level administration of VMware vSphere/ESXi or Hyper-V. SAN Support and Maintenance
- Veeam and Symantec backup
- Support
- Zoom and Skype communication
- Technology support
- LAN and WAN maintenance and support
- Experience with enterprise hardware, specifically HP and related monitoring tools.

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POSITION AVAILABLE MAINTENANCE MANAGER INTERNAL/EXTERNAL ADVERTISEMENT

CLOSING DATE: 18 MARCH 2026

DEPARTMENT: ARTISTIC

REPORTING TO: THEATRE MANAGER

SALARY: MARKET RELATED

PERIOD: PERMANENT

KEY PERFORMANCE AREAS:

MAINTENANCE:

- Perform statutory and ad hoc inspections of all buildings, Machinery, equipment and reticulation systems and institute necessary action in the event of shortcomings
- Implement Capital Programme over 3 years business plan through a structured maintenance plan that would guide the organisation over a 3- year period, with budget and timelines.
- Ensure reliable service of the stage technical requirement, inclusive of high voltage electrical fault detection and fault repair. Maintenance of building and ancillary services

MAINTENANCE OF THE STAGE MACHINERY:

- Ensure reliable service of the stage technical requirement, inclusive of high voltage electrical fault detection and fault repair.

MAINTENANCE OF BUILDING AND ANCILLARY SERVICES:

- Maintain and ensure buildings services, inclusive of fault detection and fault repairs in respect of air conditioning, plumbing and electricity.
- Responsible for preventative maintenance and the general appearance and maintenance of the building and its surrounding.
- Ensuring that the services delivered to the building in respect of water, electricity and air supply are according to NOSA standards and maintained according to those standards.
- Maintenance and repairs of the electric motors, electrical installations and equipment, stage machinery control circuits, emergency generators, A.E.G. P.L.C, AC & DC Drivers, AC & DC Motors, Submersible pumps – 3ph substation

- Switchgear, 110V Emergency lighting, 380V Standby generator % knowledge of air conditioning control panels.
- Prioritise repairs and maintenance.
- Compile three-year maintenance and upgrade plan.

MAINTENANCE OF ELECTRONIC SYSTEM IN THE BUILDING:

- Maintain CCTV network and access control systems.
- Maintain foyer and stage call systems.
- Fire detection system service and regular testing.
- Security radio and repeater systems.
- Upkeep and operate of HVAC BMS.
- Stage machinery low voltage control systems liaison.

LEADERSHIP:

- Ensure effective communication within departments. All staff members know what developments are taking place at the state theatre at any given time.
- Ensure that all maintenance personnel are competent and qualified to carry out their duties through, annual performance evaluations (minimum) indicate possible shortcomings and corrective training, and development is instituted.

PROTECTIVE CLOTHING AND HEALTH AND SAFETY RULES:

- Issue relevant staff with required safety equipment.
- Maintain all records regarding machinery and equipment as required by law

PREFERRED MINIMUM EDUCATION AND EXPERIENCE:

- National Diploma in Engineering (Electrical/ Electronics) or equivalent.

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REPORTING TO: THEATRE MANAGER

SALARY: MARKET RELATED

PERIOD: PERMANENT

KNOWLEDGE, SKILLS AND CRITICAL COMPETENCIES:

- 5 Years technical experience.
- 3 Years managerial experience.
- Computer Skills (Ms word & Excel)
- Communication
- Controlling budget
- Leadership
- Problem Solving
- Good communicator/interpersonal skill
- Administratively and operationally well organised
- Able to prioritize tasks
- Assertiveness
- Pro-active in approach
- Punctual

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CALL-OUT!

POSITION AVAILABLE

SENIOR HUMAN RESOURCES OFFICER (IR SPECIALIST)

INTERNAL/EXTERNAL ADVERTISEMENT

CLOSING DATE: 18 MARCH 2026

DEPARTMENT: HUMAN RESOURCES

REPORTING TO: SENIOR MANAGER HUMAN RESOURCES

SALARY: MARKET RELATED

PERIOD: PERMANENT

KEY PERFORMANCE AREAS:

1. Labour relations and related activities:

Interpret and implement provisions of labour legislation and agreements to resolve problems and assure compliance by both parties by:

- Investigate and answer grievances within the framework of the contract.
- Advise managers on how to handle specific situations (e.g., discipline, work practice changes) and their implications in terms of labour agreements.
- Serve as communication link with bargaining unit representatives (stewards/committees) and individual employees to anticipate potential problems and improve understanding of the organization's position.
- Interpret the labour organisation's viewpoint for management.
- Identify chronic labour relations problem areas and recommend solutions.
- Participate in wage negotiations.
- Ensure SAST notice boards are compliant with South African legislation

2. Performance Management and related activities:

- Oversee the development and implementation of a SAST-wide performance appraisal program and provides advice and recommendations to SAST management and staff.
- Ensure well written and up to date position descriptions and performance agreements for all staff.
- Oversee the development and implementation of SASR core competencies, core values, and key performance measures into performance

appraisal system.

- Provide ongoing oversight and support to ensure that performance measures are being used to effectively manage operations, identify and manage risks, and effect organisational change.
 - Develop and conduct presentations and training to SAST management and staff on the performance appraisal system.
 - Provide training to staff on performance management and systems.
 - Assist with developing and implementing agency performance improvement plans.
- ##### 3. Employment Equity and related activities
- Work closely with the Senior Manager Human Resources in the management on the EE annual plan.
 - Arrange Employment Equity Committee meetings
 - Take minutes and distributing to the committee
 - Collate information on new appointments and terminations and any other EE related information
 - Ensure notice boards are updated with EE information.
 - Prepare monthly /quarterly /annual EE Report.
- ##### 4. Conduct employee induction programme.
- ##### 5. Co-ordinate the medical-aid related activities.
- ##### 6. Assist the Senior Manager Human Resources in the supervision of the HR department.
- ##### 7. Keep record of all the transactions.
- ##### 8. Audit Files periodically for completeness
- Preferred Minimum Education and Experience:**
- National Diploma in Human Resources or Equivalent

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M R . S M A J A

(CHIEF EXECUTIVE OFFICER)

M R . S S E K H A B I

(ARTISTIC DIRECTOR)

M R S . S V I L J O E N

(CHIEF FINANCIAL OFFICER)

TEL: 012 392 4000

ADMIN@STATETHEATRE.CO.ZA

Interested candidates should indicate the position they are applying for. E-mail certified copies of qualifications and a CV with 3 contactable references to Human Resources.

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SALARY: MARKET RELATED

PERIOD: PERMANENT

- 3 years' experience in generalist Human Resources position
- 3 years labour relations experience
- 1 year supervisor experience.
- Sage 300 an advantage

Knowledge, Skills and critical competencies:

- People Management
- Knowledge of BCEA, EEA, SDA, LRA and other HR Legislation.
- Good Communication (Verbal and written) • People's Skills
- Presentation Skills
- Microsoft Office Skills (Advanced word, excel, PowerPoint)
- Deadline Orientated

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