



BID REFERENCE: NRF/SARAO SHRM/76/2025-26

**PROVISION OF DIVERSITY, INCLUSION AND EQUITY INTERVENTION
PROGRAMME FOR SARAO AND SKAO EMPLOYEES OVER A PERIOD OF THREE
YEARS**

The South African Radio Astronomy Observatory ('SARAO') hereby invites bid submissions for the following tender -

Tender Number	Tender Description	Tender Closing Date and Time
NRF/SARAO SHRM/76/2025-26	PROVISION OF DIVERSITY, INCLUSION AND EQUITY INTERVENTION PROGRAMME FOR SARAO AND SKAO EMPLOYEES OVER A PERIOD OF THREE YEARS	Friday, 20 March 2026 at 12.00PM

PREFERENTIAL PROCUREMENT SYSTEM:

The 80/20 price and preference points system, as prescribed by Section 4 of the Preferential Procurement Regulations, 2022 issued under the Preferential Procurement Policy Framework Act, (Act No 5 of 2000) (PPPFA) will be applied to evaluate this bid.

EVALUATION CRITERIA:

Bidders must satisfy the evaluation criteria in Stages 1 and 2 of the bid selection process in order to be evaluated further on price and preference (Stage 3). Failure to do so will result in disqualification.

BID DOCUMENT:

The tender document may be obtained on the SARAO website: <http://www.sarao.ac.za/tenders/>, or the E-Tender Portal: <https://www.etenders.gov.za>

BID SUBMISSION

Electronic submissions must be sent to tenders@sarao.ac.za on or before the closing date, **Friday, 20 March 2026 at 12.00PM**

Late submissions - received after 12.00PM on the closing date, will **NOT** be accepted.

Bids must be submitted in two separate electronic folders, one with the compliance and technical response, and the second with the financial response. Technical submissions should preferably be in searchable PDF format.

Folders must be titled with the bidder's company name and folder title. Attachments are limited to 25 MB per email.

Bidders may use WeTransfer, Dropbox, or Google Drive to submit their bids.

TENDER ENQUIRIES:

Tender enquiries may be directed to, Email: tender-enquiries@sarao.ac.za