

## Annexure X: Pricing Schedule — Salary Survey & Remuneration Benchmarking Services (ERI)

All prices must be quoted in ZAR, inclusive of VAT (15%). Prices firm for Year 1; state Year 2–3 escalation in Assumptions.

Section	Item No.	Description	Unit	Qty	Rate (ZAR)	Line Total (ZAR)	Notes
<b>A. Initiation &amp; Setup</b>							
A.	A1	Project initiation & mobilization (kick-off, governance, project plan)	Lot	1		0	Include stakeholder mapping & detailed workplan
A.	A2	Data model setup & ERI job architecture mapping	Hour	40		0	Map ERI job families to survey taxonomy
A.	A3	Comparator basket design (public & relevant private sector)	Workshop	2		0	Criteria: size, industry, region
A.	A4	Baseline survey acquisition/licensing (initial dataset)	Lot	1		0	Current market data pack
<b>B. Platform Access (Licences &amp; Hosting)</b>							
B.	B1	Named user licences – Analyst	User/Year	5		0	Full analytics & export rights
B.	B2	Named user licences – Viewer	User/Year	15		0	Read-only dashboards
B.	B3	Platform hosting & support (incl. maintenance & security)	Year	1		0	Yearly; replicate to Years 2–3 in Roll-Up
<b>C. Bi-Annual Survey Updates</b>							
C.	C1	Market survey refresh – H1	Update	1		0	Includes QA & methodology note
C.	C2	Market survey refresh – H2	Update	1		0	Same scope as H1
C.	C3	Data ingestion & dashboard refresh	Cycle	2		0	Applied to ERI structure
<b>D. Training of ERI HR Officials</b>							
D.	D1	System user training (platform navigation, exports)	Session (≤12 pax)	2		0	Virtual or on-site
D.	D2	Interpreting survey results (percentiles, compa-ratios, pay mix)	Session (≤12 pax)	2		0	Includes materials
D.	D3	Custom learning materials & job aids	Pack	1		0	PDFs, cheat-sheets, recordings
<b>E. Benchmarking &amp; Analytics Deliverables</b>							
E.	E1	Remuneration benchmarking report (P10/P25/Median/P75/P90)	Report	2		0	Bi-annual; includes narrative insights
E.	E2	Benefits & allowances benchmarking (incl. shift, severance)	Report	2		0	Bi-annual
E.	E3	Job matching & equivalency mapping (ERI vs external)	Role	100		0	Expandable by rate card
E.	E4	Comparator analysis and TGP/CTC pay mix diagnostics	Pack	2		0	Dashboards + slides
E.	E5	Trend & forecast memo (anticipated increases; public sector lens)	Memo	2		0	Short advisory write-up
<b>F. Advisory &amp; Governance Support</b>							
F.	F1	Advisory days (on-demand)	Day	10		0	Pay strategy, benefits design, policy
F.	F2	Governance & approval support (EXCO/Board pack inputs)	Day	5		0	Review decks, Q&A prep

Category	Year 1 (ZAR)	Year 2 (ZAR)	Year 3 (ZAR)	3-Year Total (ZAR)
A. Initiation & Setup				0
B. Platform Licences & Hosting				0
C. Bi-Annual Updates				0
D. Training				0
E. Benchmarking & Analytics				0
F. Advisory				0
G. Optional (if applicable)				0
Subtotal (ex-VAT)	0	0	0	0
VAT @ 15%	0	0	0	0
Total (incl. VAT)	0	0	0	0

