

REQUEST FOR QUOTATION

You are hereby invited to submit proposal to the South African Post Office Limited to source SAP HCM Personnel Time Management (PT)

SECTION 1 Section to be completed by bidder

BIDDER COMPANY NAME		
BIDDER CONTACT PERSON		
MAAA NUMBER:		
BIDDER CONTACT DETAILS	EMAIL:	
	TEL :	CELL :

SECTION 2 Section to be completed by SCM

RFQ NUMBER:	RFQ 26-27-32	
OBJECTIVE OF BID:	The objective of this RFQ is to appoint a qualified SAP HCM Personnel Time Management (PT) service provider on a time-and-materials basis to analyse, configure, test, deploy, and support SAP ERP ECC6 leave management changes in accordance with SAPO's approved leave policy requirements for period of one(1)month.	
DESCRIPTION OF SERVICES:	SAP HCM Personnel Time Management (PT)	
ISSUE DATE:	2026/06/03	
COMPULSORY SITE BRIEFING SESSION:	N/A	
DATE & TIME:		
CLARIFICATION QUESTIONS CLOSING DATE and TIME	2026/06/08 Bidders are encouraged to submit clarification questions in writing to South African Post Office Officials mentioned below not later than 2026/06/08	
RFQ CLOSING DATE AND TIME:	2026/06/11	Closing Time 11h00
PROPOSAL TO BE EMAILED	SAPORFQ@postoffice.co.za	
RFQ VALIDITY PERIOD:	(120) DAYS (from closing date)	

**ENQUIRIES:
PROCUREMENT SPECIALIST**

Michael Mabena
Tel:012 845 2676
Email address: Michael.Mabena@postoffice.co.za

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SBD1 - INVITATION TO BIDPART A
INVITATION TO BID**YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE (NAME OF DEPARTMENT/ PUBLIC ENTITY)**

BID NUMBER:	RFQ 26/27/32	CLOSING DATE:	2026/06/11	CLOSING TIME:	11h00
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DESCRIPTION SAP ERP ECC6 HCM Personnel Time Management (PT)

**BID RESPONSE DOCUMENTS MAY BE EMAILED TO
EMAILED TO**

SAPORFQ@postoffice.co.za

BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO**TECHNICAL ENQUIRIES MAY BE DIRECTED TO:**

CONTACT PERSON	Michael Mabena	CONTACT PERSON	Michael Mabena
TELEPHONE NUMBER	012 845 2676	TELEPHONE NUMBER	012 845 2676
FACSIMILE NUMBER	N/A	FACSIMILE NUMBER	N/A
E-MAIL ADDRESS	Michael.Mabena@postoffice.co.za	E-MAIL ADDRESS	Michael.Mabena@postoffice.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	TAX COMPLIANCE SYSTEM PIN:	OR	CENTRAL SUPPLIER DATABASE No: MAAA

ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES ENCLOSE PROOF]	ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES, ANSWER THE QUESTIONNAIRE BELOW]
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QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERSIS THE ENTITY A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)? YES NO

DOES THE ENTITY HAVE A BRANCH IN THE RSA? YES
 NO

DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?
 YES NO

DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA?
YES NO

IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION? YES
 NO

IF THE ANSWER IS "NO" TO ALL OF THE ABOVE, THEN IT IS NOT A REQUIREMENT TO REGISTER FOR A TAX COMPLIANCE STATUS SYSTEM PIN CODE FROM THE SOUTH AFRICAN REVENUE SERVICE (SARS) AND IF NOT REGISTER AS PER 2.3 BELOW.

PART B
TERMS AND CONDITIONS FOR BIDDING

1. BID SUBMISSION:

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

2. TAX COMPLIANCE REQUIREMENTS

- 2.1 BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.
- 2.2 BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VERIFY THE TAXPAYER'S PROFILE AND TAX STATUS.
- 2.3 APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAY BE MADE VIA E-FILING THROUGH THE SARS WEBSITE WWW.SARS.GOV.ZA.
- 2.4 BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.
- 2.5 IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED; EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.
- 2.6 WHERE NO TCS PIN IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.
- 2.7 NO BIDS WILL BE CONSIDERED FROM PERSONS IN THE SERVICE OF THE STATE, COMPANIES WITH DIRECTORS WHO ARE PERSONS IN THE SERVICE OF THE STATE, OR CLOSE CORPORATIONS WITH MEMBERS PERSONS IN THE SERVICE OF THE STATE."

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

SIGNATURE OF BIDDER: _____

CAPACITY UNDER WHICH THIS BID IS SIGNED: _____

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

DATE: _____

SBD4 - BIDDER'S DISCLOSURE

1. PURPOSE OF THE FORM

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

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

2. Bidder's declaration in respect of employees of the State

2.1 Is the bidder, or any of the directors / trustees / shareholders / members / partners of the bidder employed by the state? **YES/NO**

If so, furnish particulars of the names, individual identity numbers, in table below.

Full Name	Identity Number	Name of State institution

3. Bidders' disclosure in respect of independent bidding

I, the undersigned, 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 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.
- 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.
- 3.5 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.
- 3.6 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.
- 3.7 I am aware that, in addition and without prejudice to any other remedy provided to combat any restrictive practices related to bids and contracts, bids that are suspicious will be reported to the Competition Commission for investigation and possible imposition of administrative penalties in terms of 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 state for a period not exceeding 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 ABOVE IS CORRECT AND ACCEPT THAT THE STATE MAY REJECT THE BID OR ACT AGAINST ME SHOULD THIS INFORMATION PROVE TO BE FALSE.

.....
Signature

.....
Date

.....
Position/ Designation

.....
Name of bidder

Directors

Bidders to submit the list of Directors on the company letterhead as follows:

First Name	Middle Name (where applicable)	Surname	Gender	Race

Shareholders

Bidders to submit the list of Shareholders on the company letterhead as follows:

First Name	Middle Name (where applicable)	Surname	Gender	Race

Share certificates must be submitted

A. SCOPE OF SUPPLY AND SPECIFIC INSTRUCTIONS

1. DESCRIPTION OF SERVICE

SAP ERP ECC6 HCM Personnel Time Management (PT)

2. POINT OF DELIVERY OF SERVICES

NPC: SAPO HEAD OFFICE

3. PRICE BASIS

- 3.1 Bidders shall take into account that the Post Office's total requirements may not be allocated to only one bidder.
- 3.2 The successful bidder shall commit to the programme of continuous improvement, which will result in cost-efficiencies during the currency of the relationship.

4. PAYMENT

The Contract Price is the amount, agreed to by both parties during contract negotiation process, which the Post Office shall pay to the Service Provider for the Services rendered in terms of the Agreement. The Contract Price for the Services provided by the Service Provider to the Post Office shall be inclusive of VAT and payable 30 days upon statement date.

5. PROPOSAL DOCUMENTS

- 5.1 Bidders responding to this RFQ are deemed to do so, on the basis that they acknowledge and accept all the Terms and Conditions of this RFQ.
- 5.2 Proposals must be submitted through the email. It is the bidder's sole responsibility to ensure that the bid has been submitted and received by no later than the **2026/06/11 11h00** Proposals received after the stipulated bid closing date and time will not be considered for bid evaluation purposes.
- 5.3 Any amendments to the proposal documents, whether erasures or by means of correction fluid (e.g. Tippex), must be initialled by the bidder.
- 5.4 All documents and correspondence must be in English, failure to comply, the bid proposal will not be evaluated.
- 5.5 Pricing schedule must be completed in South African Rands (ZAR). Failure to provide the bid in South African Rands will result in the bid being non-responsive.
- 5.6 Proposals must be compiled in the following manner:
 - 5.6.1 One (1) original proposal (marked 'original') must be submitted in an arch lever file(s).
 - 5.6.2 Loose-leaf (not bound) proposal must be supplied, in the arch lever file(s).
 - 5.6.3 If the proposal is submitted by a Consortium / JV / Partnership, each company forming part of the Consortium / JV / Partnership must submit consolidated BBBEE Certificate for scoring point and proof of Consortium / JV / Partnership.. If a consolidated BBBEE Certificate is not submitted together with the proposal at closing date of the bid, the bidder will not be disqualified but receive zero (0) points for Specific Goals/Preference points. Bidder must submit a valid BBBEE Certificate,
- 5.7 Hand delivered proposals must be delivered **sealed**. The following information shall appear on the outside of the sealed proposal:
 - 5.7.1 Name of bidder;
 - 5.7.2 Description of proposal;
 - 5.7.3 RFQ number;
 - 5.7.4 Closing date and time;

- 5.7.5 Name of person for whose attention the proposal is intended; and
- 5.7.6 The name and address of the Bidder must be written on the reverse side of the proposal / envelope.

6. CONSULTATION PRIOR TO SUBMISSION OF A PROPOSAL

Bidders shall consult, **in writing**, with the undernoted Post Office officials should there appear to be any discrepancy, ambiguity or uncertainty pertaining to the meaning or effect of any description, dimension, quality, quantity or any other information contained in this bid. The Post Office undertakes to provide clarification in writing to all Bidders, provided that the request is received prior to the closing date and time for clarifications.

Officials	Location	Contact Details
Michael Mabena (Procurement Officer)	South African Post Office Limited Supply Chain Management Cnr. James Drive and Moreleta Street, Silverton, Pretoria.	012-845-2676 Michael.Mabena@postoffice.co.za

7. CLARIFICATIONS

- 7.1 Bidders are encouraged to submit clarification questions in writing to South African Post Office Officials mentioned above not later than **2026/06/08** No further questions will be entertained after this period.
- 7.2 The SAPO will respond in writing to queries and distribute to all bidders after receipt of questions.
- 7.3 Oral communication or instruction by SAPO or its representative shall have no standing in this RFQ unless and until they have been confirmed in writing.
- 7.4 SAPO accepts no responsibility for the failure of any bidder not receiving notifications or correspondence relating to this RFQ.

8. VALIDITY PERIOD OF PROPOSAL

The period during which the Post Office shall have the right to accept a proposal without any right of withdrawal on the part of the bidder shall be Hundred and Twenty **(120) DAYS (from closing date)** days from the date on which proposals are due. After such period a bidder may withdraw his proposal if he has not been notified of its acceptance.

Bidders are to note that they may be requested to extend the validity period of their bid, at the same terms and conditions, if the internal evaluation process has not been finalised within the validity period. However, once the adjudication body has approved the process and award of the business to the successful bidder(s), the validity of the successful bidder(s)' bid will be deemed to remain valid until a final contract has been concluded. The Reserve proposal will automatically be deemed to remain valid once the adjudication body has approved the process and for the full duration of the project.

Should a bidder fail to respond to a request for extension of the validity period before it expires, that bidder will be excluded from the tender process?

With regard to the validity period of the next highest scoring bidder(s), please refer to clause **10.3.11**

9. COST OF THE BID

Each Bidder shall bear all of its costs (of whatsoever nature) associated with the preparation or submission of its bid and of negotiating with the SAPO regarding a possible contract agreement and any other costs and expenses incurred by the Bidders in connection with or arising out of the competitive procurement process.

10. BIDDING CONDITIONS

- 10.1 The South African Post Office reserves the right to reject and /or disqualify any proposal:
 - 10.1.1 Received without all the data and information requested.
 - 10.1.2 Submitted after the stated submission deadline [closing date]
 - 10.1.3 Which does not conform to instructions and specifications detailed herein;
- 10.2 That fails to comply with the specification.
 - 10.2.1 That contains any information that is found to be incorrect or misleading in anyway.
 - 10.2.2 Such non-compliant bids shall be rejected without further evaluation, provided that SAPO believes, in its own discretion, that the non-compliance is minor then SAPO may continue with the evaluation, or seek clarification thereon or reject the bid.
- 10.3 The South African Post Office reserves the right:
 - 10.3.1 **Not to award or cancel this RFQ at any time and shall not be bound to accept the highest scoring or any bid.**
 - 10.3.2 To negotiate with one or more Preferred or Reserved Bidders identified in the evaluation process, regarding any terms and conditions, including price without offering the same opportunity to any other Bidder who has not been awarded the status of the Preferred or Reserved Bidder.
 - 10.3.3 To accept part of a bid rather than the whole bid.
 - 10.3.4 To split the award of the bid between two or more Bidders.
 - 10.3.5 **To cancel and/or terminate the bid process at any stage, including after the Closing Date and/or after presentations have been made, and/or after bids have been evaluated and/or after the Preferred Bidders and Reserved Bidders have been notified of their status as such.**
 - 10.3.6 To carry out site inspections, product evaluations or explanatory meetings in order to verify the nature and quality of the Services bid for, whether before or after adjudication of the bid.
 - 10.3.7 Request audited financial statements or other documentation for the purposes of a due diligence exercise;
 - 10.3.8 to cancel the contract and/request that National Treasury place the Respondent on its Database of Restricted Suppliers for a period not exceeding 10 years, on the basis that a contract was awarded on the strength of incorrect information furnished by the Respondent or on any other basis recognised in law;
 - 10.3.9 To award the bid to a Bidder who is not the highest scoring Bidder, provided that an objective criteria was indicated in the evaluation criteria.
 - 10.3.10 To correct any mistakes at any stage of the bid that may have been in the bid documents or occurred at any stage of the bid process.
 - 10.3.11 To award the business to the next highest scoring bidder(price and specific goal), provided that he/she is still prepared to provide the required Goods/Services at the quoted price,

should the preferred bidder fail to sign or commence with the contract within a reasonable period after being requested to do so. Under such circumstances, the validity of the bids of the next ranked bidder(s) will be deemed to remain valid, irrespective of whether the next ranked bidder(s) were issued with a Letter of Regret. Bidders may therefore be requested to advise whether they would still be prepared to provide the required Goods/Services at their quoted price, even after they have been issued with a Letter of Regret.

- 10.4 No attempts may be made, whether directly or indirectly, to canvass any member of SAPO staff before the award of the contract. Any enquiries must be referred, in writing, to the specified person(s).

11. JOINT VENTURES, CONSORTIUMS, PARTNERSHIPS AND TRUSTS

- 11.1 A trust, consortium or joint venture, will qualify for points for their specific goal as a legal entity, provided that the entity submits their B-BBEE status level certificate.
- 11.2 A trust, consortium or joint venture will qualify for points for their specific goal as an unincorporated or incorporated entity, provided that the entity submits their consolidated B-BBEE scorecard as if they were a group structure and that such a consolidated B-BBEE scorecard is prepared for every separate bid. If a consolidated BBBEE Certificate is not submitted together with the proposal at closing date of the bid, the bidder will not be disqualified but receive zero (0) points for Specific Goals/Preference points
- 11.3 Bidders must submit concrete proof of the existence of joint ventures and/or consortium arrangements. SAPO will accept signed agreements as acceptable proof of the existence of a joint venture and/or consortium arrangement.
- 11.4 The joint venture and/or consortium agreements must clearly set out the roles and responsibilities of the Lead Partner and the joint venture and/or consortium party. The agreement must also clearly identify the Lead Partner, with the power of attorney to bind the other party/parties in respect of matters pertaining to the joint venture and/or consortium arrangement.

12. SAMPLES (If applicable)

SAPO shall not pay for samples provided and damaged / destroyed samples as a result of destruction testing.

13. CONDITIONS OF PURCHASE

The terms and conditions applicable to any order / contract that may result from this bid will be stated in the main contract between SAPO and appointed service provider.

B. CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT

1 DEFINITION

Unless otherwise expressly stated, or the context otherwise requires, the words and expressions listed below shall, when used in this Confidentiality Agreement, bear the meanings ascribed to them:

- 1.1 "Bidder" shall mean any person who attends the briefing session and/or any entity which is represented at the briefing session whose details and signature are set out in the attendance register;
- 1.2 "Confidentiality Agreement" shall mean this confidentiality Agreement; and
- 1.3 "Post Office" shall mean the South African Post Office, a public company with limited liability duly incorporated in accordance with company laws of the Republic of South Africa with registration number 1991/005477/06.

2 INTRODUCTION

- 2.1 The Bidder has attended a briefing session which is hosted by the Post Office, at which the Post Office shall provide information to Bidders who wish to enter into discussions with the Post Office concerning a number of issues pertaining to the possible provision of services by the Bidder to the Post Office, which discussions may or may not result in the Post Office and the Bidder entering into an agreement, arrangements, discussions or alliances.
- 2.2 During the briefing session and in negotiating the business relations, the Post Office shall disclose confidential information relating to its business to the Bidder.
- 2.3 The Bidder agrees to be bound by the terms and to be subject to the conditions of this Confidentiality Agreement.

3 CONFIDENTIAL INFORMATION

Confidential Information in respect of this Confidentiality Agreement shall include, but not be limited to, all oral, written, printed, photographic and recorded information of all types that is:

- 3.1 Confidential or secret information relating to the commercial and financial activities of the Post Office, which would include legal, financial, contractual or commercial arrangements between the Post Office group of companies, customers and/or third parties;
- 3.2 Confidential information and details concerning current or prospective customers, suppliers, commercial associates and other parties with whom the Post Office enjoys a commercial relationship;
- 3.3 Proposed, impending or actual commercial transactions, arrangements, ventures, agreements or opportunities which are of a confidential or secret nature;
- 3.4 Trade secrets, operating procedures, quality control procedures, approximate operation personnel requirements, descriptions, trade names, trademarks, know how, techniques, technology, copyright, and all goodwill relating to the business and any other existing intellectual property rights or any intellectual property created as a result of the provision of services;
- 3.5 Confidential or privileged information concerning disputes, claims, litigation or similar actions in which any party is or may become involved; and
- 3.6 Any other information surrounding the nature of the discussions giving rise to this Confidentiality Agreement.

4 EXCLUDED INFORMATION

There will be no obligation of confidentiality or restriction on the use of information where:

- 4.1 The information is publicly available, or becomes publicly available otherwise than by action of the Bidder;
or
- 4.2 The information was already known to the Bidder (as evidenced by its written records) prior to its receipt under this or any previous confidentiality agreement between the parties or their affiliates; or
- 4.3 The information was received from another party not in breach of an obligation of confidentiality.

5 NON-DISCLOSURE

- 5.1 The Bidder acknowledges that the Confidential Information is a valuable and unique asset proprietary to the Post Office.
- 5.2 The Bidder agrees that it shall not disclose the Confidential Information to any third party for any reason or purpose whatsoever without the prior written consent of the Post Office.
- 5.3 The Bidder may disclose the Confidential Information only to its directors and other officers, employees and professional advisors agents and consultants only on a strictly need-to-know basis and on the terms and conditions provided for in this Confidentiality Agreement.
- 5.4 The Bidder undertakes not to use the Confidential Information for any purpose other than:
 - 5.4.1 That for which it is disclosed; and
 - 5.4.2 In accordance with the provisions of this Confidentiality Agreement.
- 5.5 The Bidder undertakes to ensure that their employees will observe and comply with their obligations in respect thereof, whether or not they remain employees of the Bidder.
- 5.6 The Bidder agrees that it shall only, where necessary, disclose the Confidential Information to its professional advisers, agents and consultants, provided that such professional advisers, agents and consultants sign a similar undertaking and that they are aware of the confidential nature of the information being made available to them.
- 5.7 The Bidder shall takes all steps necessary to procure that such professional advisers, agents and consultants agree to abide by the terms of this Confidentiality Agreement to prevent the unauthorized disclosure of the Confidential Information to third parties.

6 OWNERSHIP

- 6.1 All Confidential Information disclosed by the Post Office to the Bidder is acknowledged by the Bidder to be proprietary to the Post Office who shall retain all right, title and interest in and to that information.
- 6.2 The possession of the Confidential Information by the Bidder does not to confer any rights of whatever nature in such Confidential Information to the Bidder.
- 6.3 No provision in this Confidentiality Agreement shall be interpreted to confer any right of license under any trademark, patent or copyright, or any applications for such a trademark, patent or copyright which may be pending now or in the future to the Bidder.

7 STANDARD OF CARE

The Bidder agrees that it shall protect the Confidential Information disclosed pursuant to the provisions of this Confidentiality Agreement using the same standard of care that it applies to its own proprietary, secret or

confidential information, but in any event not less than a reasonable standard of care, and that the Confidential Information shall be stored and handled in such a way as to prevent any unauthorized disclosure thereof.

8 RETURN OF CONFIDENTIAL INFORMATION

- 8.1 The Post Office may at any time request the return of the Confidential Information disclosed to the Bidder. Upon the return of the Confidential Information, the Bidder shall submit a written statement to the Post Office confirming that the Bidder has not retained in its possession or under its control, either directly or indirectly, any Confidential Information.
- 8.2 Alternatively to the return of the material contemplated in clause 8.1 above, the Bidder shall, at the request of the Post Office, destroy the Confidential Information and furnish the Post Office with a written statement to the effect that all Confidential Information in the possession or under the control of the Bidder has been destroyed.
- 8.3 The Bidder shall comply with the request in terms of this clause 8 within forty-eight hours of receipt of such a request.

9 BREACH

- 9.1 Any breach of any obligation or undertaking by the Bidder will constitute a material breach of this Confidentiality Agreement.
- 9.2 The Bidder shall be liable to pay the Post Office all costs incurred in the protection of its interests in terms of this Confidentiality Agreement on an attorney and own client scale.
- 9.3 The Bidder acknowledges that the Post Office shall be entitled to apply to court for an interdict or other appropriate relief against the Bidder, should the Post Office have any reasonable basis to believe that the Bidder is or may be in breach of this Confidentiality Agreement and thus endangering the proprietary interests of the Post Office.

10 DURATION

The obligations undertaken by the Bidder in terms of this Confidentiality Agreement shall endure notwithstanding the termination of this Confidentiality Agreement or notwithstanding that either party decides at any time, whether before or after the commencement of this Confidentiality Agreement, not to pursue the discussions to enter into a business relationship or that the relationship between the parties pursuant to those discussions is terminated for any reason whatsoever.

11 GENERAL

- 11.1 This Confidentiality Agreement constitutes the sole record of the agreement between the parties with regard to the subject matter hereof. No party shall be bound by any express or implied term, representation, warranty, promise or the like not recorded herein.
- 11.2 No addition to, variation of, or agreed cancellation of this Confidentiality Agreement shall be of any force or effect unless in writing and signed by or on behalf of the parties.
- 11.3 No relaxation or indulgence which the Post Office may grant to the Bidder shall constitute a waiver of the rights of the Post Office and shall not preclude the Post Office from exercising any rights which may have arisen in the past or which might arise in future.

- 11.4 The Bidder agrees and confirm by their signature to the RFQ Documents that any present and/or previous discussions or correspondence shall, for purposes of this Confidentiality Agreement, be considered to be Confidential Information.
- 11.5 An approval or consent given by a party under this Confidentiality Agreement shall only be valid if in writing and shall not relieve the other party from responsibility for complying with the requirements of this Confidentiality Agreement nor shall it be construed as a waiver of any rights under this Confidentiality Agreement except as and to the extent otherwise expressly provided in such approval or consent, or elsewhere in this Confidentiality Agreement.

SIGNATURE

NAME OF DELEGATED SIGNATORY

(PRINT) in his capacity of

DESIGNATION OF SIGNATORY

(PRINT) who warrants his authority to sign on behalf of

NAME OF BIDDER (COMPANY)

DATE

C. CERTIFICATE OF ACQUAINTANCE WITH BID DOCUMENTS

I/We _____ of _____ do hereby certify (Name of Company) that I/we acquainted myself/ourselves with the contents of all the documents listed in the Schedule of Bid Documents, as laid down by The South African Post Office for carrying out of the proposed works.

SIGNED AT _____ on this _____ day of _____ 20_____

SIGNATURE : _____

NAME OF DELEGATED SIGNATORY : _____
(PRINT) in his capacity of

DESIGNATION OF SIGNATORY : _____
(PRINT) who warrants his authority to sign on behalf of the bidding company

D. SPECIFICATION

1. Background

The South African Post Office SOC Ltd (“SAPO”) intends to appoint a suitably qualified and experienced SAP HCM service provider to implement leave management configuration changes within the SAP ERP ECC6 Human Capital Management (HCM) environment.

SAPO has approved amendments to its leave policy to align leave management processes with the Basic Conditions of Employment Act (BCEA), improve operational efficiency, reduce long-term leave liability, and standardise leave cycles based on employee anniversary dates.

The revised leave policy introduces:

- Alignment of annual leave and sick leave cycles to employee employment anniversary dates;
- Consolidation of statutory and non-statutory leave into a single annual leave type;
- Monthly leave accrual processing;
- Automatic forfeiture of unused leave balances in accordance with approved policy rules.

SAPO therefore requires specialist SAP ERP ECC6 HCM Personnel Time Management (PT) configuration support services to implement these changes within the existing SAP HR environment.

2. Objective

The objective of this RFQ is to appoint a qualified SAP HCM Personnel Time Management (PT) service provider on a time-and-materials basis to analyse, configure, test, deploy, and support SAP ERP ECC6 leave management changes in accordance with SAPO’s approved leave policy requirements.

SAPO has assessed the scope of work and anticipates that the required services can be completed within a maximum effort allocation of a one (1) Calendar month engagement period.

The allocated effort shall include all Software Development Lifecycle (SDLC) activities associated with the implementation, including:

- Analysis and design;
- Configuration and build;
- Testing support;
- Deployment and go-live support;
- Post-implementation support;
- Knowledge transfer and handover.

The post-implementation support period shall form part of the One (1) Calendar month service allocation, and no separate support allocation shall apply unless otherwise approved in writing by SAPO.

3. Scope of work

The successful bidder shall provide SAP ERP ECC6 HCM Personnel Time Management (PT) services including, but not limited to, the following:

3.1 Analysis and Design

The supplier shall:

- Review approved leave policy requirements;
- Conduct solution analysis workshops where required;
- Assess current SAP ERP ECC6 HCM/PT leave configuration;
- Identify configuration impacts and dependencies;
- Produce functional configuration documentation.

3.2 SAP ERP ECC6 HCM/PT Configuration

The supplier shall configure SAP ERP ECC6 HCM Personnel Time Management (PT) functionality including:

- Leave quota configuration;
- Leave accrual rules;
- Leave validity periods;
- Leave forfeiture rules;
- Consolidation of leave types;
- Leave cycle synchronization based on employment anniversary dates;
- Deduction rules;
- Relevant Personnel Time Management schemas and rules;
- Relevant Personnel Administration (PA) integration touchpoints.

3.3 Testing

The supplier shall:

- Develop and execute test scenarios and test scripts;
- Support System Integration Testing (SIT);
- Support User Acceptance Testing (UAT);
- Resolve configuration-related defects identified during testing;
- Provide testing evidence and defect resolution feedback.

3.4 Deployment and Go-Live

The supplier shall:

- Prepare and manage SAP transports;
- Support migration across DEV, QA, and PRD environments;
- Support production deployment activities;
- Support SAPO change management and CAB processes;
- Provide rollback support if required.

3.5 Post-Implementation Support

The supplier shall provide:

- Post-production support during the engagement period;
- Incident resolution support related to implemented changes;
- Knowledge transfer to SAPO support personnel;
- Final handover documentation.

Post-implementation support services shall form part of the approved One (1) month effort allocation.

4. DELIVERABLES

The successful bidder shall provide the following deliverables:

Deliverable	Description
Functional Configuration Document	Documented SAP ERP ECC6 HCM/PT solution configuration
Configuration Updates	SAP ERP ECC6 leave management configuration
Test Scripts	SIT and UAT test scenarios
Test Evidence	Testing execution evidence
Transport Documentation	Transport references and migration records
Go-Live Support	Production deployment support
Hypercare Support	Post go-live support services
Knowledge Transfer	Handover session and support documentation

5. EXCLUSIONS

The following items are excluded from this engagement unless separately approved in writing by SAPO:

- Infrastructure support;
- SAP Basis administration;
- Operating system support;
- Database administration;
- SAP licensing;
- Major ABAP custom development;
- Historical data cleansing;
- Retroactive payroll remediation;
- Integration redesign;
- Workflow redesign;
- Non-standard reporting development;
- Scope changes outside approved leave policy requirements.

6. SUPPLIER REQUIREMENTS

The Supplier must have expertise in SAP ERP ECC6 Human Capital Management (HCM) Personnel Time Management (PT).

6.1 Mandatory Requirements

The supplier must have

- Minimum one (1) month to five (5) years SAP HCM Personnel Time Management (PT) configuration experience;
- Proven experience in SAP ERP ECC6 leave management configuration and support;
- Strong knowledge of:
 - Leave quota configuration;
 - Absence management;
 - Accrual and forfeiture rules;
 - Personnel Time Management schemas and rules;
 - Personnel Administration (PA) integration touchpoints;
- Experience supporting SAP HR SDLC activities including:
 - Analysis;
 - Configuration;
 - Testing;
 - Transport management;
 - Production deployment;
 - Hypercare support;
- Experience producing functional and configuration documentation
- SAP HCM/PT functional skill level K4/K5

Team member Qualification

Bidders must submit qualifications (where applicable) of their proposed team compliment that will be assigned to the project and it must be valid and active at the closing of the bid;

- SAP HR ECC6 Certification

6.2 Advantageous Requirements

The following will be advantageous:

- SAP HCM certification;
- Experience within public sector or large enterprise environments;
- Experience implementing policy-driven leave management solutions;
- Experience in unionised workforce environments.

SAPO reserves the right to request:

- Client references;
- Case studies of similar implementations.

7. GOVERNANCE AND COMPLIANCE

The successful bidder shall:

- Adhere to SAPO change management processes;
- Comply with SAPO information security policies;
- Treat all SAPO information as confidential;
- Comply with Protection of Personal Information Act (POPIA) requirements;
- Use SAPO-approved access mechanisms and security procedures.

All production deployments shall be subject to SAPO CAB approval processes.

8. SERVICE LEVEL REQUIREMENTS

Post-Implementation Support SLA

Priority	Description	Response Time	Target Resolution
High	Critical production issue	Within 4 business hours	Same business day
Medium	Moderate business impact	Within 8 business hours	1–2 business days
Low	Minor or non-critical issue	Within 24 business hours	As scheduled

Support services shall be rendered on a time-and-materials basis within the approved engagement effort allocation.

9. IMPLEMENTATION TIMELINE

The successful bidder shall commence services upon receipt of an official SAPO Purchase Order and completion of onboarding activities. The engagement period shall be one (1) month from date of commencement.

Indicative milestones are as follows:

Milestone	Timeline
Project Kick-off	Week 1
Analysis and Design	Week 1
Configuration Activities	Week 2
SIT/UAT Support	Week 3
Production Deployment	Week 4
Hypercare and Handover	Week 4

10. EFFORT CONTROL AND SCOPE MANAGEMENT

This engagement is strictly capped at a maximum allocation of 1 calendar month

The approved effort allocation includes:

- Analysis and design activities;
- SAP ERP ECC6 HCM/PT configuration activities;
- Testing support activities;
- Deployment and go-live support;
- Post-implementation support;
- Knowledge transfer and handover activities.

Post-implementation support services rendered during the engagement period shall be performed during One (1) month period allocated.

No work exceeding the approved effort allocation may be performed without prior written approval from SAPO.

Any additional effort requests must:

- Clearly justify the reason for the additional effort;
- Identify the scope items causing the variance;
- Be formally reviewed and approved through SAPO governance processes.

SAPO reserves the right to:

- Limit work to the approved effort allocation;
- Prioritise scope items;
- Defer non-critical enhancements;
- Terminate the engagement upon exhaustion of approved period.

11. ASSUMPTIONS AND DEPENDENCIES

SAPO shall:

- Provide system access;
- Provide business representatives for workshops and testing;
- Provide change approval governance;
- Provide timely feedback and sign-offs.

The supplier shall:

- Use SAPO-approved environments only;
- Provide services through a hybrid delivery model comprising remote support and on-site engagement sessions where reasonably required and agreed with SAPO;

12. PRICING SCHEDULE

This engagement shall be based on a time-and-materials commercial model. Bidders are required to provide a single all-inclusive hourly rate excluding VAT.

- Remote support costs;
- Knowledge transfer activities;
- Post-implementation support costs.

Travel and subsistence costs, where applicable, must be separately identified.

13. RFQ RESPONSE REQUIREMENTS

Bidders shall submit:

- Company profile;
- Relevant SAP HCM/PT implementation experience;
- Proposed implementation approach;
- Pricing schedule;
- Relevant client references.

14. SAPO RESERVES THE RIGHT TO

SAPO reserves the right to:

- Cancel or reissue the RFQ at any stage.
- Request clarification from bidders;
- Negotiate with preferred bidder(s);
- The bidder will be required to deliver/conduct a presentation to the SAPO team prior to the award, to ensure full understanding of the specifications.

- Due diligence will be conducted to verify information submitted by the bidder's client. If any information provided is found to be incorrect, it will be regarded as a misrepresentation, and the proposal will not be considered for further evaluation."

16. ACCEPTANCE CRITERIA

The engagement shall be deemed successfully completed upon:

- Successful implementation of approved configuration changes;
- Completion of SIT and UAT activities;
- Successful production deployment;
- Resolution of critical post-go-live defects;
- Submission of all agreed deliverables;
- SAPO business and technical sign-off.

E. EVALUATION CRITERIA

The bid will be evaluated as follows:

- **Phase 1:** Gatekeeping Criteria.
- **Phase 2:** Bid Conditions
- **Phase 3:** Commercial - Price (80) and Specific Goals (20).

1.1. Phase 1: Gatekeeping Criteria

The bidder is required to comply with the gatekeeping criteria to be eligible for further evaluation. **Failure to comply with the gate-keeping criteria will result in the disqualification of the bid.**

1.1.1. Pricing Schedule

The bidder to submit a completed Pricing Schedule – Annexure F.

1.2. Phase 2: Bid Conditions

The bidders must provide the following documentation with their bid proposals.

Should the bidder fail to submit at the time of closing of the bid, bidder/s will be requested to submit the outstanding bid condition/s document(s) within two (2) working days excluding statutory requirements that being tax compliant. Seven (7) working days for tax compliance shall apply from the date the request was sent by SAPO. Failure to comply will result in the disqualification of their bid.

1.2.1. Bidders Experience

- ✓ Bidders are required to have a minimum of one (1) month to five (5) years SAP HCM Personnel Time Management (PT) configuration experience;
- ✓ Bidders are required to use **Annexure BR** as a template for purposes of completing the client references that will be used to evaluate the bidders' completed **experience** within **the past seven (7) years from bid closing date.**

Note: Annexure BR to be completed by bidder's **client's** and insert company letterhead and contact details. SAPO reserves the right to verify the information provided with the bidder's client. If any information submitted is found to be misleading or incorrect, the proposal will be disqualified from the evaluation process.

1.2.2. Specification Confirmation

- ✓ The bidder must confirm that the required goods and/or services will be supplied and delivered in accordance with the scope of work as indicated in the specification document.
- ✓ Bidders are required to use **Annexure BC** as a template for purposes of confirming compliance with SAPO bid specification.

1.2.3 Team member Qualification

Bidders must submit qualifications (where applicable) of their proposed team complement that will be assigned to the project and it must be valid and active at the closing of the bid;

- SAP HR ECC6 Certification

1.2.4. Central Supplier Database

Bidders must be registered on the National Treasury Central Supplier Database (CSD). If the bidders are not registered the bidder can register online at the following website www.csd.gov.za to upload mandatory information as required.

1.2.5. SBD Forms

- Bidders must complete and submit SBD1 forms.
- Bidders must complete and submit SBD4 forms

1.2.6. Tax compliance requirements

SAPO will not do business with a supplier who is not tax compliant.

A CSD MAAA number provided by the bidder on the SBD1 form will enable SAPO to verify a bidder's tax compliance status.

1.2.7. Restricted Suppliers

SAPO shall disqualify bidders that are on the National Treasury list of restricted suppliers.

1.2.8. Specific Goals

The specific goal that this project seeks is to appoint service provider/s that are as follows;

- At least $\geq 51\%$ Black owned or more.
- At least $\geq 51\%$ Youth owned.
- At least $\geq 51\%$ Women owned.
- At least $\geq 1\%$ owned by disabled individual

Note: Tenderers who do not submit specific goal requirements with their bid proposal submitted on the specified bid closing date will not be disqualified from the bid evaluation process. Tenderers will not score points out of 20 for the specific goals, but zero (0) points will be scored.

1. Commercial Evaluation

The bid will be evaluated on the 80/20 Preferential Point System.

Price (80) and Specific Goals (20)

Criteria	Weight	Sub-criteria
Total price	80/100	Benchmark against lowest quote
Contribution to Specific Goals	20/100	Points will be award to bidders goal table below:
Specific Goal	Points	Required Documents to be submitted for evaluation
Bidding Company is	10	BEE Certificate - SANAS accredited OR Signed Sworn Affidavit by a Commissioner of oaths

≥51% Black owned or more.		(EMEs and QSEs). OR a DTI BBBEE Certificate (EMEs and QSEs).
Bidding Company is ≥ 51% Youth owned	5	BEE Certificate - SANAS accredited OR Signed Sworn Affidavit by a Commissioner of oaths (EMEs and QSEs). OR a DTI BBBEE Certificate (EMEs and QSEs).
Bidding Company is ≥ 51% women owned.	3	BEE Certificate - SANAS accredited OR Signed Sworn Affidavit by a Commissioner of oaths (EMEs and QSEs). OR a DTI BBBEE Certificate (EMEs and QSEs).
Bidding Company is ≥1% owned by disabled person(s)	2	BEE Certificate - SANAS accredited OR Signed Sworn Affidavit by a Commissioner of oaths (EMEs and QSEs). OR a DTI BBBEE Certificate (EMEs and QSEs).

BIDDER TO INSERT THEIR LETTERHEAD

DATE: _____

BIDDERS' NAME: _____

Herewith we, "the bidder" confirm the following:

Statement	Required re- sponse	Response from bidder
The bidder confirms that the required bidding requirements for will be supplied and delivered in accordance with the specified quantities indicated in the specification.	Indicate Yes or No	

Signature: _____

Name of signatory: _____

Title of signatory: _____

Contact Details: _____

Email address: _____

CLIENT TO INSERT CLIENT’S LETTERHEAD

DATE: _____

“THE CLIENT” NAME: _____

Herewith we, “the client” confirm that _____ **(Insert the name of bidding company)** has experience in the provision of SAP ERP ECC6 HCM Personnel Time Management (PT) configuration experience, minimum of one (1) month to five (5) years.

DESCRIPTION OF SERVICES	Indicate number of month/years completed experience within the past two (7) years of bid closing date.	Indicate period from / to i.e. 1/3/2022 to 1/3/2025	
		Start Date	End Date
SAP ERP ECC6 HCM Personnel Time Management (PT) configuration.			

Signature: _____

Name of signatory: _____

Title of signatory: _____

Contact Details: _____

Email address: _____

H. ANNEXURE F-PRICING SCHEDULE

SEE ATTACHED BOQ/ PRICING SCHEDULE

1. Bidders shall quote rates that include the cost of all labour, insurance, equipment, materials and consumables required to execute the service.
2. Bidders shall quote rates that include value added tax;
3. Bidders must bid/quote for all items in the pricing schedule. It is compulsory that the pricing schedule be completed fully and correctly.
4. Bidders will not be requested to correct the prices after the closing of the bid. Incomplete pricing will deem non responsive bid and will not be considered in the evaluation process.
5. For purpose of Vat Bidders are requested to use 15% VAT

This engagement shall be based on a time-and-materials commercial model.

Service Description	Total 1 month (Excl. VAT)
SAP ERP ECC6 HCM Personnel Time Management (PT) Functional support serves	R _____
V.A.T @ 15%	R _____
Total Cost Incl VAT	R _____

I. RETURNABLE DOCUMENT(S)

Returnable Documents means all the documents, and Annexures, as listed in the tables below. There are three types of returnable documents as indicated below and Respondents are urged to ensure that these documents are returned with their bids. The section contains bookmarks for ease of reference.

1. Administrative Documents

Respondents are required to submit with their bid submissions the following Administrative Documents, and also confirm submission of these documents by so indicating [Yes or No] in the tables below:

Administrative Returnable Documents	Submitted [Yes or No]
Completed SBD 1	
Completed SBD 4	
Completed Confidentiality and Non-Disclosure	
Completed Certificate of Acquaintance with bid Requirements	
Latest CSD Report / MAAA number	

2. Evaluation Documents:

2.1 Gatekeeping Documents

The bidder is required to comply with the gatekeeping criteria to be eligible for further evaluation. **Failure to comply with the gate-keeping criteria will result in the disqualification of the bid.**

Gatekeeping Returnable Documents	Submitted [Yes or No]
Pricing Schedule	

2.2 Bid Condition Documents

Should the bidder fail to submit at the time of closing of the bid, bidder/s will be requested to submit the outstanding bid condition/s document(s) within two (2) working days excluding statutory requirements that being tax compliance.

Seven (7) working days for tax compliance shall apply from the date the request was sent by SAPO. Failure to comply will result in the disqualification of their bid.

Bid Conditions Returnable Documents	Submitted [Yes or No]
Completed and signed Annexure BC The bidder confirms that the required bidding requirements for will be supplied and delivered in accordance with the specified quantities indicated in the specification.	
Bidders are required to use Annexure BR as a template for purposes of completing the client references that will be used to evaluate the bidders' completed experience within the past seven (7) years from bid closing date	
Bidders must submit qualifications (where applicable) of their proposed team compliment that will be assigned to the project and it must be valid and active at the closing of the bid; <ul style="list-style-type: none"> • SAP HR ECC6 Certification 	

3. Points for Specific Goals

Tenderers who do not submit specific goal requirement will not be disqualified from the bid process, but they will score zero (0) points out of 10/20 for the specific goal.

Required Documents to be submitted for evaluation	Submitted [Yes or No]
Valid BBBEE Certificate - SANAS accredited OR Signed Sworn Affidavit by a Commissioner of oaths (EMEs and QSEs) OR a DTI BBBEE Certificate (EMEs and QSEs).	
Joint Venture (i.e. incorporate/unincorporated), a consolidated BEE certificate must be submitted to earn the relevant point(s).	