



REQUEST FOR QUOTATION

Doc. No

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From: The National Radioactive Waste Disposal Institute

Request for Quotation No:	NRWDI/BRD-2023-05
RFQ Closing Date:	27 November 2023
RFQ Closing Time:	12:00

NAME OF BUSINESS:

CONTACT NAME:

CONTACT NUMBER:

CSD NO:

Email Address

ISO CERTIFICATION

YES NO

QUOTATION VALIDITY PERIOD: Minimum of 30 Days from closing date.

DELIVERY INCLUDED:

YES NO

Dear Sir/Madam

Please provide a quotation for the following items as per the specification below.

Prices must be firm and indicate all amounts excluding VAT.

VAT must be included as a separate line item, if applicable.

For detail specification refer to the below (TOR)

SPECIFICATIONS

DESCRIPTION OF GOODS AND SERVICES	Hourly Rates
Preparatory	R
Implementation of Interventions	R
Development of medium / long term Action Plan to improve team dynamics	R
Conduct follow-up sessions / Evaluate the effectiveness of the intervention	R
Provide feedback/progress report to the NRWDI Board on progress	R
Work with CEO to address proposals made to Board	R
Total	
VAT	
Grand Total	

1. SCOPE OF WORK

The services of a senior leadership expert are required to implement necessary interventions to enable the cohesion of the executive leadership team as follows:

1.1 Implement interventions aimed at maximising performance and creating a united and cohesive executive team.

1.2 Work with NRWDI leadership team to develop tangible and measurable plans based on board priorities, amongst others focusing on:

1.2.1 Fostering open communication, active listening, and constructive feedback.

1.2.2 Utilizing conflict resolution techniques and mediation strategies to guide the team towards finding common ground and resolving issues.

1.2.3 Providing leadership development coaching and/or training, if necessary, to help the Executive Team improve their management, and communication skills.

1.2.4 Enhancing the team's emotional intelligence, empathy, and conflict management capabilities.

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1.2.5 Collaborating with the Executive Team to develop actionable medium and long-term plans to sustainably address identified issues and improve team dynamics.

1.2.6 Conducting follow-up sessions to monitor the implementation of action plans and assess improvements in team dynamics.

1.2.7 Conduct skills audit and assess competence of EXCO members

1.3 Work with the CEO to address proposals made to the Board for executive implementation and where applicable, further consideration by Board.

1.4 Attend a briefing meeting with the Board Chair, before implementation to discuss expectations over and above those stated above.

1.5 Submit a detailed proposal on how they plan to execute the task, and present the plan to the Board before implementation.

1.6 The interventions should be carried out over a 3 months period from January to March 2024.

Table 2: Activity Schedule/Timelines/Deliverables

ACTIVITY	DATE	DELIVERABLE
1. Briefing with Board Chair	December 2023	Proposal
2. Implementation of Interventions 3. Develop actionable medium / long-term plans to improve team dynamics. 4. Work with CEO on addressing proposals to Board	1 December 2023 to 28 February 2024	<ul style="list-style-type: none"> • Actual facilitation • Action Plan • Optimal organizational structure
5. Conduct follow-up sessions	March 2024	<ul style="list-style-type: none"> • Comprehensive report

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<p>6. Evaluate the effectiveness of the intervention</p> <p>7. Provide feedback to the NRWDI Board on progress</p>		<p>will be provided to Board of Directors</p> <ul style="list-style-type: none"> Action plans and recommendations for ongoing improvement.
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For any clarification regarding this matter, please contact Moses Shandukani at 012 305 6160 or Moses.Shandukani@nrwdi.org.za

Email the quotation to: procurement@nrwdi.org.za

IMPORTANT:

- Please take note of the different email addresses for clarifications and for submission of your quote. Only quotes submitted to procurement@nrwdi.org.za will be considered for further evaluation.
- Quotes must be emailed to: procurement@nrwdi.org.za before the closing deadline. Any bids received after the deadline will be deleted and not considered for evaluation.
- Procurement or transactions above R30 000.00 will be evaluated according to the 80/20 preference point system in terms of the Preferential Procurement Regulations, 2022.
- The RFQ is governed by the General Conditions of Contract from National Treasury.
- Please indicate if you are ISO 9001:2015 certified Quality Management System.
- Attach a valid BBBEE certificate or affidavit.
- Complete all SBD forms and send back together with your quotation.
- The mailbox capacity per email is 10MB. A bidder may send as many emails as necessary to accommodate all files. All emails must be received before the deadline.

Required by:

The National Radioactive Waste Disposal Institute

EVALUATION CRITERIA

1 Mandatory Requirement (At RFQ Closing Date)

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1.1 NRWDI seeks the services of a seasoned business leader who has experience in building institutional leadership at an executive level.

1.2 The service provider must demonstrate:

1.2.1 Knowledge of the Labour Relations Act and best labour practice implementation at an Executive Level on Labour relations skills within the company.

1.2.2 Proven track record of conflict resolution, mediation and process facilitation skills.

1.2.3 Proven track record in facilitating and implementing cohesion building skills amongst Executive teams.

1.2.4 Proven track record in organisational effectiveness with a focus on leadership and development at Executive level.

1.2.5 Proven track record/experience in similar work (CVs of lead consultants providing relevant skills, competence, and experience to be attached) with a minimum of 8 years' experience.

1.2.6 Proven track record in implementing projects of a similar nature. experience in organisational design, development, and turnaround strategy.

1.3 Bidders must provide a detailed methodology and approach on how the required services will be provided. The methodology and approach must be aligned to the scope of requirements, assessments including pre-facilitation needs analysis, data gathering and planning.

1.4 Reference letters: The bidder must provide 5 or more reference letter(s), not older than 5 years, and on the letterhead of the previously serviced client and should reflect at least the name of the client, description of the relevant service rendered, year completed, contactable reference name and contact details and, whether the quality of work was satisfactory or not. It should be signed by a duly authorized person or their representative.

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1.5 Experience: Evidence in the form of reference letter or signed off work indicating that they have work experience in the industry and organizational design (client where work is done or presentation to client).

1.6 Capability and competence of the Facilitator (Qualifications): Bidders must attach relevant certified copies of highest qualifications. Certified copies of qualifications must not be older than 3 months. Uncertified qualification certificates will not be accepted as authentic.

1.7 Experience of facilitator: Lead Facilitator must in possession of a minimum of NQF level - 9 qualification in Industrial Psychology/ Business Management/ Leadership Development/Human Resources or related fields.

1.8 Service Providers who failure to quote fully or according to the specification will be disqualified.

1.9 Quotation submitted after the closing date and time.

2 Mandatory Requirements (at Award Stage)

- Non tax compliancy; and
- Listed in the Register of Restricted Suppliers or in the Tender Defaulters Register from National Treasury.

Failure to comply to all mandatory requirements under no. 1 and 2 will be disqualified.

3 Price and Specific Goals Evaluation

- The 80/20 preference point system will be applied to evaluate the received quotations.
- Price will be evaluated on 80 points and 20 points will be allocated to specific goals as illustrated on SBD 6.

SBD 4

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

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**

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.



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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.
- 3.5 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

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

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SBD 6.1

PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022

This preference form must form part of all tenders invited. It contains general information and serves as a claim form for preference points for specific goals.

NB: BEFORE COMPLETING THIS FORM, TENDERERS MUST STUDY THE GENERAL CONDITIONS, DEFINITIONS AND DIRECTIVES APPLICABLE IN RESPECT OF THE TENDER AND PREFERENTIAL PROCUREMENT REGULATIONS, 2022

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 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 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 adjudicated or at any time subsequently, to substantiate any claim in regard to preferences, in any manner required by the organ of state.

2. DEFINITIONS

- (a) **“Black people”** is a generic term which means Africans, Coloureds and Indians—
- a) who are citizens of the Republic of South Africa by birth or descent; or
 - b) who became citizens of the Republic of South Africa by naturalisation—
 - i) before 27 April 1994; or
 - ii) on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date;
- (b) **“tender”** means a written offer in the form determined by an organ of state in response to an invitation to provide goods or services through price quotations, competitive tendering process or any other method envisaged in legislation;
- (c) **“price”** means an amount of money tendered for goods or services, and includes all applicable taxes less all unconditional discounts;
- (d) **“Rand value”** means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes;
- (e) **“tender for income-generating contracts”** means a written offer in the form determined by an organ of state in response to an invitation for the origination of income-generating contracts through any method envisaged in legislation that will result in a legal agreement between the organ of state and a third party that produces revenue for the organ of state, and includes, but is not limited to, leasing and disposal of assets and concession contracts, excluding direct sales and disposal of assets through public auctions; and
- (f) **“The Act”** means the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000); and
- (g) **“women”** means a person of female gender who is a citizen of the Republic of South Africa.

3. FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES

3.1. POINTS AWARDED FOR PRICE

3.1.1 THE 80/20 PREFERENCE POINT SYSTEMS

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

80/20

$$Ps = 80 \left(1 - \frac{Pt - Pmin}{Pmin} \right)$$

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmin = Price of lowest acceptable tender

3.2. FORMULAE FOR DISPOSAL OR LEASING OF STATE ASSETS AND INCOME GENERATING PROCUREMENT

3.2.1. POINTS AWARDED FOR PRICE

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

80/20

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

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.

- 4.3 Tenderers must submit documents as valid proof to substantiate points claimed for specific goals, that should include amongst others the Shareholder Certificate/CIPC Company Registration Documents, certified copies of ID for directors, certified copy of B-BBEE certificate/sworn affidavit, CSD report and/or any other documentation.

Table 1: Specific goals for the tender and points claimed are indicated per the table below.

The specific goals allocated points in terms of this tender	Maximum number of points allocated (80/20 system)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Enterprises owned by Black People: a) 12 points: 91% - 100% ownership by black people. b) 10 points: 75% - 90% ownership by black people. c) 8 points: 51% to 74% ownership by black people. d) 4 points for 50% and lower ownership by black people. e) 0 points for no ownership by black people.	12	
Enterprises owned by Women: a) 8 points: 91% - 100% ownership by women. b) 6 points: 75% - 90% ownership by women. c) 4 points: 51% to 74% ownership by women. d) 2 points for 50% and lower ownership by women. e) 0 points for no ownership by women.	8	

DECLARATION WITH REGARD TO COMPANY/FIRM

- 4.4 Name of company/firm.....
- 4.5 Company registration number:
- 4.6 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]

4.7 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:

