

COR8046/2025- REQUEST FOR BIDS FOR THE ACQUISITION OF SECURITY SERVICES FOR A PERIOD OF SIXTY (60) MONTHS FOR THE FOLLOWING AIRPORTS: CAPE TOWN INTERNATIONAL AIRPORT, OR TAMBO INTERNATIONAL AIRPORT AND KING SHAKA INTERNATIONAL AIRPORT. AS WELL AS LICENSING FOR STAKEHOLDER SECURITY SERVICES FOR ALL NINE (9) AIRPORTS OPERATED BY AIRPORTS COMPANY SOUTH AFRICA SOC LIMITED (ACSA).

CLARIFICATION 02

1. Closing date for clarifications and queries:

The Tender's cover page states that the closing date for queries is 30 January 2026, whereas paragraph 1.3.1 states that the closing date for queries and requests for clarification is 16 January 2026. Please indicate which of the two dates is correct.

PLEASE SEE REVISED TENDER DOCUMENT.

2. Award of licence to provide security services to stakeholders at all (9) ACSA airports:

We understand the Tender to reflect that ACSA has elected to issue a combined tender to: first, procure five (5) contracts for the provision of security services to ACSA at the five (5) ACSA sites listed in the Tender (ORTIA landside, ORTIA airside, CTIA airside, CTIA landside and KSIA landside); and

Second, identify ten (10) bidders that ACSA will licence to provide security services to stakeholders at all nine (9) ACSA airports.

Please indicate whether this understanding of the Tender's structure is correct.

YES, YOUR UNDERSTANDING IS CORRECT. THE 10 WILL BE INCLUSIVE OF THE 5 BIDDERS THAT WILL BE PROVIDING SECURITY SERVICES TO ACSA.

3. We further understand that ACSA will identify the ten (10) licenced bidders with reference to their compliance with the Tender's Stage 1 *Mandatory Requirements* and their scores obtained in the Stage 2 *Functionality* evaluation. We understand that ACSA will **not** take into account scores obtained for Stage 3 *Price and Preference* when identifying licensees. Please indicate whether this understanding is correct. If it is not, please set out the precise process that ACSA will follow to identify the ten (10) licensees.

YOUR UNDERSTANDING IS CORRECT.

4. In addition, and based on our reading of the Tender, Stage 4 *Security Vetting* and Stage 5 *Post tender negotiations* do not play a role in identifying the ten (10) licensees. Please indicate whether this understanding is correct.

NO, THEY MAY PLAY A ROLE IF ACSA EXERCISES ITS RIGHT TO VET THE BIDDERS.

5. Please indicate whether the award of a licence confers an exclusive right to tender to ACSA for future requirements falling within the Tender's Scope of Work. Please specify the duration for which the licences will endure.

THE LICENCES DOES NOT CONFER EXCLUSIVE RIGHTS TO TENDER. THE LICENSES ARE VALID FOR A PERIOD OF 60 MONTHS.

6. Returnable documents

- Section 4 of the Tender distinguishes in general terms between (1) returnable documents that are mandatory and (2) those that are "administrative" i.e. documents that are "required but not mandatory" or are "only mandatory at specific stages of the process". However, paragraph 4.2 and the table thereunder that lists the returnable documents do not distinguish between documents that are "required but not mandatory" and those that are "mandatory at a specific stage of the process".
- We note further that the use of the word "may" suggests that ACSA retains the discretion to request (or not request) a document categorised as "administrative", which further obscures whether a particular document becomes mandatory after tender closing or remains merely "required but not mandatory".
- In addition, the Tender does not identify the specific Stage at which ACSA may or will request each document categorised as "administrative", notwithstanding that Section 2 identifies five (5) distinct Stages in the tender process.
- Finally, we observe that several "administrative" documents arise from statutory requirements or from Instruction Notes issued by National Treasury under the Public Finance Management Act, 1999 (PFMA) (including, for example, the Bidder's Declaration of Interest, PEPs and PIPs, the Bidder's Disclosure SBD4, SARS PIN and CSD registration) or by the Tender itself (Confidentiality and Non-Disclosure Agreement).

In light of the above, please clarify the following:

- For each of the documents categorised as "administrative", please indicate which are "required but not mandatory" and which are "mandatory at a specific stage of the process".
- For each document that is "mandatory at a specific stage of the process", please identify the stage at which the document is mandatory.

- What are the consequences of failing to return an “administrative” document that is “required but not mandatory”?

INTERPRETATION OF SECTION 4 OF TENDER DOCUMENT

The purpose of section 4 is to provide the bidders with a checklist when responding to the tender requirements.

The mandatory and other returnable documents listed in the below table:

RETURNABLE DOCUMENTS AND INFORMATION	MANDATORY	ADMINISTRATIVE	COMMENT
Provide a copy of a valid PSIRA Certificate in the name of the bidding entity	x		These documents are required for the evaluation of stage 1: Mandatory requirements of the tender evaluations. Non-submission of these documents will lead to a disqualification
Completed Pricing schedules (Annexure A to E) for sites you wish to bid for	X		
Provide a copy of a valid letter of good standing from PSIRA in the name of the bidding entity	X		
Provide a copy of valid firearms transportation permit in the name of the bidding entity.	X		
Provide a sworn affidavit confirming that the bidding entity and its directors/owners do not have a criminal record.	X		
Valid COIDA letter of good standing, indicating a nature of business related to the scope of work, issued by the Department of Labour or its agencies	X		
Provide a valid letter issued by the Department of Labour confirming compliance to the Employment Equity Act (EEA 16A or 16B Compliance Certificates)	X		
Provide a copy(s) of current and valid PSIRA certificate demonstrating a PSIRA Grade A for all Owners/Directors of Company;	X		
Provide a copy of the bidder's valid Aviation Security Screening Organisation (ASSO) approval certificate in the bidder's name.	x		

SAPS firearm report	x		
Reference letters for various resources as per requirements	X		<p>These documents are required for the evaluation of stage 2: Functionality of the tender evaluations. Non-submission of these documents will lead to a disqualification.</p> <p>***clarification: <i>“Reference letters for various resources as per requirements”</i></p> <p>Should read: <i>“Reference letters for various clients as per requirements”</i></p>
CVs for various resources as per requirements	X		
Certifications and qualifications for various resources as per requirements			
	x		
<i>Declaration of Interest Form and Politically Exposed Persons</i>		x	<p>These documents are required for administrative compliance.</p> <p>Non-submission will not lead to an immediate disqualification.</p> <p>These documents will be requested from the bidders by the evaluation committee if not initially or correctly submitted.</p> <p>However, the bidder will be disqualified for administrative non-compliance if they do not submit the documents after being given a reasonable time by the evaluation committee. <i>The reasonable time is at the discretion of the committee and will be communicated to the affected bidder.</i></p>
<i>Valid letter of good standing from Provident Fund (Full compliance with the Provident Fund (copy of the Private Security Sector Provident Fund compliance certificate or any approved Provident Fund compliance certificate);</i>		X	
<i>Valid Proof of Work Skills Plan (WSP) Annual Training Report (ATR) submission to SASSETA and/or any other SETA;</i>		X	
<i>Provide valid proof of Work Skills Plan approval letter from SASSETA and/or any other SETA</i>		X	
<i>Provide valid proof of contribution to the UIF</i>		x	
<i>SBD 4 Bidder’s Disclosure Form</i>		x	
<i>SBD 6.1 Preference Points Claim Form</i>		x	
<i>Confidentiality and Non-Disclosure Agreement</i>		x	
<i>BEE Certificate and Scorecard or BBEE QSE/EME Affidavit</i>		x	
<i>Tax Pin number (ACSA may not award to a bidder whose tax affairs have not been declared to be in order by SARS)</i>		x	
<i>Certificate of Incorporation of the bidding entity showing ownership split</i>		x	
<i>Central Supplier Database Report (CSD)</i>		x	
<i>VAT Questionnaire</i>		x	
<i>ACSA Terms and Conditions</i>		x	

7. In light that it is a legislative requirement under the Pension Funds Act, 1956, that (1) contributions to a Provident Fund be paid monthly and (2) employers must report monthly to the Provident Fund, Provident Funds issue letters of good standing that are valid for only one month at a time. The Tender does not require bidders to submit a valid Provident Fund letter of good standing at bid closing, although ACSA may request the document later in the process as a “required” or “mandatory” document. We record that this approach departs from previous ACSA security services tenders, which required bidders to submit a valid Provident Fund certificate at tender closing on pain of disqualification.

SEE REPOSE PROVIDED FOR QUESTION 6 OF THIS DOCUMENT. AND YES, WE ARE AWARE THAT THIS REQUIREMENT CHANGED FROM THE PREVIOUS TENDER.

8. The Tender, in effect, permits bidders that are not in good standing with their statutory obligations to participate in the Tender and to regularise their compliance only at a later stage. Please clarify whether it is ACSA's intention that bidders that are non-compliant with their Provident Fund obligations at bid submission are permitted to participate in the Tender and to regularise their position thereafter, and at what stage of the process.

A VALID LETTER OF GOOD STANDING FROM PROVIDENT FUND (FULL COMPLIANCE WITH THE PROVIDENT FUND (COPY OF THE PRIVATE SECURITY SECTOR PROVIDENT FUND COMPLIANCE CERTIFICATE OR ANY APPROVED PROVIDENT FUND COMPLIANCE CERTIFICATE) IS REQUIRED.

9. Similarly, with reference to proof of UIF contributions, please clarify whether ACSA intends to permit bidders that are non-compliant with UIF obligations to participate in the Tender and to regularise their position thereafter, and at what stage of the process.

PLEASE SEE AMENDED TENDER DOCUMENT.

10. It is a matter of public record that certain service providers that provide ACSA with security services are in breach of their statutory obligations, in particular their obligations in respect of the Provident Fund and are currently in litigation with both the regulators and their employees. As a result, public concerns have been raised about the risk of operational instability at ACSA airports and the risk of labour unrest. In light of the current context, please clarify whether, and at which stage of the Tender process, ACSA will assess bidders' historical and current compliance with the legislation that relates to the Provident Fund, labour legislation, wage determinations and social security obligations, and whether any safeguards will be applied to mitigate the risk of appointing non-compliant service providers.

A VALID LETTER OF GOOD STANDING FROM PROVIDENT FUND (FULL COMPLIANCE WITH THE PROVIDENT FUND (COPY OF THE PRIVATE SECURITY SECTOR PROVIDENT FUND COMPLIANCE CERTIFICATE OR ANY APPROVED PROVIDENT FUND COMPLIANCE CERTIFICATE) IS REQUIRED AS STATED IN THE TENDER DOCUMENT (PG. 25).

11. It is also a matter of current public record that certain of ACSA's security service providers are and have been unable to pay the wages of their personnel employed to provide security services at ACSA airports. Please indicate whether ACSA intends to evaluate bidders' financial standing and capacity to perform the relevant contract and, if so, please outline the evaluation criteria and the supporting evidence that will be required.

ACSA HAS THE RIGHT TO CONDUCT DUE DILIGENCE OF THE RECOMMENDED SERVICE PROVIDERS.

12. Functionality scoring and threshold:

- We observe that the allocation of scores for *Functionality* permits a bidder to score zero for certain individual evaluation criteria — such as paragraph 2.1 (CVs and certifications of Site and Operations Managers, 20 points) and paragraph 3 (Firearms, 10 points) — and nonetheless attain the minimum threshold score of 65 points required to pass the *Functionality* stage and proceed to evaluation for *Price and Preference* in respect of the ACSA contracts. Please confirm whether this interpretation of the Tender is correct.

YOUR INTERPRETATION IS CORRECT.

- Furthermore, we observe that paragraphs 2.1 (submission of CVs and certifications), 2.2 (submission of CVs and certifications), 2.3 (submission of certifications) and paragraph 3 (submission of the SAPS firearm report) all attract a score of zero if a bidder fails to submit the relevant document. This appears to be inconsistent with Section 4 of the Tender, which categorises CVs, certifications, qualifications and the SAPS firearm report as mandatory documents, the non-submission of which results in disqualification. Please clarify how ACSA will distinguish between non-submission and partial submission of these documents for the purposes of the *Functionality* evaluation.

SEE REPOSENSE PROVIDED FOR QUESTION 6 OF THIS DOCUMENT.

- Separately, we note that the Tender does not prescribe minimum qualifying or threshold scores for individual *Functionality* sub-categories, with the result that a bidder may score zero in critical technical or operational sub-categories and nevertheless achieve the overall *Functionality* threshold score of 65 points. Please clarify whether ACSA intends to apply minimum qualifying scores to any individual sub-category (for example, key personnel, firearms compliance or operational capability). If not, please clarify whether it is ACSA's intention to permit a bidder to advance to subsequent evaluation stages despite receiving a score of zero in such sub-categories.

THERE ARE NO MINIMUM THRESHOLDS PER SUB-CATEGORY. THE OVERALL THRESHOLD FOR FUNCTIONALITY IS 65 OUT OF 100.

13. In view of the bid submission date of 16 February 2026 and the contract commencement date of 1 April 2026, and noting that a 10% sample of staff certifications is required at bid submission, does any dispensation from the SACAA permit the appointment, at contract

commencement, of personnel who are not yet fully compliant? If so, please set out the verification and approval process that will apply.

THE 10% SAMPLE IS FOR EVALUATION PURPOSES ONLY. THE BIDDERS WILL BE REQUIRED TO FULLY COMPLY WITH ALL REQUIREMENTS AT AWARD STAGE.

14. In view of the contract commencement date of 1 April 2026, please indicate whether any grace period is permitted to achieve full compliance. If so, please specify the duration of the grace period and identify the compliance requirements to which it applies.

THE CONTRACT START DATE OF 1 APRIL 2026 IS FOR ILLUSTRATIVE PURPOSES ONLY. THE WINNING BIDDERS WILL BE AFFORDED A 30 DAY TRANSITION PERIOD AFTER AWARD.

15. Please indicate the applicable vehicle age requirements for airside operations and, separately, for landside operations.

FOR BOTH LANDSIDE AND AIRSIDE, THE VEHICLE AGE RESTRICTION IS 8 YEARS.

16. Please indicate the PSIRA wage determination currently applied by ACSA, particularly in light of the wage increase that will become effective from 1 March 2026. Please also indicate which PSIRA fee table applies to the services under this Tender and provide a copy of the applicable table.

BIDDERS ARE REQUIRED TO USE THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR – ILLUSTRATIVE PRICING GUIDE EFFECTIVE FROM 1 MARCH 2026 – 28 FEBRUARY 2027

17. Please indicate whether ACSA will require a service provider whose price is materially lower than ACSA's estimate or prevailing market-related costs to submit a written justification for its pricing (i.e., an "abnormally or unusually low-price" explanation). In addition, please indicate whether pricing below the PSIRA illustrative costing or wage determination renders a bid non-compliant and, if so, specify the applicable threshold and consequences.

ACSA RESERVES THE RIGHT TO REQUEST JUSTIFICATION OF ANY PRICING.

18. Please indicate who bears the labour costs during periods when personnel attend training. In addition, please confirm the appropriate cost classification in the pricing schedules—i.e., whether such amounts should be allocated under Training or under Labour.

THESE COSTS WILL BE THE RESPONSIBILITY OF THE BIDDER. THE RESOURCE ON TRAINING WILL BE COVERED UNDER TRAINING COSTS, THE ONE ON DUTY WILL BE COVERED UNDER LABOUR.

19. Please provide us with a copy of ACSA's Supply Chain Management Policy and its Preferential Procurement Policy that are applicable to the Tender.

PLEASE FIND THE FOLLOWING DOCUMENTS ATTACHED ON ETENDERS:

- **SUPPLY CHAIN POLICY**
- **TRANSFORMATION POLICY**
- **PREFERENTIAL PROCUREMENT POLICY**

20. Please confirm whether attendance to the Briefing session is mandatory and if there are any additional steps required prior to the meeting.

NO, ATTENDANCE IS NOT MANDATORY. THERE ARE NO FURTHER REQUIREMENTS FOR THE SESSION.

21. Regarding page 11, Section 2.3 – Aviation Security Guard Certification Sample:

We acknowledge the requirement to provide a 10% sample of the required aviation security guards certificates for each site that we will be bidding for. However, it is not feasible to maintain Part 109 and Part 110 certified officers within the complement when there is no active aviation security contract in place. In accordance with SA-CATS 110, Part 110 certification is operationally linked to active screening duties, and where an officer is not deployed at a screening point, the certification lapses. As such, bidders who are not currently servicing an aviation screening contract would be unable to maintain valid Part 109 and 110 certifications at tender stage. We respectfully request guidance on how bidders should demonstrate compliance with this requirement under these circumstances.

THE 10% SAMPLE IS FOR EVALUATION PURPOSES ONLY. THE BIDDERS WILL BE REQUIRED TO FULLY COMPLY WITH ALL REQUIREMENTS AT AWARD STAGE.

22. For foreign national security personnel, will an affidavit confirming the application for an international police clearance certificate suffice at bid submission, with the actual authenticated certificate submitted later during the permit stage? This directly impacts bid validity and ACSA's ability to meet the 31 July 2025 enforcement deadline without unnecessary delays or incomplete submissions.

THIS BID IS LIMITED TO SOUTH AFRICAN CITIZENS/SERVICE PROVIDERS WHO MEET THE FULL REQUIREMENT.

23. Please could you be so kind and supply us with the list of accredited training that ACSA will pay for (seen as part of the disbursements) and confirm that ACSA will also cover the cost of the training for the relievers.

ACSA WILL ONLY PAY FOR THE FOLLOWING VERIFIED TRAINING (INCLUDING COSTS FOR RELIEVERS):

- **PART 109 (AVIATION SECURITY SCREENER/MANAGEMENT LEVEL 1 – 3, INCLUDING THE REFRESHER)**
- **PART 110 (SCREENER CERTIFICATION EXAMINATION)**
- **PART 92 (DANGEROUS GOODS)**
- **NKP (Non AVSEC training) (INITIAL AND REFRESHER)**

24. In Stage 2 Functionality, under Resource Experience, I have the following questions:

- In meeting the requirements for an airport where there is a landside and an airside, do you combine the required resources for each side to get a total for that particular airport?

NO, PLEASE REFER TO SECTION O (PANEL TERMS OF REFERENCE) OF THE SCOPE OF WORK.

- It says that resources may be allocated concurrently across bids for multiple sites. Does this mean that for 2.1, Ops Managers, where the site with the highest number of Ops managers is King Shaka International with 2, and Site Managers where the highest is 4 (2 landside and 2 airside), we should meet all the listed requirements for a minimum of 2 Ops Managers and 4 site managers to get the maximum score of 20? Or should it be a total of 6 Ops Managers and 9 Site Managers?

EXAMPLE

TECHNICAL REQUIREMENT 2- RESOURCE EXPERIENCE

RESOURCE REQUIREMENTS (AS PER TENDER)

RESOURCE	ORTIA LANDSIDE	ORTIA AIRSIDE	CTIA LANDSIDE	CTIA AIRSIDE	KSIA LANDSIDE
Ops Manager	1	1	1	1	1
Site Manager	2	2	2	2	2
Supervisors	4	4	6	3	4
Aviation security guard	356	272	112	186	55

BIDDER X RESOURCES

Bidder X is bidding for 3 sites, namely:

- I. ORTIA AIRSIDE
- II. CTIA LANDSIDE
- III. KSIA LANDSIDE

Therefore, the resource requirements are as follows (as per tender doc):

RESOURCE	ORTIA AIRSIDE	CTIA LANDSIDE	KSIA LANDSIDE
Ops Manager	1	1	1
Site Manager	2	2	2

Supervisors	4	6	4
Aviation security guard	272	112	55

HOW TO RESPOND TO TENDER

Requirement 2.1- Bidders are required to provide the CVs and certifications of all the Site Managers and Ops Managers for each site they are bidding for.

- Because bidder X is bidding for the following 3 sites, they are required to provide the following number of resources in order to meet the requirement for all 3 sites:

RESOURCE	ORTIA AIRSIDE	CTIA LANDSIDE	KSIA LANDSIDE	TOTAL NUMBER OF RESOURCES REQUIRED FOR THE EVALUATION OF THE SELECTED 3 SITES	COMMENT
Ops Manager	1	1	1	1	Only 1 resource in total is required to meet this requirement for all 3 sites
Site Manager	2	2	2	2	Only 2 resources in total are required to meet this requirement for all 3 sites

Requirement 2.2- Bidders are required to provide the CVs and certifications a minimum of 2 aviation security supervisors.

- Because bidder X is bidding for the following 3 sites, they are required to provide the following number of resources in order to meet the requirement:

RESOURCE	ORTIA AIRSIDE	CTIA LANDSIDE	KSIA LANDSIDE	TOTAL NUMBER OF RESOURCES REQUIRED FOR THE EVALUATION OF THE SELECTED 3 SITES	COMMENT
Supervisors	4	6	4	2	Only 2 resources in total are required to meet this requirement for all 3 sites

Requirement 2.3- Bidders must provide the following for a minimum 10% sample of the required certified aviation security guards for each site they are bidding



➤ Because bidder X is bidding for the following 3 sites, they are required to provide the following number of resources in order to meet the requirement:

RESOURCE	ORTIA AIRSIDE	CTIA LANDSIDE	KSIA LANDSIDE	TOTAL NUMBER OF RESOURCES REQUIRED FOR THE EVALUATION OF THE SELECTED 3 SITES	COMMENT
Aviation security guard	272	112	55	<p>27 ** 272 is the site with the highest number of guards, therefore (272 * 10%= 27 guards)</p>	<p>Only 27 in total are required to meet this requirement for all 3 sites</p> <ul style="list-style-type: none"> - All 27 will be used to evaluate ORTIA airside - Only 11 of the pool will be used to evaluate CTIA landside - Only 5 will be used to evaluate KSIA landside

- For 2.2, it requests a minimum of 2 aviation security supervisors. For maximum points, it requires all of the listed requirements being met for more than 2 aviation security supervisors. Does it mean 3 aviation supervisors meeting all the requirements will secure all maximum 20 points, or must it be more than the 21 total supervisors across all the sites?

SEE EXAMPLE PROVIDED FOR QUESTION 24.

- With security officers, must the more than 10% of the required officers be calculated for (a) a total of all the security officers in all the sites; or (b) more than 10% of the airport with highest number of security officers combining both landside and airside for that airport; or (c) more than 10% of the airport with highest number of security officers from either landside or airside for that airport depending on which side has the highest number, e.g. OR Tambo Landside having the highest number at 356?

THE 10% IS A REQUIREMENT FOR EACH SITE YOU ARE BIDDING FOR. RESOURCES MAY BE ALLOCATED CONCURRENTLY ACROSS BIDS FOR MULTIPLE SITES.

- In terms of Pricing, should we use the 2025 PSIRA / National Bargaining Council for Private Security rates, or should we use 2026? In March 2026 there will be the annual escalation, which will be only 2 weeks after the closing date, and before the tender has been evaluated and awarded.

BIDDERS ARE REQUIRED TO USE THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR – ILLUSTRATIVE PRICING GUIDE EFFECTIVE FROM 1 MARCH 2026 – 28 FEBRUARY 2027.

- We note that on page 5 of 68, the Request for clarity or information on the bid may only be requested until 16 January 2026 @12:00PM. This date is before the briefing session date and there is a high likelihood there would be questions at the briefing session. Is this an error?

SEE REVISED TENDER DOCUMENT.

- On page 8, Mandatory Requirements and Evaluation on Functionality are on two different stages of evaluation, while in the checklist, items under Functionality Evaluation are included in the returnables checklist from page 24, items that fall under the Technical / Functionality Evaluation, are included in the “Mandatory” column of the checklist. I would have preferred to outline my bid with a folder for Mandatory Commercial Returnables (Stage 1), then separate them with a divider followed by Mandatory Functionality Evaluation (Stage 2). Is this approach fine, or should we provide both stage 1 and 2 as one batch of documents under Mandatory Returnables?

SEE REPONSE TO QUESTION 6 OF THIS DOCUMENT.

25. Please advise if documents should be printed and completed by hand or will you accept electronically completed documents?

ELECTORONICALLY COMPLETED DOCUMENTS ARE ACCEPTABLE. ENSURE THAT YOU INITIAL THE BOTTOM OF EACH PAGE.

26. Stage 1: Mandatory Requirements - Provide a copy(s) of current and valid PSIRA certificate demonstrating a PSIRA Grade A for all Owners/Directors of Company:

Kindly note that in terms of PSIRA regulations, a Grade B registration is acceptable for Directors. However, we wish to clarify that the tender document specifically requires Grade A registration. Please confirm whether non-compliance with the Grade A requirement, despite PSIRA allowing Grade B for Directors, will result in disqualification from the tender process.

DIRECTORS ARE REQUIRED TO HAVE A GRADE A CERTIFICATE BECAUSE IT IS SPECIFICALLY RESERVED FOR MANAGEMENT AND DIRECTORS, COVERING ADVANCED TOPICS SUCH AS COMPANY OPERATIONS, COURT PROCEDURES AND CLIENT RELATIONS ETC, WHICH IS WHAT ACSA REQUIRES. NON-COMPLIANCE WILL LEAD TO A DISQUALIFICATION.

27. Please can you confirm the brand of your existing CCTV that the bodycams will work with at the airports?

FLIR CM-6408-211A/QUASAR 4K UHD PTZ CAMERA.

28. OPERATIONS AND SITE MANAGERS (PAGE 10, SECTION 2.1):

The tender requires bidders to submit CVs and certifications for Operations Managers and Site Managers for each site being tendered for. We note that on Page 23 under “ACSA *Security Contract*”, it is stated that one bidder will not be awarded more than one site.

We are tendering for all three airports. In this context, kindly confirm whether it will be acceptable for us to submit:

- CVs and certifications for 2 x Operations Managers and 4 x Site Managers to demonstrate compliance with both airside and landside management requirements, rather than providing separate resources per airport.

SEE EXAMPLE PROVIDED UNDER QUESTION 24 OF THIS DOCUMENT.

- Additionally, kindly clarify whether landside management personnel are required to be AVSEC Level 1 accredited, or whether AVSEC accreditation is only applicable to airside personnel.

ALL MANAGEMENT IRRESPECTIVE OF THE SITE (LANDSIDE OR AIRSIDE) ARE REQUIRED TO HAVE A LEVEL3 AVSEC ACCREDITATION.

29. AVIATION SECURITY SUPERVISORS (PAGE 10, SECTION 2.2):

The tender requires bidders to provide CVs and certifications for a minimum of 2 x Aviation Security Supervisors. Given that we are tendering for all three airports; and Page 23 states that one bidder will not be awarded more than one site:

- Kindly confirm whether it will be acceptable for us to submit CVs and certifications for 4 x Aviation Security Supervisors to demonstrate compliance with both airside and landside supervisory requirements.

SEE EXAMPLE PROVIDED UNDER QUESTION 24 OF THIS DOCUMENT.

- Please also note that the CVs and certifications provided will serve as an indication of the calibre of personnel employed by us and may not necessarily reflect the actual personnel deployed on site.

ALL RESOURCES TESTED IN THIS TENDER ARE JUST FOR EVALUATION PURPOSES. THE WINNING BIDDER WILL HOWEVER BE REQUIRED TO PROVIDE FULLY COMPLIANT RESOURCES AT CONTRACTING STAGE.

30. SAMPLE OF CERTIFIED AVIATION SECURITY GUARDS (PAGE 10):

Bidders are required to provide certifications for a minimum 10% sample of the required certified aviation security guards for each site being tendered for.

- In light of Page 23 stating that one bidder will not be awarded more than one site, kindly confirm whether it will be acceptable for us to submit the maximum number of certificates required for OR Tambo International Airport only, to cover compliance for the other two airports as well.

SEE EXAMPLE PROVIDED UNDER QUESTION SECTION 24 OF THIS DOCUMENT.

- In addition, do you require NKP accreditation for landside Guards as well? I would also like to point out that NKP-16 is an institutional requirement and not an individual accreditation.

PLEASE SEE AMENDED TENDER DOCUMENT.

31. I would also like to confirm if we assume that the manpower as per your Pricing Schedule includes Relievers.

THE QUANTITIES IN THE PRICING SCHEDULE DO NOT INCLUDE THE RELIEVERS.

32. On the R50 Million Cumulative Experience Threshold

- What is the basis for requiring bidders to demonstrate a cumulative R50 million in prior contract value for functionality scoring?

THIS IS TO DEMONSTRATE THAT BIDDERS HAVE PRIOR EXPERIENCE WORKING ON HIGH-VALUE CONTRACTS.

- Was an impact assessment conducted to understand how this requirement affects black owned EMEs and QSEs?

DUE TO IDENTIFIED ACSA AIRPORTS ACSA BEING AN NKP AND PORT OF ENTRY (POE), WE UNFORTUNATELY HAVE TO PRIORITIZE FULL COMPLIANCE TO OUR REQUIREMENTS OVER ANY OTHER CONSIDERATIONS.

- Why was the R50 million threshold not adjusted proportionally per site or risk profile (e.g., King Shaka vs OR Tambo)?

IT IS ESTIMATED THAT EACH SITE WILL CONTRACT FOR OVER R50 MILLION OVER THE CONTRACT PERIOD.



- How does this requirement align with ACSA's obligations under: Section 217(2) of the Constitution, The Preferential Procurement Policy Framework Act (PPPFA), - Section 10 of the B-BBEE Act?

WE ARE NOT IN CONTRAVENTION OF THE LISTED REGULATIONS.

- Does ACSA recognize experience at smaller, non-NKP airports (e.g. Pietermaritzburg) as valid for the purpose of functionality evaluation?

WE REQUESTED BIDDERS TO DEMONSTRATE EXPERIENCE AT AN AIRPORT OR AN NKP SITE.

33. On Joint Ventures and Empowerment Participation

- a. Can a joint venture submit combined experience and contract value to meet the R50 million requirement?

YES, BUT THIS IS ONLY APPLICABLE TO INCORPORATED JVs.

- b. Must each JV partner individually hold PSIRA and other required certifications, or is compliance satisfied jointly?

ALL CERTIFICATES MUST BE IN THE NAME OF THE INCORPORATED JV.

- c. Will ACSA accept and fully score a JV that includes a 100% black woman-owned EME alongside a larger experienced partner?

YES, IF THE JV IS INCORPORATED.

- d. Why was there no mandatory subcontracting requirement for large bidders to allocate at least 30% to black-owned EMEs or QSEs?

THE FOLLOWING RESPONSE IS ALSO APPLICABLE TO UNINCORPORATED JVs:

RESTRICTING BIDDERS FROM FORMING AN UNINCORPORATED JOINT VENTURE (UJV) OR SUBCONTRACTING IN A SECURITY TENDER IS PRIMARILY DONE TO MANAGE HIGH-RISK LIABILITIES, ENSURE LEGAL ACCOUNTABILITY, AND MAINTAIN OPERATIONAL STABILITY. IN SECURITY CONTRACTS, WHERE NEGLIGENCE OR MISCONDUCT CAN RESULT IN SIGNIFICANT PROPERTY DAMAGE, INJURY, OR LEGAL BREACHES, CLIENTS OFTEN DEMAND A SINGLE, LEGALLY ROBUST ENTITY, SUCH AS AN INCORPORATED COMPANY OR A SOLE BIDDER.

- e. Did ACSA consider unbundling the tender or issuing site-specific lots to allow smaller black owned firms to participate?

THE PURPOSE OF THIS TENDER IS TO APPOINT A FULLY COMPLIANT PANEL OF SECURITY SERVICE PROVIDERS.

34. On Compliance, Scoring, and Policy Alignment- How does ACSA ensure that the R50 million functionality requirement does not nullify the intent of the 90/10 preference point system?

THE CONTRACT VALUE FOR EACH SITE WILL BE A MINIMUM OF R50 MILLION EACH.

35. What internal procurement transformation policy guided the structuring of this bid?

THE ACSA PREFERENTIAL PROCUREMENT POLICY WAS USED IN THE COMPILATION OF THIS TENDER.

36. Is there scope to allow experienced Level 1 EMEs that are SACAA- and PSIRA-compliant to participate, even if they fall short of the R50 million benchmark?

NO, IF YOU DO NOT MEET THE REQUIREMENTS IN FULL YOU WILL NOT BE ELIGIBLE FOR AWARD.

37. Will ACSA publish full evaluation scores across all stages post-award?

NO

38. How does ACSA plan to address concerns from SMMEs excluded solely on turnover grounds?

DUE TO IDENTIFIED ACSA AIRPORTS ACSA BEING AN NKP AND PORT OF ENTRY (POE), WE UNFORTUNATELY HAVE TO PRIORITIZE FULL COMPLIANCE TO OUR REQUIREMENTS OVER ANY OTHER CONSIDERATIONS.

39. In the event of a formal dispute or review, will ACSA consider suspending adjudication until the matter is resolved?

THE PURPOSE FOR CLARIFICATION IS TO PROVIDE CLARITY AROUND THE TENDER REQUIREMENTS.

40. Why is the licensing of security companies to provide services to airport stakeholders across ACSA's nine airports included within the same tender process as core airport security services, rather than issued as a separate, dedicated opportunity?

THE PURPOSE OF THIS TENDER IS TO APPOINT A PANEL OF SECURITY SERVICE PROVIDERS MEETING BOTH OUR LICENSING AND SECURITY REQUIREMENTS.

41. What specific evaluation criteria are being applied to determine which companies will receive stakeholder service licenses, and do these differ from those used to award the five core site contracts?

PLEASE REFER TO SECTION O (PANEL TERMS OF REFERENCE) OF THE TENDER DOCUMENT.

42. How does ACSA intend to ensure that the licensing process for stakeholder security services provides fair and proportional opportunity for smaller black-owned service providers who may not qualify for the main airport contracts?

DUE TO IDENTIFIED ACSA AIRPORTS BEING AN NKP AND PORT OF ENTRY (POE), WE UNFORTUNATELY HAVE TO PRIORITIZE FULL COMPLIANCE TO OUR REQUIREMENTS OVER ANY OTHER CONSIDERATIONS.

43. Have there been any legal interdicts or ongoing court proceedings against ACSA relating to this specific tender (COR8046/2025) or previous related security tenders?

THE PURPOSE FOR CLARIFICATION IS TO PROVIDE CLARITY AROUND THE TENDER REQUIREMENTS.

44. If such court interdicts have been issued, what was the nature of the complaints raised, and what are the potential implications for the adjudication or continuation of the tender process?

THE PURPOSE FOR CLARIFICATION IS TO PROVIDE CLARITY AROUND THE TENDER REQUIREMENTS.

45. Will ACSA transparently communicate any changes to timelines, criteria, or bid outcomes arising from these legal proceedings to affected bidders?

ALL TENDER AMENDMENTS/CLARIFICATIONS WILL BE PUBLISHED ON THE ETENDERS PORTAL.

46. On ORTIA Landside, ORTIA Airside, CTIA Landside & KSIA Landside, all request pricing for bulletproof vests for TRT officers however, only ORTIA Landside has details of the manpower complement of TRT officers on the costing sheet - please clarify to ensure compliance?

PLEASE SEE AMENDED TENDER DOCUMENT.

47. Is the cumulative value of R50mil for the Reference letters monthly or annually?

THE CUMULATIVE VALUE OF R50MIL REFERS TO THE TOTAL FOR ALL PROJECTS COMPLETED BY THE BIDDER (PROVIDE REFERENCE LETTERS AS EVIDENCE).

48. We've noted that a contract has not been provided to bidders for review. Would it be possible for a draft agreement to be shared with us for review?

A DRAFT SLA WILL NOT BE PROVIDED AT THIS STAGE, AS THE TERMS THEREIN WILL NOT DIFFER MATERIALLY FROM THE TENDER. THE PENALTY CLAUSES WILL BE ADDED AND NEGOTIATED WITH THE WINNING BIDDERS DURING THE CONTRACTING STAGE.

49. Kindly confirm whether airside and landside insurance are considered mandatory requirements for service providers operating under this tender.

YES, PROOF OF INSURANCE WILL BE REQUESTED FROM THE WINNING BIDDER AT CONTRACTING STAGE. IT SHOULD BE NOTED THAT ALL SCOPE REQUIREMENTS ARE MANDATORY FOR THE WINNING BIDDER.

50. If confirmed as mandatory, kindly clarify how bidders are required to account for the associated insurance costs, given that these requirements are not currently reflected in the Mandatory Requirements or pricing schedules.

ALL COSTS (INCLUDING INSURANCE) ASSOCIATED WITH THE SCOPE OF THIS TENDER SHOULD BE FACTORED INTO THE PRICING AS NO FURTHER AMOUNTS WILL BE AWARDED ABOVE WHAT WAS QUOTED. THIS EXCLUDES TRAINING.

51. Given that the insurance requirements are not explicitly covered in the tender documentation, kindly confirm whether ACSA will carry the Public Liability and Airside Liability insurance costs for successful security service providers appointed under this tender.

THE INSURANCE REQUIREMENTS HAVE BEEN EXPLICITLY STATED IN SECTION K OF THE TENDER DOCUMENT.

52. Given that ACSA's Scope of Services does not require the transportation of firearms for revenue or operational purposes, the insistence on a Firearm Transporter Permit as a mandatory requirement is not justified. This requirement is neither supported by existing operational needs nor underpinned by any applicable regulatory or legislative framework. In the absence of a defined firearm transportation function within the service scope, the requirement introduces an unnecessary compliance burden without legal or operational basis.

THIS IS NO LONGER A REQUIREMENT, PLEASE SEE AMENDED TENDER DOCUMENT.

53. Where a single client operates multiple sites, of which three are National Key Points (NKPs), would these sites be acceptable as three separate references, or is it a requirement to provide three individual reference letters from different clients?

IN THE CASE OF YOUR EXAMPLE, WE WOULD REQUIRE 3 REFERENCE LETTERS IRRESPECTIVE OF THE CLIENT (IT CAN BE FROM THE SAME CLIENT BUT MUST BE FOR DIFFERENT PROJECTS/CONTRACTS).

54. Please confirm that expected kilometres to be travelled per shift is the same for each of the sites/airports?

PLEASE QUOTE FOR A MIXIMUM OF 250 KM PER SHIFT AS PER THE BOQ PER SITE.

55. In our current structure, one of our directors holds a valid PSIRA Grade A, while the other holds a valid PSIRA Grade B (compliant with the statutory minimum). The director holding the Grade B certificate has formally resigned and is scheduled to exit the business at the end of February 2026 (shortly after the bid closing date of 16 February 2026). They will be removed from the company registration documents immediately upon exit. Will the bidder face disqualification for failing to meet the Grade A requirement for an individual who will no longer be part of the organization at the commencement of the contract.

ALL REQUIREMENTS MUST BE MET IN FULL AT TENDER CLOSING.

56. We are a young Level 1 BBBEE company with no prior airport/aviation experience but will love to gain it in the near future. Will this disqualify us? If so, what steps can we take to gain airport experience, is there a ring-fencing program?

ALL REQUIREMENTS MUST BE MET IN FULL AT TENDER CLOSING. WE DON'T HAVE A PROGRAM AS YET, BUT HOPE TO HAVE ONE IN FUTURE TO ALLOW NEW ENTRY.

57. We're still obtaining a VAT number and don't meet the R50 million income. Can we submit management accounts or an affidavit stating we're in the process and will provide the VAT No before contract finalisation?

ALL REQUIREMENTS MUST BE MET IN FULL AT TENDER CLOSING.

58. Because we did not work in Aviation security previously, we don't have a current approval certificate, is it something we can obtain during contract finalisation, or will this mean disqualification?

ALL REQUIREMENTS MUST BE MET IN FULL AT TENDER CLOSING.

59. I'm sure we may attach CVs of interested individuals and not currently employed by staff.

WE DO NOT UNDERSTAND THIS QUERY, PLEASE REPHRASE.

60. How do Security Officers get to their different posts?
a. Do we need to factor in additional transport for posting of Security Officers.
i. If we need to add posting costs, please indicate the type and quantity of vehicles required with their respective kilometre allowance per month, per "Annexure A, Annexure B, Annexure C, Annexure D & Annexure E."

ALL TRANSPORT COSTS FOR THE POSTING OF SECURITY OFFICERS IS AT THE EXPENSE OF THE BIDDER.

61. How many Controllers / CCTV Operators do you require per "Annexure A – E", per shift.

NONE ARE REQUIRED.

62. Please advise the process to be followed by ACSA on annual escalations of the contract i.e will these include statutory and inflationary increases?

ANNUAL ESCALATIONS WILL BE APPLIED AS PER THE BARGAINING COUNCIL ILLUSTRATIVE PRICING GUIDE

63. All are officers to be deployed for this function All are Grade C

PLEASE SEE ANNEXURE A – E OF TENDER DOCUMENT.

64. Whether training to be completed prior to deployment (i.e. ACSA training disbursement does not apply to these posts) and if so, is every TRT officer to be trained in all the requirements detailed D. Training - Point 10



BIDDERS ARE REQUIRED TO DEPLOY TRAINED TRT OFFICERS. ACSA WILL PAY FOR NKP TRAINING ONLY FOR THE TRT OFFICERS. THE TACTICAL RESPONSE CERTIFICATE OR ARMED RESPONSE CERTIFICATE WILL BE SUFFICIENT.

65. Any additional equipment e.g riot shields etc. to be included for deployment

NO, REFER TO ANNEXURE A – E.

66. Any additional firearms required other than the 10 detailed on the annexures

NO.

67. Is it possible to submit the tender complete for OR Tambo , King Shaka and Cape Town for non-armed guards?

NO.

68. Licensing for stakeholders security services for all nine(9) airports operated by airports company south africa soc limited (acsa), is not available in the tender document . please help with this regard, how are we to tender for and quote for them.

PLEASE REFER TO SECTION O OF THE TENDER DOCUMENT. YOU WILL NOT BE REQUIRED TO PRICE FOR LICENSING.

THE QUERY CLOSING DATE HAS NOW BEEN MOVED TO THE 11TH OF FEBRUARY 2026. IF YOU HAVE SUBMITTED A QUESTION THAT WAS NOT RESPONDED TO IN THIS CLARIFICATION DOCUMENT, PLEASE RESUBMIT YOUR QUERY TO Alicia.Sekoati@airports.co.za