



RFP04/01/26-27

Bidders Questions and Answers

Postbank
Your Bank

**APPOINTMENT OF A PANEL OF SERVICE PROVIDERS FOR SCARCE AND CRITICAL
SKILLS SEARCH FOR A PERIOD OF THREE (3) YEARS.**

Consolidated Bidder Questions and Answers

Bidder Questions	Postbank Answers		
1. In what format is the pricing expected to be provided? As a percentage or rand value?	The placement fee needs to be provided by % for the fee. Where there is scaling, bidder to advise in response.		
2. Mandatory Requirement 4.1.2 – Professional Association: Provide Active Certification – please confirm whether the PEA certificate issued by the Department of Labour would be considered sufficient to satisfy this requirement?	Yes, the PEA will be deemed satisfactory. It needs to be current and active		
3. Clarity on Specific goals	The bidder must indicate how they claim points for each preference point system by completing the last column on the table found on page 20 of the tender document. Points claimed by the bidder should correspond with the bidder's active BEE Certificate/ sworn affidavit.		
4. What is the maximum allowable file size per email or attachment?	50MB per attachment however separate emails with different attachments can be sent to the below before the closing date.		
5. What is the preferred method for submissions?	Proposals should be attached and forwarded via email to the following email address RFP@PostBank.co.za		
6. Panel Size: How many service providers does PostBank intend to appoint to this panel?	We do not have a pre-defined number of panel service providers. Any service provider that submits a bid and meets all the requirement as per the evaluation may be awarded and contracted to be on the panel duly.		
7. What is the basket of psychometric used to ensure SP quote correctly?	<table border="1"> <tr> <td data-bbox="858 1895 1082 2172">Executive and General Manager</td><td data-bbox="1082 1895 1541 2172"> • CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above </td></tr> </table>	Executive and General Manager	• CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above
Executive and General Manager	• CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above		

Senior Manager	• CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above
Manager	• CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above
Specialist	• CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above
Assessment/instrument costs per battery per level	• CPP • CRTB2 • 15FQ+ /OPQ • Management exercise • Other as recommended by bidder. The instruments are not limited to listed above
Team dynamics/ Career development	• Thomas International (PPA) • Emotional Intelligence • Team effectiveness assessment tool/ Belbin team role inventory • Other as recommended by bidder. The instruments are not limited to listed above
Selection of Bursars	• 15 FQ+ • GRT2 • Thomas International (pre-employment assessment) • Other as recommended by bidder. The instruments are not limited to listed above

	Bulk recruitment	• 15FQ+ • GRT2 • Other as recommended by bidder. The instruments are not limited to listed above
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