



REQUEST FOR PROPOSAL (RQP)

RFP NUMBER: RFQ/HUM/24/25/411			
CLOSING DATE	10 April 2025	CLOSING TIME	12:00 PM
PHYSICAL ADDRESS		POSTAL ADDRESS	
merSETA Head Office Metropolitan Park, Block C 8 Hillside Road Parktown Johannesburg 2193			

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Reviewed: Senior Manager: Supply Chain and Contract Management		Controlled: Chief Executive Officer	

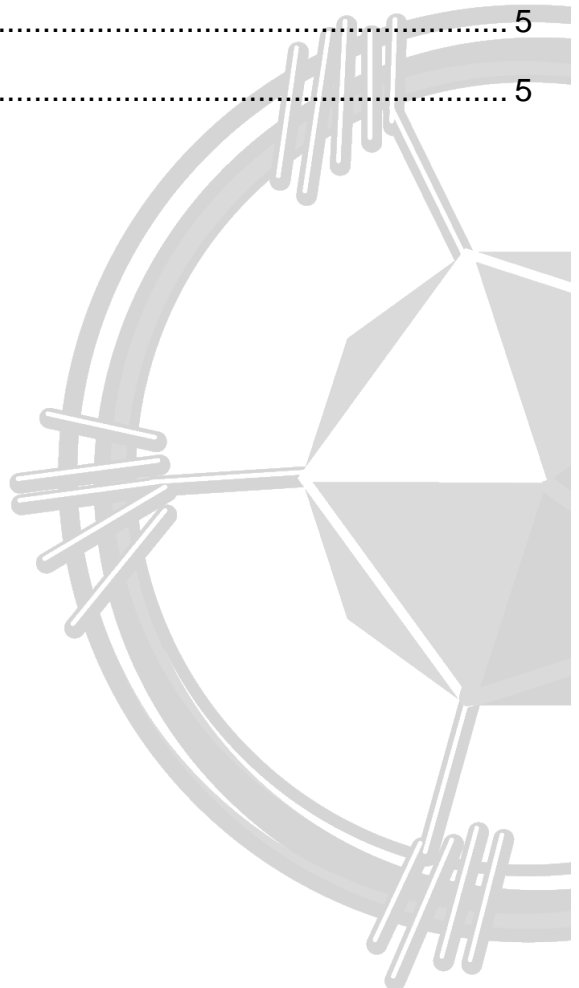
28 March 2025

changes.

*The document shall be revised at least 12 months before next revision date or as per merSETA organisational and operational

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1. Introduction to Request for Proposal (RFP)

1.1 The Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) is a Schedule 3A public entity established in terms of the Skills Development Act (Act No. 97 of 1998), Registration Number 17/merSETA/01/04/20, to facilitate skills development for the Metal and Engineering, Motor Retail and Components Manufacturing, Automobile Manufacturing, Plastics Manufacturing and New Tyre Manufacturing Sectors Automotive Components Manufacturing Chamber.

The merSETA is inviting potential service providers to submit the proposal for the services described under scope of work.

1.2 This RFP is subject to the Preferential Procurement Policy Framework Act (Act No. 5 of 2000) and the Preferential Procurement Regulations (2022 Regulations), the General Conditions of Contract (GCC), and, if applicable, any other special conditions of contract. Where, however, the special conditions of the contract conflict with the general conditions of the contract, the special conditions of the contract prevail.

2. Background Information

The Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) was established in 2000 to promote skills development in terms of the Skills Development Act (Act No. 97 of 1998 as amended).

The merSETA facilitates skills development in the manufacturing, engineering, and related services that encompass the following sectors: Automotive, Metal, Motor, Tyre, Plastics, and Automotive Components Manufacturing.

3. Objectives of the Service

The objective of this project is to procure the services of a qualified HR Consulting firm to conduct a comprehensive needs analysis of all Fixed-Term and Temporary capacity requirements at merSETA. This analysis will ensure alignment with the organisation's strategic goals, Annual Performance Plan (APP) targets, AA priorities, and MANCO objectives for the financial years 2025/26 and 2026/27.

4. Scope of Work (Service)

The scope of work includes, but is not limited to:

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- a) Conducting consultations with Departmental Executives and Senior Divisional Managers to determine Fixed-Term and Temporary capacity requirements for period of 2 years.
- b) Analyzing needs against merSETA's APP targets, organizational objectives, AA priorities, and MANCO goals to determine the "right size" of posts required.
- c) Costing all recommendations for Fixed-Term and Temporary capacity.
- d) Developing Job Titles and Job Profiles for all recommended Fixed-Term and Temporary positions.
- e) Producing a final report within three (3) months from the date of appointment.

The list above is not exhaustive.

Note: The selected service provider must deliver high-quality services within strict deadlines and may be required to travel to regional offices as needed.

5. Deliverables

The service provider will use an activity and outcomes-based development methodology and the current merSETA courseware design approach for synergy across the material ranges to achieve the following outcomes.

- a) Comprehensive report that includes a needs analysis of all Temporary and Fixed Term resource requirements which must include the costings.
- b) Job Profiles for identified resources.
- c) Regular progress reports to merSETA executive management.
- d) Stakeholder engagement sessions to understand the resource requirement needs of merSETA
- e) Final close-out report summarizing the outcomes, recommendations challenges, and lessons learned

6. Project Timeline

6.1 The estimated duration of this project is three (3) months from the date of signing the SLA.

7. RFP Submission

7.1 Bid documents may be emailed to quotations@merseta.org.za on or before the closing date and closing time.

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7.2 The merSETA will only consider bid documents received on or before the closing date and time, regardless of the method used to provide them.

8. Late submissions of the RFP

Submission of quotation(s) received late (after the closing date and time) will not be considered.

9. Request for Proposal (RFP) Rules

9.1 The following rules will apply for this Request for Proposal:

- 9.1.1 The price(s) quoted shall be valid for a minimum period of 60 days from the closing date and time of this RFP.
- 9.1.2 The price(s) quoted must be firm and inclusive of value-added tax (VAT) where applicable.
- 9.1.3 The price(s) must include all related expenses, i.e., transport, accommodation, etc. (where applicable).
- 9.1.4 A potential supplier or service provider must be validly registered on the Central Supplier Database (CSD), as hosted by the National Treasury.
- 9.1.5 Only an official purchase order or appointment letter issued by the merSETA will bind the merSETA.

10 Bid Evaluation Process

10.1 The RFP will be evaluated in terms of PPPFA 05 of 2000 and Preferential Procurement Regulation 2022 (80/20).

10.1.1 Evaluation Stage 1: Compliance

10.1.1.1 All bidders must comply with the administrative requirements outlined in the Standard Bidding Documents and the mandatory requirements listed below. All bidders failing to provide the required information and documentation in this evaluation stage may face disqualification from further evaluation. Failure to comply with the requirements assessed in Stage 1 (compliance) may lead to the disqualification of bids.

- a) Standard Bidding Document (SBD 4)
- b) Standard Bidding Documents (SBD 6.1)

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10.1.2 Evaluation Stage 2: Technical Evaluation

10.1.2.1 Bidders must meet the minimum technical specification requirements in this evaluation stage to advance to the next evaluation stage. Failure to meet the prescribed technical specification will automatically disqualify the bid offer from proceeding to the next evaluation stage. **Any bid that fails to meet the overall minimum threshold of 90% or has not received the minimum score for any individual component thresholds will be disqualified for further evaluation on stage 3.**

Each proposal that passed functional evaluation of **90%** and more, will be on equal footing to proceed to the final round of evaluation on price and specific goals

No	Requirements	Criteria	Points
1.	<p>At least five (5) years of experience in job profiling, HR capacity needs analysis, and organisational development,) including public sector experience</p> <p>The company profile must specify the type of experience in Organisational Capacity Analysis and Assessment.</p> <ul style="list-style-type: none"> • Verifiable on CSD. • Proven public sector experience (2 or more years) • Examples of similar projects completed successfully, including scope, outcomes, and timelines 	At least five (5) years of experience in job profiling, HR capacity needs analysis, and organisational development, including public sector experience =30 points	30
		Between four (4) and three (3) years of experience in job profiling, HR capacity needs analysis, and organisational development, with a minimum of two (2) years in the public sector= 20 points	
		Less than three (3) years' experience --not relevant= 0 points	
2.	<p>A detailed Project Implementation plan, Methodology and timelines clearly indicating the proposed work phases and methods to be followed:</p> <ul style="list-style-type: none"> • Conduct stakeholder interviews and 	Fully compliance – The Bidder provides a clear, detailed, and well-structured methodology, including a step-by-step implementation approach, timeframes, and a comprehensive project plan that aligns with the scope of work,	20

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	<p>workshops to gather input.</p> <ul style="list-style-type: none"> • Use tools like process modeling software, data analytics tools, and user feedback surveys. • Benchmark against industry best practices. • Employ qualitative and quantitative analysis technique. <p>The Bidder must provide a comprehensive and structured explanation of the methodology, implementation approach, and project execution plan for the required consultation services. The submission must align with the specified deliverables and expected outcomes</p>	<p>deliverables, and outcomes and clearly outlining the approach to Organisational Capacity Analysis and Assessment. =20 points</p> <p>No compliance – The Bidder does not provide a detailed explanation of the methodology, implementation approach, or project plan, or the submission is unclear and insufficient. =0 points</p>	
3.	Two (2) reference letters confirming the successful completion of Organisational Capacity Analysis and Assessment projects since 2019, at least one of the reference letters must be from the public sector.	<p>Two (2) reference letters attached, of a similar work undertaken (at least one of the reference letters must be from the public sector). =10 points</p> <p>Below two (2) reference letters and/or no reference letter provided from the public sector and/or irrelevant reference letters provided. =0 points</p>	10
4.	The Lead Consultant must have at least five (5) years of experience as follows:	Lead Consultant. CV that indicates relevant experience and relevant copies of qualifications submitted. = 20 points	20

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	<ul style="list-style-type: none"> Familiarity with Organisational Capacity Analysis and Assessment tools. Experience in job profiling and HR capacity needs analysis, and Organisational development recommendations. Strong analytical and communication skills <p>A minimum 3-year Degree/Diploma in Human Resources or Business Management, or a related field is required.</p>	<p>No relevant CV provided and/or no relevant copies of qualifications attached. =0 points</p>	
5.	<p>Curriculum Vitae of Junior Associate</p> <p>The Junior Associate must have at least three (3) years years of experience in job profiling, HR capacity needs analysis, and organisational development. Must possess analytical and communication skills.</p> <p>A minimum of 3-year Diploma Human Resources or Business Management, or a related field is required</p>	<p>Junior Associate CV that indicates relevant experience and relevant copies of qualifications submitted. =20 points</p> <p>No relevant CV provided and/or no relevant copies of qualifications attached. = 0 points</p>	20
TOTAL WEIGHTING			100
MINIMUM WEIGHTING SCORE			90

10.1.3 Evaluation Stage 3: Preference Point System

10.1.3.1 The 80/20 preference point system shall be applicable to this phase, where 80 points represent the maximum obtainable points for the lowest acceptable price and 20 points represent the specific goals. The bid documentation's table below will award points to a bidder for achieving the specific goals.

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The specific goals allocated points in terms of this tender	Number of points Allocated (80/20 system) (To be completed by the organ of state)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Tenderer who has 51% to 100% black people ownership	6	
Tenderer who has 30% to 100% black women ownership	4	
Tenderer who has 30% to 100% black youth ownership	4	
Tenderer who has 30% to 100% White women ownership	2	
Tenderer who has 20% or more owners with disability	4	
Total Points allocated to Specific Goals	20	

Note: Refer to Annexure A for Proof or documentation that may be considered to claim points for specific goal related to persons or categories of persons historically disadvantaged by unfair discrimination.

11 Cost Proposal

11.1 All prices must be VAT inclusive (where applicable) and must be quoted in South African Rand (ZAR).

11.2 The rates of remuneration will be subject to negotiation, not exceeding the applicable rates as contained in the guidelines:

11.2.1 The “Guideline on Fees for Audits done on behalf of the Auditor-General of South Africa (AGSA)”¹ as issued by the South African Institute of Chartered Accountants (SAICA);

11.2.2 The “Guide on Hourly Fee Rates for Consultants”, as issued by the Department of Public Service and Administration (DPSA); and/or

11.2.3 Remuneration guidelines issued by professional service organisations or regulatory bodies, as may be relevant.

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12 merSETA's RIGHTS

- 12.1 The merSETA is entitled to amend any bid condition, bid validity period, RFP specification, or extend the bid closing date, all before the bid closing date. All bidders, to whom the RFP documents have been issued and where the merSETA has records of such bidders, may be advised in writing of such amendments in good time, and any such changes will also be posted on the merSETA's website under the relevant tender information. Therefore, before submitting their bid response, prospective bidders should regularly check the website to stay informed about any amendments related to this matter.
- 12.2 The merSETA reserves the right not to accept the lowest priced bid or any bid in part or in whole. It normally awards the contract to the bidder who proves to be fully capable of handling the contract and whose bid is functionally acceptable and/or financially advantageous to the merSETA.
- 12.3 The merSETA reserves the right to award this bid as a whole or in part.
- 12.4 The merSETA reserves the right to conduct site visits at bidder's corporate offices and or at client sites if so required.
- 12.5 The merSETA reserves the right to consider the guidelines and prescribed hourly remuneration rates for consultants as provided in National Treasury Instruction 02 of 2016/2017: Cost Containment Measures, where relevant.
- 12.6 The merSETA reserves the right to request all relevant information, agreements, and other documents to verify the information supplied in the bid response. The bidder hereby gives consent to the merSETA to conduct background checks, including FICA verification, on the bidding entity and any of its directors, trustees, shareholders or members.
- 12.7 The merSETA reserves the right, at its sole discretion, to appoint any number of vendors to be part of this panel of service providers, if applicable (i.e., where a panel is considered).
- 12.8 The merSETA reserves the right to make a final decision on the interpretation of its tender requirements and responses thereto.
- 12.9 The merSETA reserves the right to consider the professional conduct and experiences it had with any bidder that rendered similar services to the merSETA in the past 5 years over and above the references put forward by the bidder in its response.

13 UNDERTAKINGS BY THE BIDDER

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- 13.1 By submitting a bid in response to the RFP, the bidder will be taken to offer to render all or any of the services described in the bid response submitted by it to the merSETA on the terms and conditions and in accordance with the specifications stipulated in this RFQ document.
- 13.2. The bidder shall prepare for a possible presentation should merSETA require such, and the bidder will be required to make such a presentation within five (5) days from the date the bidder is notified of the presentation. Such a presentation may include a practical demonstration of products or services as called for in this RFP.
- 13.3. The bidder agrees that the offer contained in its bid shall remain binding upon him/her and receptive for acceptance by the merSETA during the bid validity period indicated in this RFP, and its acceptance shall be subject to the terms and conditions contained in this RFP document read with the bid.
- 13.4. The bidder furthermore confirms that he/she has satisfied himself/herself as to the correctness and validity of his/her bid response; that the price(s) and rate(s) quoted cover all the work/item(s) specified in the bid response documents; and that the price(s) and rate(s) cover all his/her obligations under a resulting contract for the services contemplated in this RFP; and that he/she accepts that any mistakes regarding price(s) and calculations will be at his/her risk.
- 13.5. The successful bidder accepts full responsibility for the proper execution and fulfillment of all obligations and conditions devolving on him/her under the supply agreement and SLA to be concluded with merSETA, as the principal(s) liable for the due fulfillment of such a contract.
- 13.6 The bidder accepts that all costs incurred in the preparation, presentation, and demonstration of the solution offered by it shall be for the account of the bidder. All supporting documentation and manuals submitted with the bid will become merSETA property unless otherwise stated by the bidder(s) at the time of submission.

ANNEXURE A

Specific Goal Guide – Preferential points (80/20)

This specific goal guide will be used to assist providers in submitting relevant documents to confirm specific goals.

“Specific goals” means specific goals as contemplated in section 2 (1) (d) of the Act which may include contracting with persons, or categories of persons, historically disadvantaged by unfair discrimination on the basis of race, gender and disability including the

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implementation of programmes of Reconstruction and Development programme as published in government gazette No. 16085 dated 23 November 1994.

Please note that:

- **Financial account, management account or auditors' letter should be submitted confirming turnover of the company determining BBBEE status on Affidavit and B-BBEE CIPC certificate in order for the specific goals can be awarded.**

Preferential points for tenders without local content requirements.

□

Specific goal	80/20 Preference Point system	Example of Submission	Tick if relevant document submitted	Indicate which document have been submitted
Black People Ownership – 51% or more	6	Valid B-BBEE certificate/Affidavit or B-BBEE CIPC		
Black Women Ownership – 30% or More	4	Valid B-BBEE certificate/Affidavit or B-BBEE CIPC		
Black Youth Ownership – 30% or More	4	Valid BBBEE certificate/Affidavit or B-BBEE CIPC		
White Women Ownership – 30% or More	2	Valid B-BBEE certificate/Affidavit or B-BBEE CIPC		
People with Disability (PwD) Ownership	4	Medical certificate		
Total Points allocated to Specific Goals	20			

AUTHORISATION SIGNATORIES TO CONFIRM RFP

The employee signing below hereby affirms the accuracy of the information requested for the proposal.

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Supply Chain Management Representative			
Full Names	Nomfundo Tshabalala	Date	28 March 2025
Signature			
Technical Representative			
Full Names	Felicia Mogano	Date	28 March 2025
Signature			



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