

**Dear valued Bidder;**

**Below are Questions and Answers raised by potential bidders and responses from Denel.**

**Round 2**

<b>QUESTION(S)</b>	<b>DENEL RESPONSE</b>
<p>The evaluation criteria 1 on page 22 “A person registered with the Southern Africa Institute of Management Services (SAIMAS) body or equivalent who will be responsible for the Denel account, interacting with management, presenting reports, recommendations and feedback. Previous experience with large-scale organisational change efforts” requests for a SAIMAS registration.</p> <p>I contacted SAIMAS today and they are in the process of dissolving this body...they are not entertaining renewals nor are they accepting any new applications.</p> <p>Please explain the requirement of this registration? Also, will other registrations / qualifications be considered e.g. SAIM registration or SABPP registration?</p> <p>We look forward to hearing from you in this regard.</p>	<p>Registration to a relevant professional body is waiver.</p>
<ol style="list-style-type: none"><li>1. Should our clients (current and previous) still have complete Annexure N over and above the Reference Letters to be attached based on your requirement (please refer to page 57 and 58 of the attached)</li><li>2. Do we need to complete Annexure O Proposed Human Resources as well as the An Organogram even if both are included in our technical proposal. Please refer to page 59 of the attached.</li></ol>	<p>The Annexure N is a template of reference letter which will be acceptable. Format not mandatory, however the reference letter must have contents as per sample</p> <p>Yes, Annexure O must be completed.</p>

<p>I refer to the tender DG468/14/07/2023.</p> <p>Clause 1.16 at the bottom of page 17 reads as follows:  <i>Furthermore, the file and information in the Memory Stick must be labelled and submitted in the following format</i></p> <p>However, there is no further clarification on the labelling format.</p> <p>Please advise what your requirements are in this regard.</p>	<p>The format in which the hard copy will be labelled should be the same as the copy in the USB drive.</p>
<p>reference to the Request to Tender for Tender CM EVP – DG 468/14/07/2023</p> <p>Please could you provide additional information based on the below questions.</p> <ul style="list-style-type: none"> <li>• How many employees does Denel have, broken down into Geographical areas and Leadership?</li> <li>• Regarding the employees, what is the sample breakdown of office-based versus online versus plant-based employees?</li> <li>• For EVP and EX survey purposes, will the Denel employees respond to online surveys and or computer aided telephone calls (CATI) or will Denel require face-to-face interviews with employees?</li> <li>• Change Management and Training initiatives – will these be conducted virtually or onsite or a hybrid approach?</li> <li>• In terms of the requested output on page 20 under Employee Engagement: improved efficiency. Does the output refer employee efficiency i.e., improved efficiency of people's way of work or, does it refer to efficiencies in the hire to retire journey for Denel?</li> </ul>	<p>See attached- Manpower breakdown sheet</p> <p>See attached Manpower breakdown sheet</p> <p>Combination- some plant employees will require face to face</p> <p>Hybrid</p> <p>Efficiency in the hire to retire for Denel</p>





ERROR: syntaxerror  
OFFENDING COMMAND: --nostringval--

STACK:

/Title

( )

/Subject

(D:20230731071221+02'00')

/ModDate

( )

/Keywords

(PDFCreator Version 0.9.5)

/Creator

(D:20230731071221+02'00')

/CreationDate

(02308135)

/Author

-mark-