

Agreement Between Transnet SOC Ltd (acting through its division Transnet Pipelines) and _____ for The Provision of Specialised Security Services in the form of Information Gathering, Information Management, Conducting Effects Based Operations, and Investigations to safeguard Transnet Infrastructure and Assets

SCOPE OF WORK

FOR THE PROVISION OF SPECIALISED SECURITY SERVICES IN THE FORM OF INFORMATION GATHERING, INFORMATION MANAGEMENT, CONDUCTING EFFECTS BASED OPERATIONS, AND INVESTIGATIONS TO SAFEGUARD TRANSNET INFRASTRUCTURE AND ASSETS

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ANNEXURE A

Schedule 1

SPECIAL CONDITIONS FOR SPECIALISED SECURITY OPERATIONS (INFORMATION GATHERING, INFORMATION MANAGEMENT, CONDUCTING EFFECTS BASED OPERATIONS AND INVESTIGATIONS)

1. SCOPE OF THE SERVICES

1.1. The primary focus of the provision of the Services by the Contractor to Transnet is to ultimately reduce crime incidents from (TPL) Pipeline tampering, damage, attempted and theft of product and physical asset protection in any form that involve theft of product from its pump stations, block valve chambers and the actual pipeline by:

1.2. Specialized security services shall be provided, in respect of:

- a. Pipeline Asset Protection (Pipeline Infrastructure - active/non-active).
- b. Product theft out of block valve chambers.
- c. Security Asset Protection (Pipeline Infrastructure).
- d. Security Risk Assessment, Security Plan, Risk Mitigation and Advisory.
- e. Security Detection (Criminal).
- f. Security Activation and Response.
- g. Security Integrated Operations.
- h. Special Security Operations.
- i. Security Investigations.
- j. Security Information Management (Information Gathering, Analytics and Reporting).
- k. Stakeholder Engagement.
- l. Security Research and Advisory.

1.3. If the targets set out in clause 1.1 above are reached it could be considered as a factor when considering the renewal of the Agreement. Note that this is merely a factor in renewal and does not guarantee renewal. Should Transnet elect to renew the Agreement, the service levels as set out in clause 1.1 above will be reviewed.

To be able to execute this primary focus effectively, the following strategy, amongst other functions, which functions of the Services are clearly detailed in Schedule 2 (Scope of the Contractor's Services), shall be provided by the Contractor:

- a. Conduct an international, national RSA (country), provincial, area and operational targeted locality - security threat risk assessment and security plan.
- b. Conduct a value chain (criminal) linkage - market threat assessment.
- c. Apply the Intelligence Life Cycle Methodology.
- d. Apply tactical, operational, and strategic information/intelligence to afford further risk mitigation and result in successful convictions.
- e. To identify and arrest individuals and opportunistic criminals targeting Pipeline's product
- f. To gather evidence on its activities; approved/supported by Law Enforcement using Analytical software / tool application, processing, and reporting. Notebook Analysis, Online Intelligence, Power BI, etc.
- g. To work very closely with the law enforcement.
- h. To initiate effects based driven operations (based on detailed management information) and to apprehend syndicate members after sufficient evidence has been gathered, to ensure a successful prosecution and conviction.
- i. To gather evidence on syndicate members after their bail release, conviction, and execution of their sentence to gather evidence to prove that they are hardly rehabilitated and upon being released, including on probation, they normally return to their previous criminal activities.
- j. To support the criminal justice system - NDPP (National Department of Public Prosecutions) during the prosecution process; and
- k. Have a dedicated Centre of Excellence to coordinate, lead and direct Information/Intelligence driven operations. Security Investigator/Intelligence Officer per Cluster (Alpha, Bravo & Charlie)
- l. Satisfy client requirements, inclusive of daily, weekly, monthly, quarterly, and annual products.

2. PERFORMANCE-BASED CONTRACT MANAGEMENT

2.1. Transnet will manage this Agreement through a performance management system, details of which are set out in the Service Level Agreement (Schedule 3) and clause 20 of the Master Agreement. The Contractor's performance in the rendering of the Service(s) will be monitored monthly and quarterly and assessed on a yearly basis for the duration of this Agreement against measurable standards. Remedial action is expected from the Contractor if the quality of such Service(s) falls below 90 (ninety) percent of the prescribed service level(s) required.

2.2. Should the Contractor fail to take the necessary remedial action to restore the quality of its Service(s) to the required performance standard within a time period to be determined by Transnet, then sub-clause 22.2 (Termination) of the Master Agreement will be invoked.

ANNEXURE B:

Schedule 2 – SCOPE OF THE CONTRACTOR'S SERVICES

SECTION TWO - BACKGROUND OVERVIEW AND SCOPE OF REQUIREMENTS

1. BACKGROUND

Transnet Pipelines, wholly owned by Transnet SOC Ltd is the custodian of the country's strategic pipeline assets. Major operator of 2900km network of crude, gas, and multi-product pipelines in the South Africa economy. The pipeline business handles an annual average throughput of some 17 billion litres of liquid fuel and more than 450 million cubic meters of gases. The liquid products include crude oil as well as diesel, leaded, unleaded, petrol and aviation turbine fuels.

Have over 50 years' experience in pipeline operations (established in 1965) and a strategic player in hydrocarbon transportation in South Africa. Except for the National Operating Centre (NOC) and Island View all depots and Jameson Park accumulation facilities are declared National Key Point (NKP) sites. The actual pipeline itself is not a National Key Point.

The liquid fuels network traverses the provinces of KwaZulu-Natal, Free State, Gauteng, North West, and Mpumalanga. The intake stations are the two Durban refineries - the crude refinery at Coalbrook (Natref) and the Sasol 2 and Sasol 3 synfuel plants at Secunda. The network includes a tank farm, at Tarlton, with a capacity of 30 million litres which is used mainly for storage and the distribution of liquid fuels into Botswana. The gas pipeline, a converted line previously used for liquids, runs from Secunda to Durban via Empangeni. It has take-off points at Newcastle and Richards Bay as well as along the route between Empangeni and Durban.

Pressure in the pipeline network is monitored on a 24 hour-a-day, 365 days-a-year basis at the control centre at Transnet Pipelines' Durban NOC. The NOC functions as a planning, control, and security hub. The NOC features state-of-the-art electronic video walls, which monitor and display SCADA (Supervisory Control and Data Acquisition) information, security access control and CCTV feeds from around the network and general information related to the entire pipeline process. The size and complexity of the video system is one of the largest and unique installations in Africa.

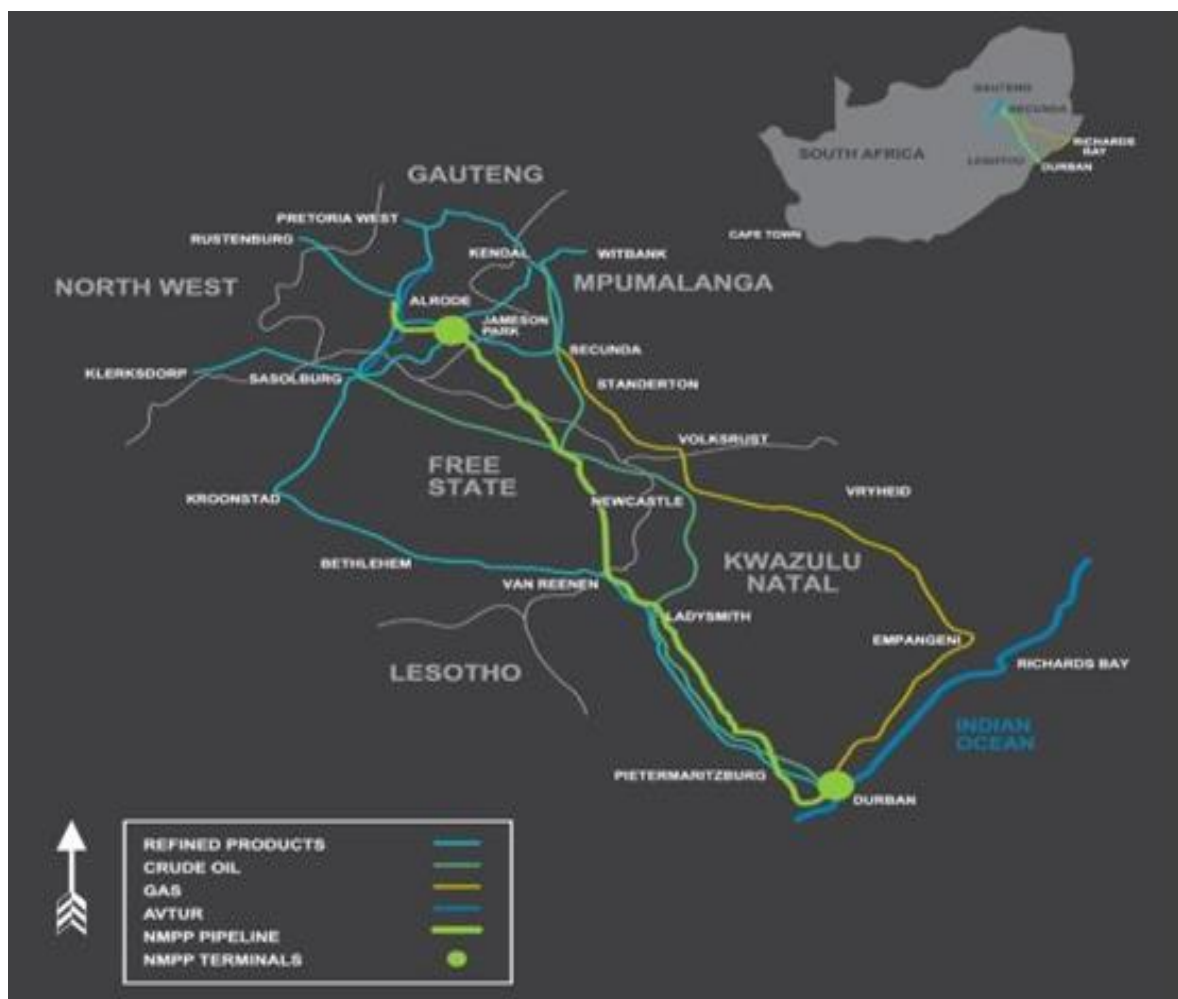
Transnet Pipelines' staff complement of some 600 is deployed across the pipeline network with the business itself being geographically decentralized.

The company owns and operates a 30-million-litre tank farm with road and rail loading facilities in Tarlton to facilitate cross border deliveries via road and rail to Botswana. The company also owns and operates a fractionator plant at Tarlton for the management of intermixture generated.

The company transports approximately 17 billion litres of product per annum and the product slate includes:

- Crude Oil
- Diesel 50ppm and 10ppm
- Unleaded Petrol – 93 Octane
- Unleaded Petrol – 95 Octane
- Jet Fuel
- Gas 600 cubes

The infrastructure to be protected covers thousands of kilometres within the TPL network. The security department has a hybrid of in house and contracted security personnel. The in-house numbers are very limited and as such Transnet is seeking to partner to provide solutions for its specialized security.



Source: <https://www.transnetpipelines.net/wp-content/uploads/2017/05/Operations-Map-Enlarge.png>

2. OVERVIEW

Transnet Pipelines requires dedicated security to ensure reliable and uninterrupted services for pipeline operations. The risk to Transnet Pipelines in the event of wilful damage, and the potential capacity loss of the pipeline network and equipment, is too serious to be left to chance. This requirement for effective and efficient security is enhanced by the requirements of the National Key Points (NKP) Act and other relevant security standards and guidelines promulgated by the Government Security Regulator.

The Critical Infrastructure Protection Act has been gazetted and will repeal the NKP Act after the regulations have been promulgated. The selected service providers must share in the mission and business objectives of the Transnet.

These mutual goals will be met by contractual requirements and new challenges in an environment of teamwork, joint participation, flexibility, innovation, and open communications. In this spirit of partnership Transnet and its service provider/s will study the current ways that they do business to enhance current practices and support processes and systems. Such partnership will allow Transnet to maximise benefits and minimise risk.

Specifically, Transnet seeks to benefit from this partnership in the following ways:

- 2.1 Transnet must receive reduced cost of acquisition and improved service benefits resulting from the Service Provider's economies of scale and streamlined service processes.
- 2.2 Transnet must achieve appropriate availability that meets user needs while reducing cost for both Transnet and the chosen service provider(s).
- 2.3 Transnet must receive proactive improvements from the service provider with respect to provision of Service and related processes.
- 2.4 Transnet's overall competitive advantage must be strengthened by the chosen service provider's leading-edge technology and service delivery systems.
- 2.5 Transnet end users must be able to rely on the chosen service provider's personnel for service enquiries, recommendations, and substitution.
- 2.6 Transnet must reduce cost by streamlining its acquisition of service, including managed service processes on the group basis.

3. SCOPE OF REQUIREMENTS

3.1 Service Description

For reasons stated Transnet Pipelines requires specialized security services in the form of:

a. Specialised Tactical Security Services

The overarching objective of this service is to secure the pipeline, not only from the direct criminals that carry out the activity but also from those criminals that support, organise, and orchestrate crime against the pipeline by creating an integrated, multi-faceted pipeline security service to appropriately secure critical and essential infrastructure.

- Establish a multi-layered pipeline security service that leverages appropriate human capital, technology, equipment, and operational procedures to deliver an effective integrated specialised security service.
- Establish a Pipeline Security Protection Service with adequate capacity and capability to deter, detect, prevent, protect and advice on TPL's critical pipeline infrastructure.
- Protect TPL's critical pipeline infrastructure to contribute towards business continuity, enable product security supply, enable market demand fulfilment, and minimise impact of organised crime.
- Increase the rate of criminal detection, critical asset protection, successful criminal apprehension and enable successful court conviction.
- Enhance the implementation of investigative & information driven operations to support risk mitigation and critical asset protection.
- Disrupt, dislodge & displace organised crime activities posed against TPL's critical infrastructure deemed as a state asset.

To achieve the above integrated objectives, TPL has structured a specialised integrated security service that include other disciplines. This document provides the scope of work for the Specialised Tactical Security Services.

Integrated Pipeline Security Service	
Discipline	SPECIALISED TACTICAL SECURITY SERVICES
Service Elements	<ul style="list-style-type: none">• Management• Tactical Intervention Security Service• Investigations• Business Intelligence (Business Intelligence Lifecycle “Model”)• Business Analytics, Reporting and Advisory (Information Management)• Investigation Case Management (Investigation & Court Engagement & Tracking)• Static guarding (as & when)• Air tactical

3.2 Scope of Works

3.2.1 General

- Provide a mission-ready capability in line with TPL requirements
- Effectively apply the Business Intelligence Life-cycle Model to execute information driven security operations.
- Effectively plan and conduct specialised security operations.
- Effectively prepare and exercise operational capability for operational readiness, preparedness & execution.
- Assess situations, make critical decisions, and direct actions enabling risk mitigation & ensuring critical asset protection as per Minimum Physical Security Standards (MPSS).
- Conduct required liaison, joint planning and execution with relevant stakeholders participating in integrated security solution.
- Plan, arrange and coordinate effective and efficient support for internal & external specialized security operations.
- Coordinate movement of own capabilities when executing operations.
- Plan and conduct tactical aerial and information driven actions.
- Provide input, test, improve and recommend continuous improvement for the integrated security best practice methodology.
- Provide input, develop, and manage own situational awareness.
- Collect data/information, collate, analyse, generate, and disseminate information for the successful execution of integrated specialised security operations.
- Plan and effectively implement operational security (OpSec) as per Minimum Information Security Standards (MISS).
- Develop, maintain, and review operational, risk-mitigation and contingency plans.
- Develop, implement, and review appropriate standing-operating-procedures that encapsulates the integrated specialized security service as well as improvements from operational research from time to time.
- Provide qualified/serviceable: personnel; manned vehicles; field equipment; infrastructure; weapons; communications and technology as specified in support of specialized security operations.
- To maintain security integrity, each team member is required to subject themselves to a Voice Stress Analysis and/or Polygraph Assessment as & when required by the client.
- Conduct operational research on specified capability areas and disciplines; and
- Provide the necessary regulatory requirements monitoring, enforcement & reporting for all specialized security operations to ensure compliance and ensure professional conduct of the highest order.

3.1.1 Management

- Training programs for internal or external role players to raise awareness and knowledge on a range of topics related to specialised security services to mitigate organised crime (Tampering with Critical Infrastructure). Such training programs may include, but are not limited to the theft of Product, the existence of an illicit market in the Republic of South Africa and neighbouring countries and will be delivered utilising various mediums as required.
- Identify risks, advise on, and implement mitigating actions to effectively ensure business continuity.
- Across all functions, actively seek to eliminate operational deficiencies and continually improve performance
- Compile focused project and operational security plans to address illegal or suspected illegal trading of Transnet Pipelines' stolen assets and fuel stolen in transit).
- Critically review project plans, operational plans, and activities to ensure that TPL's specialised security objectives are being delivered through the actions proposed in the most effective & efficient manner.

- Submit a weekly, monthly, quarterly, and annual progress report on the 1st day of each week, month, quarter and annual indicating the tasks to be executed and associated task allocations. The progress report will, in addition, stipulate the deliverables that were not achieved, reasons for non-achievement, lessons learnt and the plan for delivery of outstanding requirements.
- Submit a structured bi-monthly report to Transnet Pipelines on tasks executed during the month, accompanied by a timesheet, resource allocation, utilisation breakdown and production output that specifies tasks and hours spent during the execution thereof. In addition, it will include effects-based report on, including but not limited to:
 - Security deny, detection, delay, prevention, and protection.
 - Data and information gathering/collection.
 - Security analytical reporting & predictive information/analytics/business intelligence.
 - Security activation, response, and recovery.
 - Tactical reporting (e.g., Incident tactical analysis).
 - Security integrated operations.
 - Operational planning and execution.
 - Special Security Operations on critical targets.
 - Case management indicating arrests effected, case status, assets seized, watching briefs, upcoming court appearances of suspects & as witnesses to avail evidence; matters under investigation and convictions.
 - Security threat/vulnerability identification and risk mitigation.
 - Operational requirements tracking & feedback.
 - Resource allocation & utilisation (special operations).
 - Consultations and engagements with law enforcement with related external role players and
 - Conduct Special Security Projects (initiate, plan, execute, monitor/control).
- Upon the termination of this Agreement, the Service Provider will hand over to Transnet Pipelines copies of pending case dockets within a period of 20 (twenty) Business Days. This shall include copies of the court docket and contact details of the investigating officers. In addition, the Service Provider shall be required to testify on behalf of Transnet Pipelines as and when notified of such circumstances, which obligation shall survive the termination of the Agreement to be concluded between Transnet Pipelines and the appointed Service Provider. Loss of hours and resources and how to recover services. The costs associated with testifying post contract expiry shall be charged in accordance with the Magistrates Court Act 32 of 1944 and the Superior Courts Act 10 of 2013. The provisions of this clause, insofar as it relates to testifying post contract expiry shall survive the termination of this Agreement; and
- Perform command and control functions over own integrated capability as well as overall integrated security operations.

3.1.2 Tactical Intervention Security Service

- Conduct effects-based operations in conjunctions with other disciplines (i.e., Law enforcement, Specialized Operations, RPAS, Investigations, Business Intelligence, Information Management, Helicopter & Legal Practitioner).
- Conduct Threat Risk Assessment (TRA) in conjunction with other disciplines as a basis for gap analysis, operational planning, and areas of focus.
- Undertake planned tactical observation operations.
- Provide an armed tactical response/intervention capability.

- Conduct planned mobile operations and pro-active patrolling and inspection duties of the pipelines network. This includes:
 - Critical Asset Protection.
 - Awareness duties undertaken with the local community.
 - Observe, respond, and report any third-party activities that could endanger or potentially endanger the pipelines network.
 - Reinforcement of a physical security requirement to render support in case of a security emergency, breach, or strike as required.
 - Protection of individuals or teams working on the pipeline as required.
 - Liaison with specific individuals who form part of the protective scheme.
 - Liaison with and visits to pipeline network infrastructure.
 - Intervention operations and
 - Liaison with the internal stakeholders and external (i.e., law enforcement) within the operational area of responsibility.
- Provide a multi-stakeholder security operations capability, to effectively plan and conduct law enforcement and crime prevention operations in cooperation with the law enforcement, when so required.
- Enable the management and control of crime and security scenes (crime scene management) to enable law enforcement process and related specialized personnel (i.e., Investigation, forensics, etc.).
- Identify threats and protect the pipeline network as directed by other related disciplines (i.e., Analytics, Investigations, Business Intelligence, Business Analytics, etc.).
- Assist in the execution specialized security operations; and
- This process will be supported by suitable Artificial Intelligence (AI) and related technology means with the capability and capacity to automatically process any form of information input to generate security advisory, operational guidance and reporting to Business Intelligence as well as all other disciplines.

3.1.3 Investigations

- Initiate & conduct effects-based operations in conjunctions with other disciplines (i.e., Law enforcement, Specialized Operations, RPAS, Business Intelligence, Information Management, Helicopter & Legal Practitioner).
- Conduct Threat Risk Assessment (TRA) on investigations case management progress, to overcome challenges and issues therein, in conjunction with other disciplines as a basis for gap analysis, operational planning and areas of focus.
- Provide investigative services and reporting of crime incidents to enable business intelligence/analytics driven operations.
- Investigate criminal activities committed by individuals or syndicates responsible for, amongst others, the theft of assets on Transnet Pipelines' network, theft of or interference of entire Pipeline Infrastructure, theft from pump stations, block valve chambers and from the pipeline.
- Investigate criminal activities committed by, but not limited to, distributors of fuel, commercial fuel outlets, farming community, road fuel tankers services, employees etc.
- Conduct primary assessments at an emergency or other security incident to ascertain facts for further investigation and action.
- Place recovered product in safe custody by SAPS on detection, until Transnet Pipelines is informed and takes possession of such recovered product and secure the site until handover to TPL after following due process with SAPS. Transnet Pipelines will arrange for the collection of such recovered product and escorting by SSP and

transfer it to silos within Transnet Pipelines depot, area of operation and/or pump station.

- Identify hotspots and execute specialised investigations and effects-based operations in collaboration with law enforcement agencies.
- Investigate syndicate activities in hotspots with the aim of apprehending suspects, and to effectively manage criminal cases for successful prosecution by assist Law Enforcement for successful conviction.
- This information will be used to augment the business intelligence picture, enable Law Enforcement, and serve as evidence for the successful prosecution of criminals.
- Provide an investigations capability, effectively enable the execution of quality investigations at crime scenes when so instructed. This process includes information gathering, key findings and recommendations.
- Provide investigation capacity to execute the Investigations life cycle to support Law enforcement with the requisite evidence for additional investigative activities and prosecution.
- This process will be supported by suitable Artificial Intelligence (AI) and related technology means with the capability and capacity to automatically process any form of information input to generate security advisory, operational guidance and reporting to Business Intelligence as well as all other disciplines; and
- Conduct monthly Voice Stress Analysis (VSA) and Polygraph Assessment on selected individuals as well as when instructed.

3.1.4 Business Intelligence

- Initiate & conduct effects-based operations in conjunctions with other disciplines (i.e., Law enforcement Specialized Operations, RPAS, Investigations, Information Management (Business Analytics), Helicopter & Legal Practitioner).
- Conduct Threat Risk Assessment (TRA) in conjunction with other disciplines as a basis for gap analysis, operational planning, and areas of focus.
- Effectively apply the Business Intelligence Life-cycle Model to execute information driven operations. The business intelligence function is to be performed by the operational capability. Furthermore, operational execution will be compartmentalized and only in respect to information management, will there be collaboration between the service provider's data analysts and the Transnet Security Central Information Hub.
– Transnet Fusion Centre.
- Essential Elements of Information (EEI) are generated and will need to be assimilated, collated, analysed, and disseminated, in the form or processed information, to identified stakeholders who need, and are duly cleared, to have access to such information in line with the Business Intelligence Life Cycle "Model".
- The overarching strategic-operational framework depends on timely and accurate information to be used for operational planning and the execution of operations.
- The operational component will therefore use and manage various legal information gathering and counter-security measures to support operations effectively. They will work closely with the law enforcement.
- This process will be supported by suitable Artificial Intelligence (AI) and related technology means with the capability and capacity to automatically process any form of information input to generate security advisory, operational guidance and reporting to Business Intelligence as well as all other disciplines.
- Information and evidence achieved by this component may be utilized to facilitate law-enforcement actions against criminal groupings.

- Conduct operational research on the technologies, methods and innovations used by the criminals. This will create a baseline for the planning of clandestine and overt operations against organised crime syndicates, enhance threat assessment as well as improve criminal & syndicate profile development.
- Monitor the syndicate members after their bail release to prevent re-occurrence of pipeline tampering.
- Where required, attend case proceedings, and identify possible crime syndicate linkages for further investigation.
- Conduct profiling of criminal syndicates, suspects, and persons of interest.
- Monitor and gather information of the activities of identified criminal syndicates and related suspects.
- Identify hotspots and execute effects-based operations in collaboration with law enforcement agencies.
- Source information relating to crime syndicates and industries (formal or informal) into which stolen product is supplied.
- Submit a monthly and weekly progress report on the 1st day of each month/week indicating the tasks to be executed and associated task allocations. The progress report will, in addition, stipulate the deliverables that were not achieved, reasons for non-achievement, lessons learnt and the plan for delivery of outstanding requirements.
- Conduct criminal and syndicate mapping and related evidence analysis (Link Analysis); and
- Conduct situation analysis focused on, but not limited to, the illicit market in the Republic of South Africa and neighbouring countries and advise management on proactive measures to limit the flow of stolen product to illicit markets.

3.1.5 Business Analytics (Information Management)

- Support effects-based operations in conjunctions with other disciplines (i.e., Law enforcement, Specialized Operations, RPAS, Investigations, Business Intelligence, Helicopter & Legal Practitioner).
- Establish task collection capacity, process & track Essential Elements of Information (EEI's) to determine satisfying requirements as well as support the business intelligence lifecycle model and operational functions.
- Identify threats, risks, and gaps in conjunction with other disciplines as a basis for gap analysis, operational planning, and areas of focus.
- Conduct process & operational assessments on current operational execution and provide insight to the operational management.
- In execution, provide insight and identify possible crime scene localities, entrance, and exit routes and likelihood of tampering on the network.
- Compile technical and operational assessment of current security systems and make suggestions to improve on current systems / standards.
- Identify hotspots and enable specialized investigation, organized crime/security information gathering team - effects-based operations in collaboration with law enforcement agencies.
- Analyse all information received to determine trends & hotspots, identify suspects, and modus operandi to direct effects-based operations.
- Documents and files that have completed the full legal process are to be handed over to Transnet Pipelines.
- Conduct profiling on the results of the situation analysis and provide criminal trend analysis.

- Provide a database with all acquired and related information related to the Organised Crime Pipeline Project and provide such information (share) daily, weekly, monthly, quarterly and annually per TPL requirements such information shall include but not limited to crime linkage (s), criminal modus operandi, crime trending, security hotspots, preventative progress performance, servitude encroachment, holes dug, etc., pipeline tampering, pipeline damage, attempted theft, theft, spillage (Tampering with Critical Infrastructure) and asset protection;
- Supply a dual server that can be housed in a safe location decided by Transnet Pipelines so that the data link from the Service Provider's electronic database to Transnet Pipelines can be accessed without delays to retrieve data pertain to Transnet Pipelines. Access levels to the electronic database will be decided and managed by the Transnet Pipelines, Head of Security, assisted by ICT and Group Security. Accredited secured facility as per Minimum Physical security Standards (MPSS), Minimum Information Security Standards (MISS) and Transnet ICT Policies.
- Have an established database to log all information gathered, which shall be made available to Transnet Pipelines' security department when so requested.
- Provide Transnet Pipelines/Transnet Group Security with real-time access to the electronic information database; and
- On a monthly basis, provide project intellectual property in the form of a documentary and electronic formats. Security related information to be appropriately secured, CISCO encrypted and to have appropriate walls to prevent security breaches.

3.1.6 Investigation Case Management

- Enable effects-based operations in conjunctions with other disciplines (i.e., Law enforcement, Specialized Operations, RPAS, Investigations, Business Intelligence, Information Management & Aerial Specialised Security).
- Support the criminal justice system during the prosecution process, act as custodian in criminal cases of interest to Transnet Pipelines' and be able to provide sound advice to law enforcement concerning best course of action in the matters.
- Arrange centralized case management from various areas with assistance of Law enforcement to ensure the most effective way of prosecuting (Local, Provincial, National, Cross-border).
- Submit the processed evidence (case dockets) to Transnet Pipelines for transmission to relevant law enforcement agency for relevant action.
- Have an established database to log all information gathered, which information shall be made available to Transnet Pipelines' security department when so requested, either in the form of a weekly or monthly report. Documents and files that have completed the full legal process are to be handed over to Transnet Pipelines.
- Analyse information gathered and ensure that all evidence is submitted to SAPS for prosecution purposes.
- This process will be supported by suitable Artificial Intelligence (AI) and related technology means with the capability and capacity to automatically process any form of information input to generate security advisory, operational guidance and reporting to Business Intelligence as well as all other disciplines.

3.1.7. Air Tactical

- Conduct effects-based operations in conjunctions with other disciplines (i.e., Law enforcement, Specialized Operations, RPAS, Investigations, Business Intelligence, Information Management & Legal Practitioner).
- Generate & acquire relevant security related information in accordance with:
 - The SA Constitution 1996.

- Criminal Procedure Act, 51 of 1977, as amended
- Interception of Communications and Provision of Communication related Information Act, 70 of 2002.
- Protection of Personal Information Act 4 of 2013 (POPIA).
- Conduct Threat Risk Assessment (TRA) in conjunction with other disciplines as a basis for risk identification, gap analysis, operational planning, and areas of focus to enable risk mitigation.
- Provide helicopter with mounted thermal camera as a service.
- Identify the existence of any anomalies on the pipeline network.
- Investigate any anomalies & disturbances observed and alert the TPL Master Control Centre (MCC), designated TPL security management and the control room of the service provider as well the specialised security provider.
- Respond to unauthorized activity on the pipeline network that is observed during patrol/ surveillance flights and/or when required.
- Respond effectively to any incident as required; (within 15 Mins)
- Partake in special operations as required.
- The aerial capability must meet the minimum requirements in terms of cameras and recording capabilities and must subscribe to all regulations issued by the CAA.
- The helicopter will be utilized mainly for reaction to incidents, conducting site and terrain visits and partaking in special operations.
- This process will be supported by suitable Artificial Intelligence (AI) technology means with the capability and capacity to automatically process any form of information input to generate security advisory, operational guidance and reporting to Business Intelligence as well as all other disciplines.
- Required to fly a day and night shift. Flight time will be informed by operational requirements, crime trending and patterns. It is therefore required that the service provider ensures that 100% of the services required is always available for duration of the contract.
- Provide aerial surveillance with mounted thermal camera and operators in and around the TPL environment.
- Facilitate contact with other security teams and disciplines when required.
- Align with other security teams and disciplines (e.g., ground security teams), as required to ensure a safe working environment
- Provide a continuous live or real time surveillance video footage length to the various designated Transnet Control Centre and Service Providers Control Rooms for the duration of flight in a day (24 hours).
- Take responsibility for any damage that the Helicopter(s) may cause or impart on any other infrastructure.
- Take responsibility for any penalties due to infringement on the operational capacities.

The focus area where Transnet Pipelines requires a reduction in theft of product in the short term is at their block valves, pump stations and pipelines located in the following provinces (TPL) Pipeline Asset Protection (active/non-active):

- (i) Gauteng
- (ii) Mpumalanga
- (iii) Kwa Zulu Natal
- (iv) Free State and
- (v) Northwest

- a. The aerial capability must meet the minimum requirements in terms of cameras and recording capabilities and must subscribe to all regulations issued by the CAA. The

helicopter will be utilized mainly for reaction to incidents, conducting site and terrain visits and partaking in special operations.

Helicopter operational requirement:

- Multi - functional helicopter enablement (surveillance, transportation, target acquisition and rapid deployment);
- The operational requirement may require day and night time flying (as directed by TPL)
- 4-seater helicopter (max capacity for pilot, spotter (only during night operation) and two tactical team members (fully kitted));
- Flight capacity of 120km/h
- GPS Tracking & Monitoring records;
- Mounted Forward Looking Infra-Red (FLIR) capability.
- Other capabilities include:
 - On-board surveillance recording
 - Infra-red night surveillance capability
 - Geographical Information System / mapping capability
 - Automated business intelligence reporting tool
- 1 x CAA certified Pilot (day operations)
- 1 x CAA certified Co-Pilot/Spotter (night operations)
- 1 x Crew -Armed Tactical Officer – Grade A (team leader)
- 1 x Crew -Armed Tactical Officer – Grade B (Team member)
- Department of Transport Air Service License (ASL).
- Part 127 helicopter Operator Aircraft Operating Certificate (AOC)
- Class 2 (N1) and Class 3 (G16)
- Dangerous goods exemption
- Independently safety management audit report – compliant
- Pilot Requirement: Commercial helicopter license (CPL) with minimum of flying 1200 hours
- Experience flying within a security operational domain (e.g., Organised Crime Operations; Civil Unrest and instability; poaching, etc)

3.6 Deliverables

- a. Critical Infrastructure /Asset Protection
- b. Reduction of crime per month based on previous stats
- c. Reduction in operational disruptions per month based on previous stats
- d. Ensure minimum/reasonable interference and/or tampering with the pipeline network
- e. Successful integrated security operations.
- f. Effective investigation case management.
- g. Effective evidence management to enable organised crime mitigation.
- h. Continuous performance improvement
- i. Enable TPL to influence, direct and support direct and indirect actions to disrupt, disorganise and disable organised crime

3.7 Operational Environment

- 3.7.1. The Operational Area of Responsibility of Transnet Pipelines encapsulates the National deployment of the Pipelines Network, which includes all pipeline related infrastructure/network, i.e., its depots, pump stations, block valves, culverts, etc.

3.7.2. The area and network incorporate the following key routes:

- Jameson Park to Watloo via Alrode
- Jameson Park to Rustenburg via Alrode
- Durban Island View Pumpstation to Langlaagte
- Watloo to Kendal
- Witbank to Secunda via Kendal
- Secunda to Jameson Park (via Sasolburg)
- Coalbrook to Klerksdorp via Sasolburg
- Coalbrook to Kroonstad via Sasolburg

3.7.3 Although the pipeline traverses and overlaps into the other areas, the operational terrain of Transnet Pipelines is divided into three separate areas, namely:

Sector Alpha - Encapsulates the network from:

- Kroonstad to Sasolburg (110 km)
 - Sasolburg to Coalbrook (10km)
 - Coalbrook to Meyerton (38,1km)
 - Sasolburg to Klerksdorp (138km)
 - Alrode to Rustenburg (127 km)
 - Alrode to Watloo (87 km)
 - Eldorado Park to Pretoria West (18 km)
- Total 528 kilometres**

Sector Bravo - Encapsulates the network from:

- Jameson Park to Kendal (81 km)
 - Jameson Park to Coalbrook (70 km)
 - Jameson Park to Alrode1 (46 km)
 - Alrode to Meyerton (33,4km)
 - Alrode to Airport (21,9km)
 - Jameson Park to Alrode2 (42 km)
 - Kendal to Secunda 12 inch & 20-inch same servitude (72 km)
 - Secunda to Jameson Park (75 km)
 - Witbank to Kendal (30 km)
 - Kendal to Watloo (90 km)
- Total 561,3 kilometres**

Sector Charlie - Encapsulates the network from:

- Jameson Park to Villiers (75 km)
 - Villiers to Warden Station (105 km)
 - Warden to Mnambithi Station (157 km)
 - Mnambithi Station to Hilltop (150 km)
 - Hilltop to Twini Station (85 km)
 - Twini to Island View (24 km)
- Total 596 kilometres**

Total 1685 kilometres

Active pipeline 2518km's

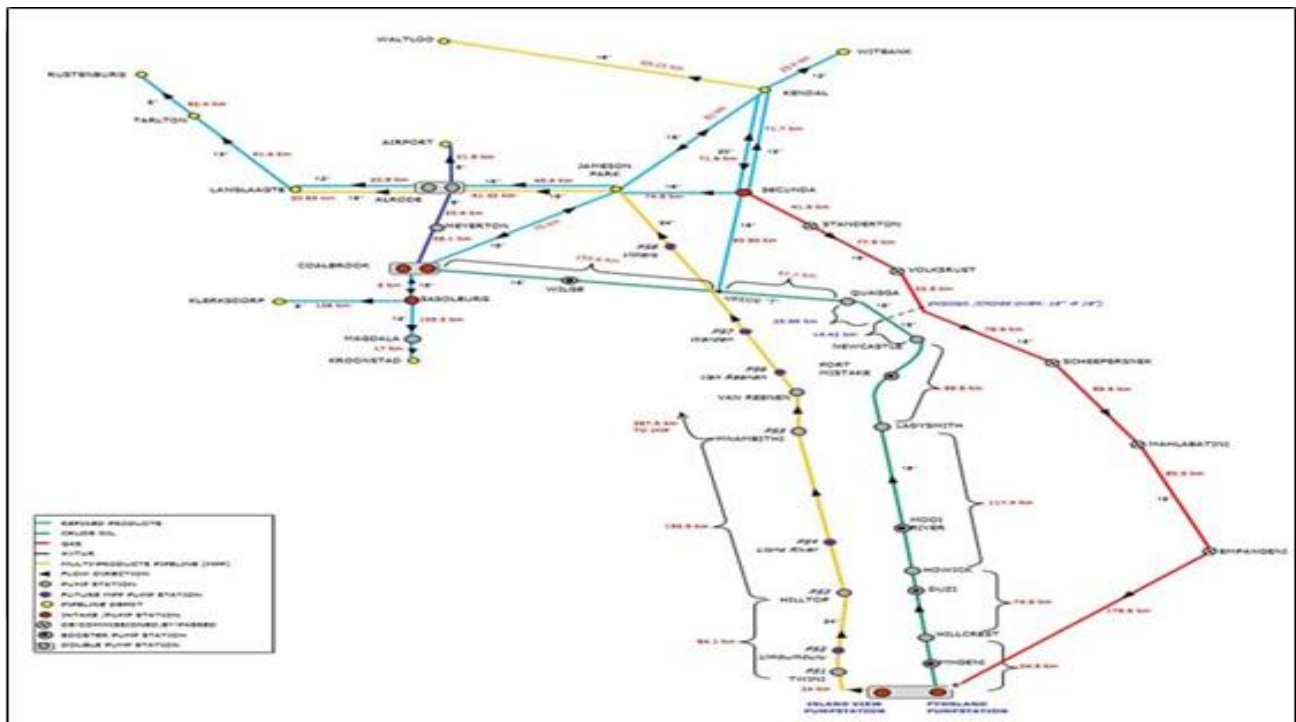
In-active pipeline 565km's

Totalling: 3083km's

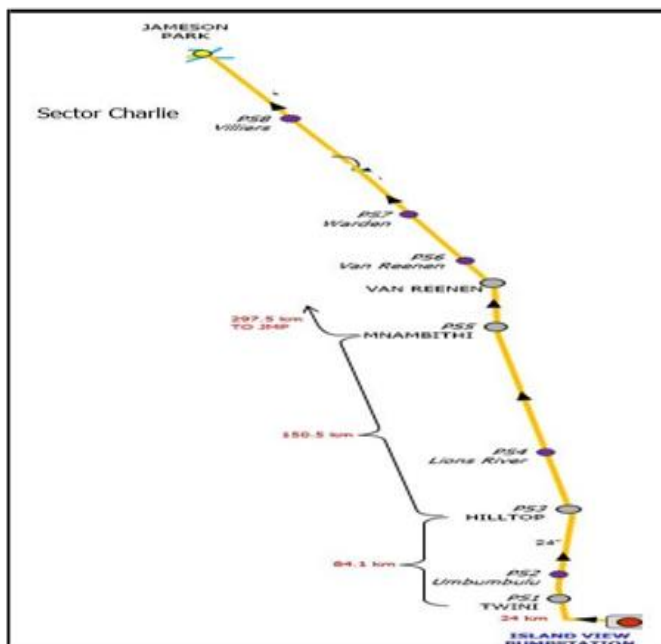
Transnet Pipelines Overall (Geographical Positioning)

Sector Alpha (Geographical Positioning)

Sector Bravo (Geographical Positioning)



Sector Charlie (Geographical Positioning)



Block valve Positions

There are approximately 250 block valves within the three sectors that need protection from criminals. The block valves are key components of the infrastructure, and the exact location cannot be shared on this tender due to the sensitivity thereof. The successful bidder will be provided the details and

locations of these block valves. The exact details and photographic depictions will be made available during the tender briefings and site inspections.

For ease of understanding the block valve chambers are either concrete enclosed or steel enclosed.

3.8. Manpower and Associated Specifications/Outputs

3.8.1. Transnet seeks to deploy Mobile Specialized armed reaction teams along the pipeline to protect the assets (block valves and the actual pipe) and support existing security initiatives and services at other installations like the pump stations.

3.8.2. The total number of teams required for the different sectors are as follows:

SECTOR	NUMBER OF TEAMS
ALPHA	15-man day/ 15-man nights shifts
BRAVO	15-man day/ 15-man nights shifts
CHARLIE	15-man day/ 15-man nights shifts
TOTAL	45-day / 45-night teams
	Including all management and supervisory supporting staff

3.9 Tactical Teams: Selection Criteria and Equipment

The Following Criteria are regarded as Minimum Requirements:

- South African citizen
- No criminal convictions
- Aged between 20 and 45
- Matriculated, higher qualifications
- Fluent in English (Read, Write and Speak)
- Current PSIRA Grade A and B
- Minimum of five years relevant field experience
- In possession of a firearm competency certificate
- Valid code 08 RSA drivers' license
- Excellent Health

Minimum Training Requirements:

Appropriately course qualified, including:

- All training PSIRA & SASSETA accredited (Republic of South Africa) Grade A & B (Specialized Security skill set)
- Client orientation upon awarding - clarification meeting
- Security Risk Assessment/Appreciation training
- Medical training – Ideally, Level 2 & 3 due to organised level of crime
- Surveillance and observation posts
- Self-defence and unarmed combat
- Legal aspects, arrest procedures and court procedures. Criminal Procedure Act (CPA) and Critical Matters Amendment Act, 18 of 2015, Critical Infrastructure Protection Act, 2019 (“the CIP Act”)
- Radio communication procedures. Communications between ground, air, and control room (integrated communications)
- Security emergency procedures and immediate action drills
- Crime scene management

- Information security / business intelligence operations
- Advanced driving techniques (appointed drivers only)
- Basic photography
- Investigation skills
- Tactical Intervention

Equipment

Specialized Personal Equipment	Quantity
Firearm 9 mm Parabellum, ammunition & magazines	1 per officer deployed.
GSM radio	1 per officer deployed
Smart mobile phone or reporting device	1 per vehicle deployed
Bullet proof /tactical equipment vest (Kevlar Level 3)	1 per officer deployed
Tactical Baton	1 per officer deployed
Pepper spray	1 per officer deployed
LED lit Torch	1 per officer deployed
Cuffs and keys	1 per officer deployed

Specialized Team Equipment	Quantity
Medical bag Level 2 & 3 equipped	1 per vehicle deployed
Search light/spotlight LED lit	1 per vehicle deployed
Portable searchlight LED lit	1 per vehicle deployed
Digital camera (Photos and video) and memory card	1 per vehicle deployed
Fire extinguisher	1 per vehicle deployed
VHF radio	1 per vehicle deployed
Portable public address system/loud hailer	1 per vehicle deployed
GPS navigation equipment	1 per vehicle deployed
Night thermal vision equipment	1 per vehicle deployed

Vehicle

- 4x 4 Single-cab per team
- Magnetic strobe/white light
- Magnetic company stickers
- Quoted at an all-inclusive 8 000 km per month

Infrastructure and Office Equipment Provided:

- Operations room that complies with SAIDSA Approved Central Station - Amended October 2015 (Security Control Room/National Ops Centre/Security Nerve Centre) Electrical backup (generator, solar power, inverter) – demonstrated through certification and approved operating procedure;
- Geographical maps- are there maps on the wall of the regional service area;
- Emergency telephone numbers- list of local emergency services telephone numbers displayed in the Control room;
- Training/Competence of Ops Room Controller- provide proof in the form of certificates or other evidence of competency of Control Room Operator(s)
- Is the control room manned 24 hours a day- provide proof (e.g. shift roster);
- Is there an occurrence book in control room;
- Is there controlled access to the control room;
- Does the bidder have GPS Vehicle tracking system for real time vehicle monitoring;

- Present evidence of real time vehicle tracking system in operation
- Base station radio with central station antenna;
- Training facilities accredited by PSIRA & SASSETA;
- Firearm vault. Current SAPS safe / vault accreditation Aligned to Firearms Control Act, 2000 (Act No. 60 of 2000).
- Desktop & portable computers;
- Accredited security administrator (PSIRA accredited)
- Secure server area with access control;
- ICASA Frequency Spectrum Licence

Note:

Transnet Pipelines in **not** looking for a conventional Guarding Contract. The company rendering these services must be seasoned professionals and skilled in the art of Tactical Intervention, Crime Information Management, engage in hostile situations, conducting investigations of Organised Crime / Specialised investigations nature, doing undercover and clandestine special security operations. The successful team must be innovative and invest in technology, be agile and have the institutional capacity to integrate initiatives and strategic partnerships to be on the upper hand of organized crime syndicates.

Annexure C: Pre-qualification Criteria

Compulsory Returnable

Specialised Security Services Pre-qualification criteria:

Below are the pre-qualification criteria in respect of the Specialised Security Service Bid:

PREQUALIFICATION CRITERIA	COMPLY (Y/N)
PSIRA BUSINESS REGISTRATION The bidder or each party to the bid is required to provide proof of security service provider (Company) registration with Private Security Industry Regulatory Authority (PSIRA) and proof of security service provider (directors/ members/owner(s)) registration with PSIRA. The registration must be valid as at the closing date of the bid.	
VEHICLE CAPACITY The bidder is required to demonstrate vehicle capacity of 45 single or double cab bakkies through any combination of the following: <ol style="list-style-type: none">1. An extract of the bidder's asset register with the following minimum information with respect to vehicles: description, registration, Vin Number, single/double cab, 4x4/4x2. The extract register must be accompanied by the NATIS documents for the single or Double cab bakkies being relied on in fulfilment of this criterion2. Demonstrate by way of confirmation, signed by both the bidder and the entity that it has an arrangement with, that the bidder has an arrangement for the provision of vehicles of immediate deployment upon award. Such confirmation must confirm the number of vehicles to be provided.	
EQUIPMENT CAPACITY The bidder is required to provide proof, by way of a firearm register, that it has at least 45 registered 9mm handgun.	

DESKTOP QUALIFICATION CRITERIA

Qualification Criteria	Sub Criteria	Points
Management and CV's of key Persons (Experience)	<p>Key personnel <u>experience</u> in the form of information gathering, information management, conducting effects-based operations and investigations.</p> <ul style="list-style-type: none"> • 1 x National Specialised Security Project Manager (Organised Crime) [35%] • 1 x National Specialised Security Operational Manager (Organised Crime) [15%] • 1 x National Specialised Investigations Manager (Organised Crime), [15%] • 1 x National Business Intelligence Manager (Organised Crime), [15%] • 1 x Senior Legal Practitioner (Organised Crime) [10%] • 1 x Airwing/ Chief Pilot [10%] <p><i>See annexure G</i></p>	20
Management and CV's of key Persons (Qualifications)	<p>Key personnel <u>qualifications</u>:</p> <ul style="list-style-type: none"> • 1 x National Specialised Security Project Manager (Organised Crime) PSIRA Grade A [35%] • 1 x National Specialised Security Operational Manager (Organised Crime) PSIRA Grade A [15%] • 1 x National Specialised Investigations Manager (Organised Crime), PSIRA Grade A [15%] • 1 x National Business Intelligence Manager (Organised Crime), PSIRA Grade A [15%] • 1 x Senior Legal Practitioner (Organised Crime) [10%] 	20

	<ul style="list-style-type: none"> 1 x Airwing/ Chief Pilot [10%] <p><i>See Annexure G</i></p>	
Management and CV's of key Persons	<p>Key personnel Accreditation:</p> <ul style="list-style-type: none"> 1 x National Specialised Security Project Manager (Organised Crime) PSIRA Grade A [35%] 1 x National Specialised Security Operational Manager (Organised Crime) PSIRA Grade A [15%] 1 x National Specialised Investigations Manager (Organised Crime), PSIRA Grade A [15%] 1 x National Business Intelligence Manager (Organised Crime), PSIRA Grade A [15%] 1 x Senior Legal Practitioner (Organised Crime) [10%] 1 x Airwing/ Chief Pilot [10%] 	10
Company's Previous Experience	<p><u>Company specialised integrated security operations experience</u> in in the form of business intelligence (information gathering), business analytics (information management), conducting effects-based operations and investigations. It is critical to demonstrate a proven track record / evidence of previously forming part and executing work with respect to protecting Critical Infrastructure (Organised Crime)</p> <p>Minimum (5 Years)- and experience in the following:</p> <ul style="list-style-type: none"> Conducting specialised security operations; Previously forming part of and executing specialised services with respect to protecting critical infrastructure; Testifying in court on the events where arrests were as a result of security operations 	25

Method Statement	<p>In addition to general methodology for the Specialised Security Service project please provide specific information for the following points:</p> <p>Service provider's technical approach for conducting the work as per the Scope of Work below:</p> <ul style="list-style-type: none"> • Critical Infrastructure /Asset Protection Plan • Business Intelligence Plan – Critical Infrastructure • Mitigation Plan to reduce organised crime. • Research and specialised investigations of illicit fuel market in the Republic of South Africa to mitigate against Tampering with Critical Infrastructure (organised crime product/fuel theft). • Organised crime information sourced relating to Tampering with Critical Infrastructure to mitigate business risk. • Established organised crime database – Tampering with Critical Infrastructure (information logged / gathered during the above-mentioned research). • Analyse and process the information gathered for building criminal case dockets of organised crime nature for successful/possible prosecution. • Submit a structured weekly, monthly, quarterly and annual report to Transnet Pipelines and Transnet Group Security on tasks executed during the period. 	25
Total Weighting:		100
Minimum Qualifying Score Required:		60

ANNEXURE D1

MANAGEMENT & CVS OF KEY PERSONNEL

The tenderer must be able to demonstrate that the Specialised Security –Crime Project personnel have sufficient knowledge, experience, and qualifications to provide the required services and submit the following documents as a minimum with the tender:

1. The experience of assigned **key persons** in relation to the scope of work will be evaluated from three different points of view, namely:
 - a. Relevant specialised security experience of the below resources in relation to the scope of work:
 - 1 x National Specialised Security Project Manager (Organised Crime)
 - 1 x National Specialised Security Operational Manager (Organised Crime)
 - 1 x National Specialised Business Intelligence Manager (Organised Crime)
 - 1 x National Specialised Investigations Manager (Organised Crime).
 - 1 x Senior Legal Practitioner (Organised Crime).
 - 1 x Airwing/ Chief Pilot
 - b. The tenderer must be able to demonstrate that key personnel have sufficient knowledge, experience, and qualifications to provide the required services and submit the following documents as a minimum with the tender
 - c. Comprehensive CVs should be attached to this schedule. Each CV should address the following, but not limited to; CV to express:
 - Personal profile & details.
 - Core competencies.
 - Employment history/work experience.
 - Qualifications (See Qualification & Skills Requirement Guidelines – Annexure G).
 - Degrees, diplomas, grades of membership of professional societies and professional registrations (SASSETA, PSIRA, SAPS etc.).
 - d. Checklist for required resource capacity, list of **Key Persons** assigned to the above specialised functions / disciplines:

No.	Key Persons	Name and Surname	CV attached (Yes/No)	Qualification attached (Yes/No)
1	National Specialised Security Project Manager (Organised Crime),			
2	National Specialised Security Operational Manager (Organised Crime),			
3	National Specialised Business Intelligence Manager (Organised Crime),			
4	National Specialised Investigations Manager (Organised Crime),			
5	Senior Legal Practitioner (Organised Crime)			
6	Chief Pilot/ Airwing			

e. The scoring of the Resource will be evaluated as follows:

	Key Person	Criteria	No response (Score 0)	Not Acceptable (Score 20)	Poor (Score 40)	Acceptable (Score 60)	Good (Score 80)	Excellent (Score 100)
	National Specialised Security Project Manager (Organised Crime),	Qualifications	No qualifications provided or qualifications equivalent to NQF level 5 or lower	Higher certificate/Advanced diploma equivalent to a NQF Level 5	National Diploma/ Advanced Certificate equivalent to a NQF Level 6	Bachelor's Degree/ Advanced Diploma equivalent to a NQF Level 7	Qualifications equivalent to Honours Degree/ Postgraduate Diploma equivalent to a NQF Level 8	Qualifications equivalent to Master's Degree to a NQF Level 9 and above
		Experience	No experience demonstrated	Less than two years of relevant experience in the same or similar roles to which the resource is proposed	Two to less than five years of relevant experience in the same or similar roles to which the resource is proposed	Has five to less than eight years of relevant experience in the same or similar roles to which the resource is proposed	Has eight to less than eleven years of relevant experience in the same or similar roles to which the resource is proposed	Has eleven or more years of relevant experience in the same or similar roles to which the resource is proposed
		Accreditation	He/She does not have a valid PSIRA Grade A certification	N/A	N/A	N/A	N/A	He/She has a valid PSIRA Grade A certification
	National Specialised Security Operational Manager (Organised Crime),	Qualifications	No qualifications provided or qualifications equivalent to NQF level 5 or lower	Higher certificate/Advanced diploma equivalent to a NQF Level 5	National Diploma/ Advanced Certificate equivalent to a NQF Level 6	Bachelor's Degree/ Advanced Diploma equivalent to a NQF Level 7	Qualifications equivalent to Honours Degree/ Postgraduate Diploma equivalent to a NQF Level 8	Qualifications equivalent to Master's Degree to a NQF Level 9 and above
		Experience	No experience demonstrated	Less than two years of relevant experience in the same or similar roles to which the resource is proposed	Two to less than five years of relevant experience in the same or similar roles to which the resource is proposed	Has five to less than eight years of relevant experience in the same or similar roles to which the resource is proposed	Has eight to less than eleven years of relevant experience in the same or similar roles to which the resource is proposed	Has eleven or more years of relevant experience in the same or similar roles to which the resource is proposed
		Accreditation	He/She does not have a valid PSIRA Grade A certification	N/A	N/A	N/A	N/A	He/She has a valid PSIRA Grade A certification

	Key Person	Criteria	No response (Score 0)	Not Acceptable (Score 20)	Poor (Score 40)	Acceptable (Score 60)	Good (Score 80)	Excellent (Score 100)
	National Specialised Business Intelligence Manager (Organised Crime)	Qualifications	National Senior Certificate/ Grade 12/ National Certificate equivalent to a NQF Level 4 or lower	Higher certificate/Advanced diploma equivalent to NQF level 5	National Diploma/ Advanced Certificate equivalent to a NQF Level 6	Bachelor's Degree/ Advanced Diploma equivalent to a NQF Level 7	Qualifications equivalent to or exceeding Honours Degree/ Postgraduate Diploma equivalent to a NQF Level 8	Qualifications equivalent to Master's Degree to a NQF Level 9
		Experience	No experience demonstrated	Less than two years of relevant experience in the same or similar roles to which the resource is proposed	Two to less than five years of relevant experience in the same or similar roles to which the resource is proposed	Has five to less than eight years of relevant experience in the same or similar roles to which the resource is proposed	Has eight to less than eleven years of relevant experience in the same or similar roles to which the resource is proposed	Has eleven or more years of relevant experience in the same or similar roles to which the resource is proposed
		Accreditation	He/She does not have a valid PSIRA Grade A certification	N/A	N/A	N/A	N/A	He/She has a valid PSIRA Grade A certification
	National Specialised Investigations Manager (Organised Crime),	Qualifications	National Senior Certificate/ Grade 12/ National Certificate equivalent to a NQF Level 4 or lower	Higher certificate/Advanced diploma equivalent to NQF level 5	National Diploma/ Advanced Certificate equivalent to a NQF Level 6	Bachelor's Degree/ Advanced Diploma equivalent to a NQF Level 7	Qualifications equivalent to or exceeding Honours Degree/ Postgraduate Diploma equivalent to a NQF Level 8	Qualifications equivalent to Master's Degree to a NQF Level 9
		Experience	No experience demonstrated	Less than two years of relevant experience in the same or similar roles to which the resource is proposed	Two to less than five years of relevant experience in the same or similar roles to which the resource is proposed	Has five to less than eight years of relevant experience in the same or similar roles to which the resource is proposed	Has eight to less than eleven years of relevant experience in the same or similar roles to which the resource is proposed	Has eleven or more years of relevant experience in the same or similar roles to which the resource is proposed
		Accreditation	He/She does not have a valid PSIRA Grade A certification	N/A	N/A	N/A	N/A	He/She has a valid PSIRA Grade A certification

	Key Person	Criteria	No response (Score 0)	Not Acceptable (Score 20)	Poor (Score 40)	Acceptable (Score 60)	Good (Score 80)	Excellent (Score 100)
	Senior legal practitioner (Organised Crime)	Qualifications	Qualifications equivalent to or exceeding a Higher Certificate in Law (NQF level 5) and below	Qualifications equivalent to a Diploma in Law (NQF level 6).	Qualifications equivalent to an Advanced Diploma of Law (NQF level 7).	Qualifications equivalent to a Bachelor of Law (LLB) (NQF level 8)	Qualifications equivalent to a Master of Law (LLM) (NQF level 9)	Qualifications equivalent to or exceeding a Doctor of Philosophy in Law (PhD Law) (NQF level 10)
		Experience	Has no admission and no experience demonstrated	Has admission and less than five years of relevant experience in the same or similar roles to which the resource is proposed	Has admission and five to less than nine years of relevant experience in the same or similar roles to which the resource is proposed	Has admission and nine to less than thirteen years of relevant experience in the same or similar roles to which the resource is proposed	Has admission and thirteen to less than 16 years of relevant experience in the same or similar roles to which the resource is proposed	Has admission and sixteen or more years of relevant experience in the same or similar roles to which the resource is proposed
		Accreditation	He/ She does not hold an Admission of Legal Practitioner Certificate	N/A	N/A	N/A	N/A	He/ She holds an Admission of Legal Practitioner Certificate
	Chief Pilot/ Airwing	Qualifications	Has no, or has not demonstrated a Commercial Pilots Licence with Night Ratings.					Has demonstrated a Commercial Pilots Licence with Night Ratings
		Experience	The tenderer has submitted irrelevant or no information to determine the number of hours flown and/or does not hold the requisite license and ratings	The tenderer has demonstrated that the Airwing/Chief Pilot has less than 1200 hours of flight time.	The tenderer has demonstrated that the Airwing/Chief Pilot has 1200 but less than 1500 hours of flight time.	The tenderer has demonstrated that the Airwing/Chief Pilot has 1500 but less than 1700 hours of flight time	The tenderer has demonstrated that the Airwing/Chief Pilot has 1700 but less than 2000 hours of flight time.	tenderer has demonstrated that the Airwing/Chief Pilot has 2000 hours of flight time or more.
		Accreditation	He/She does not have a valid PSIRA Grade A certification	N/A	N/A	N/A	N/A	He/She has a valid PSIRA Grade A certification

Index of documentation attached to this schedule:

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Note: Copies of qualifications must be submitted with the tender document. If copies of qualifications are not submitted with the tender document, it will be marked as non-responsive and a score of 0 will be allocated in terms of the evaluation criterion being scored.

The qualifications referred to in this schedule are South African qualification as per the South African Qualifications Authority (SAQA), Safety and Security Sector Education and Training Authority (SASSETA), Physical Security Industry Regulating Authority (PSIRA) and regulated in terms of the National Qualifications Framework Act No. 67 of 2008. Where a CV refers to qualifications obtained outside of South Africa, the tenderer should attempt to demonstrate that these are equivalent to the South African National Qualifications Framework (NQF levels).

Annexure D2

Evaluation Returnable

Method Statement

Method statement:

In addition to general methodology for the Specialised Security Service project please provide specific information for the following points:

1. Service provider's technical approach for conducting the work as per the Scope of Work below:
 - Critical Infrastructure /Asset Protection Plan.
 - Business Intelligence Plan – Critical Infrastructure
 - Mitigation Plan to reduce organised crime.
 - Research and specialised investigations of illicit fuel market in the Republic of South Africa to mitigate against Tampering with Critical Infrastructure (organised crime product/fuel theft).
 - Organised crime information sourced relating to Tampering with Critical Infrastructure to mitigate business risk.
 - Established organised crime database - Tampering with Critical Infrastructure (information logged / gathered during the above-mentioned research).
 - Analyse and process the information gathered for building criminal case dockets of organised crime nature for successful/possible prosecution.
 - Submit a structured weekly & monthly report to Transnet Pipelines on tasks executed during the month.

The scoring of the Method Statement will be as follows:

Points	Method Statement
No Response (Score 0)	The tenderer has submitted irrelevant or no information with respect to the method statement.
Not Acceptable (Score 20)	The Method Statement demonstrates two or less of the required service requirements.

Poor (Score 40)	The Method Statement demonstrates three to four of the required service requirements;
Acceptable (Score 60)	The Method Statement demonstrates five of the required service requirements.
Good (Score 80)	The Method Statement demonstrates six to seven of the required service requirements
Excellent (Score 100)	The Method Statement demonstrates all eight of the required service requirements.

Annexure D3

Company's Previous Experience

Note to tenderers:

- Tenderers are required to demonstrate their experience in the delivery of similar works, and to this end shall supply a sufficiently detailed reference list with contact details of existing customers and also indicate their previous experience of their specialised security project capability. Provide tangible evidence of comparable work in a similar sized specialised security project. Similar experience is defined as:
 - Previously / currently forming part of specialised security services with respect to protecting critical infrastructure,
 - Previously / currently conducting specialised effects-based security operations (high value commodity).
 - Previously / currently conducting specialised intervention / tactical security operations (high value commodity).
 - Previously / currently conducting specialised integrated security operations (high value commodity).
 - Previously / currently conducting specialised undercover operations (high value commodity).
 - Previously / currently conducting security information driven operations "Intelligence Life-cycle Model application," (high value commodity).
 - Previously / currently partnered with Law Enforcement entities (Directorate for Priority Crime Investigation (DPCI) – Organised Crime, SAPS Crime Intelligence – Organised Crime, Asset Forfeiting Unit (AFU), National Prosecuting Authority (NPA) – Organised Crime.
 - Previously / currently testifying in court on the events where arrests were as a result of specialised security operations of organised crime nature.
- Submit names and locations of companies, and list names and telephone numbers of individuals representing those companies, who may be contacted as references who can speak to the Service providers' previous experience. **(Minimum three references)**

The scoring of the Company's Previous Specialised Security Experience will be as follows:

Points	Previous Experience in Specialised Security
No Response (Score 0)	The tenderer has submitted irrelevant or no information to determine a score.
Not Acceptable (Score 20)	Tenderer has less than three years' experience in similar areas, conditions, and circumstances in relation to the works information.
Poor (Score 40)	Tenderer has three but less than Five years' experience in similar areas, conditions, and circumstances in relation to the works information.
Acceptable (Score 60)	Tenderer has more than five but less than six years' experience in similar areas, conditions, and circumstances in relation to the works information.
Good (Score 80)	Tenderer has six but less than eight years' experience in similar areas, conditions, and circumstances in relation to the works information.
Excellent (Score 100)	Tenderer has eight years' or more experience in similar areas, conditions, and circumstances in relation to the works information.

The scoring of the Company's reference for Specialised Security services will be as follows:

Points	References
No Response (Score 0)	The tenderer has submitted irrelevant or no information to determine a score.
Not Acceptable (Score 20)	Tenderer has submitted one reference to substantiate their experience in similar areas, conditions, and circumstances in relation to the works information.
Poor (Score 40)	Tenderer has submitted two references to substantiate their experience in similar areas, conditions, and circumstances in relation to the works information.

Acceptable (Score 60)	Tenderer has submitted three references to substantiate their experience in similar areas, conditions, and circumstances in relation to the works information.
Good (Score 80)	Tenderer has submitted four references to substantiate their experience in similar areas, conditions, and circumstances in relation to the works information.
Excellent (Score 100)	Tenderer has five or more references to substantiate their experience in similar areas, conditions, and circumstances in relation to the works information.



Index of documentation attached to this schedule:

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ANNEXURE E

SITE EVALAUTION CRITERIA

Tender Reference Number	PYP/W1/6/21/1848/02	
Registered Name of Company		
Trade Name of Company		
Evaluation Date		
Cross-functional Evaluation Team (CFET) Member	SIGNATURE:	
	NAME:	DATE:

Bidders are required to provide proof or evidence for each and every section of this site evaluation.

Successful service providers will be re-evaluated at least once a year without prior notice.

Bidders are to ensure that they provide proof all documentation and equipment required for evaluation purposes are available and easily accessible at the time of evaluation, Failure to provide evidence during the evaluation date and time will result in zero score. No information sent after the proposed date and time will be accepted.

Legend	N - No	Y - Yes
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Balanced Score Card

	Score / Weighting Max	Score %	Score achieved
Personnel & Mobilisation Requirements	20		
Tactical team, Vehicles & Equipment	45		
Infrastructure & Office Equipment	35		
Total	100		

The required minimum threshold for technical evaluation is 80

NB: (This is for information only and will not contribute to points achieved)

Organisational Structure and Capability	
Management structure of company (Company Organisational structure)	
Regional operational structure of company	(organogram)
Total number of employees in region (including support staff)	
Total number of managements in region	
Total number of supervisors in region	
Total number of guards in region	
Annual personnel turnover (%)	
Current geographical proximity of Security Service Providers (SSP's) Head Quarters (HQ) to TPL Depots (sites) (avail Depot list)	
Within 10 km radius from TPL Infrastructure Pipeline, BV, CV's, Culverts - within a maximum of 70km radius of TPL Depots	
Within 50 km radius from TPL Infrastructure Pipeline, BV, CV's, Culverts - within a maximum of 70km radius of TPL Depots	

PERSONNEL & MOBILISATION REQUIREMENTS

1. *Present employee files for the current personnel employed that are nominated for the TPL project (tactical personnel) (10 points)*
 - Personnel file: (10 nominated resources to test SAPS clearance certificate, PSIRA registration certificate; SASSETA Training certificate, Medical clearance, firearm competency certificate; employment contract and Tactical shooting evaluations for the last 3 months;)
 - Recruitment & Selection policy (HR)
 - Terms and condition of employment
 - Performance management approach/policy
 - Disciplinary code (policy, procedure, guideline)
 - Proof of training plan
2. *Bidder to conduct a presentation (10 points) to demonstrate the following:*
 - Understanding of the resource requirements, shift patterns and deployments for the **full** complement of resources (number) to support the TPL requirement;
 - How it proposes to ramp up to full deployment capacity and associated period thereof;
 - How it proposes to source personnel with the requisite skills, expertise and experience;
 - Where it proposes to source personnel with the requisite skills, expertise and experience;
 - Additional value added services the bidder can bring to bear on the protection of critical infrastructure;

TACTICAL TEAM, VEHICLES & EQUIPMENT :

The bidder will be required to present the following in the form of a fully equipped tactical team, supporting components and additional components that may be required:

No	Requirement	Assessment		Comment
		Yes	No	
1	VEHICLES & COMPONENTS			
1.1	4 x 4 Single/Double cab with visible and infrared strobe lights (incl. Roadworthy Certificate)	(5)	(0)	
1.2	1 x medical bag (level 1-3)	(2)	(0)	
1.3	1 x digital camera (photos and video) with the ability to take quality photos in the evening for evidence gathering	(2)	(0)	
1.4	1 x Search light/ Spotlight (LED)	(2)	(0)	
1.5	1 x portable search light (LED)	(2)	(0)	
1.6	1 x Fire Extinguisher	(2)	(0)	
1.7	1 x Portable Public Address System/Loud Hailer	(2)	(0)	
1.8	1x GPS Navigation Equipment	(2)	(0)	
1.9	1 x Night vision/Thermal Vision Binocular/equipment (handheld)	(3)	(0)	
1.10	2 x unmarked vehicles (including roadworthy certificate and must be on bidder's vehicle register)	(2)	(0)	
2	TACTICAL TEAM & EQUIPMENT:			
2.1	1 X GRADE A (Tactical intervention, Armed Response or Cash In Transit)- present individual and valid proof of PSIRA registration	(2)	(0)	
2.2	1 X GRADE B (Tactical intervention, Armed Response or Cash In Transit)- present individual and valid proof of PSIRA registration	(2)	(0)	
	Each team member to have:			
2.3	9mm firearm, ammunition, magazine and holster in tactical vest	(3)	(0)	
2.4	SABS approved bullet proof vest (Kevlar level 3)	(3)	(0)	
2.5	GSM Radio Push to Talk Radio with emergency functionality and map plotting - online intelligence integration capability	(2)	(0)	
2.6	Smart mobile phone or reporting device	(3)	(0)	
2.7	Tactical Baton	(2)	(0)	
2.8	Pepper Spray	(1)	(0)	
2.9	LED Torch	(2)	(0)	
2.10	Handcuffs and keys	(1)	(0)	

INFRASTRUCTURE AND OFFICE EQUIPMENT

The bidder will be required to demonstrate the following

- Operations room that complies with SAIDSA Approved Central Station - Amended October 2015 (Security Control Room/National Ops Centre/Security Nerve Centre) Electrical backup (generator, solar power, inverter) – demonstrated through certification and approved operating procedure;
- Geographical maps- are there maps on the wall of the regional service area;
- Emergency telephone numbers- list of local emergency services telephone numbers displayed in the Control room;
- Training/Competence of Ops Room Controller- provide proof in the form of certificates or other evidence of competency of Control Room Operator(s)
- Is the control room manned 24 hours a day- provide proof (e.g. shift roster);
- Is there an occurrence book in control room;
- Is there controlled access to the control room;
- Does the bidder have GPS Vehicle tracking system for real time vehicle monitoring;
- Present evidence of real time vehicle tracking system in operation
- Base station radio with central station antenna;
- Training facilities accredited by PSIRA & SASSETA;

- Firearm vault. Current SAPS safe / vault accreditation Aligned to Firearms Control Act, 2000 (Act No. 60 of 2000).
- Desktop & portable computers;
- Accredited security administrator (PSIRA accredited)
- Secure server area with access control;
- ICASA Frequency Spectrum Licence

Points		No response (Score 0)	Not Acceptable (Score 20)	Poor (Score 40)	Acceptable (Score 60)	Good (Score 80)	Excellent (Score 100)
Personnel & Mobilisation Requirements	Personnel Requirements	No information provided to determine a score	The bidder's resource files each demonstrated less than 3 of the specified requirements	The bidder's resource files each demonstrated 3 of the specified requirements	The bidder's resource files each demonstrated 4 of the specified requirements	The bidder's resource files each demonstrated 5 of the specified requirements	The bidder's resource files each demonstrated all 6 of the specified requirements
	Mobilisation Plan		The bidder's presentation demonstrated 1 or less of the specified requirements	The bidder's presentation demonstrated 2 of the specified requirements	The bidder's presentation demonstrated 3 of the specified requirements	The bidder's presentation demonstrated 4 of the specified requirements	The bidder's presentation demonstrated 5 of the specified requirements
Tactical Team Equipment			See Evaluation Table				
Infrastructure & Office Equipment			The bidder demonstrated 5 or less of the specified requirements	The bidder demonstrated 6-8 of the specified requirements	The bidder demonstrated 9-11 of the specified requirements	The bidder demonstrated 12-15 of the specified requirements	The bidder demonstrated all 16 of the specified requirements

General / Additional Comments

I/We, duly authorised, hereby declare that my/our Company-

1. Was/were willing and prepared to be subjected to an evaluation.
2. Fully accepts the adjudication as set out in the evaluation form.
3. That all relevant documentation, as requested, is attached and we accept that failing to adhere/comply with requirement of the evaluation, my/our tender may be disqualified.
4. The information supplied to the evaluation team is true at the time of the evaluation.
5. In case of supplying of false information Transnet have the right to disqualify our company from the tender process.

Signed at _____ on this _____ of _____ 20____.

Evaluation Team

Name	Signature
1.	
2.	
3.	
4.	
5.	
6.	

NB: All pages in this document to be initialled by the Technical Evaluation Team.

ANNEXURE F

PRICING SCHEDULE:

Specialised Security Services Pricing Schedule:

Below are the Pricing Schedules in respect of the Specialised Security Service Bid:

Specialised Security Management (Organised Crime)

Item No	Description of Item	Unit	Quantity	Rate per Hour	Total Price per month [ZAR]
1	1 x National Specialised Security Project Manager (Organised Crime), PSIRA Grade A	Per hour	160		
2	1 x National Specialised Security Operations Manager (Organised Crime), PSIRA Grade A	Per hour	160		
TOTAL PRICE, exclusive of VAT:					

Specialised Tactical / Intervention Security Services (Organised Crime)

Bidders are to note the following and price accordingly:

Specialised Tactical/Intervention Security Services are to be deployed such that there are 45 team (Specialised Security Tactical Team leader and Specialised Security Team member) during the day shift and 45 team during the night shift.

Item No	Description of Item	Unit	Quantity	Rate per Month	Total Price per month [ZAR]
1	Specialised Security Tactical Team Leader equipped with complete security kit – in charge and armed, PSIRA Grade A	No	90		
2	Specialised Security Tactical Member equipped with complete security kit– driver and armed, PSIRA Grade B	No	90		
3	Night vision thermal	No	45		
4	Single cab 4 x 4 vehicle travelling (8000 km's per month)	No	45		
TOTAL PRICE, exclusive of VAT:					

Specialised Investigations (Organised Crime)

Item No	Description of Item	Unit	Quantity	Rate per Hour	Total Price per month [ZAR]
1	1 x National Specialised Investigations Manager (Organised Crime), PSIRA Grade A. (Laptop & smart phone)	Per hour	160		
2	5 x Specialised Investigators (Organised Crime), PSIRA Grade B. (Laptop & smart phone)	Per hour	800		
TOTAL PRICE, exclusive of VAT:					

Specialised Business Intelligence (Organised Crime)

Item No	Description of Item	Unit	Quantity	Rate per Hour	Total Price per month [ZAR]
1	1 x National Business Intelligence Manager (Organised Crime), PSIRA Grade A (Laptop & smart phone)	Per hour	160		
2	5 x Senior: Business Intelligence Officer's (Organised Crime), PSIRA Grade A	Per hour	800		
3	15 x Junior: Business Intelligence (Operator), PSIRA Grade B	Per hour	2400		
TOTAL PRICE, exclusive of VAT:					

Specialised Business Analytics (Information Management – Organised Crime)

Item No	Description of Item	Unit	Quantity	Rate per Hour	Total Price per month [ZAR]
1	1 x Senior: Organised Crime Analyst, PSIRA Grade A	Per hour	160		
2	1 x Junior: Organised Crime Analyst, PSIRA Grade B	Per hour	160		
TOTAL PRICE, exclusive of VAT:					

Specialised Investigation Case Management (Organised Crime Case Tracking)

Item No	Description of Item	Unit	Quantity	Rate per Hour	Total Price per month [ZAR]
1	1 x Senior Legal Practitioner (Local & Cross Border Organised Crime)	Per hour	160		
2	2 x Junior Legal Practitioner (Organised Crime)	Per hour	320		
TOTAL PRICE, exclusive of VAT:					

Air Tactical Support:

Item No	Description of Item	Unit	Quantity	Rate per unit	Total Price per month [ZAR]
1	All-inclusive Helicopter Services (four-seater) * Estimated air-borne hours per helicopter (500hrs)	Per hour	500		
3	Helicopter Pilot (Night Spotter – night operations)	No	2		
4	Crew -Armed Tactical Officer – Grade A (team leader)	No	2		
5	Crew -Armed Tactical Officer – Grade B	No	2		
TOTAL PRICE, exclusive of VAT:					

***- the all-inclusive Helicopter Service costs must include the cost of a suitably qualified pilot.**

Supplementary information on pricing:

Item No	Description of Item	Unit	Rate per Hour
1	National Specialised Security Project Manager (Organised Crime), PSIRA Grade A	Per hour	
2	National Specialised Security Operations Manager (Organised Crime), PSIRA Grade A	Per hour	
3	Specialised Security Tactical Team Leader equipped with complete security kit – in charge and armed, PSIRA Grade A	Per Hour	
4	Specialised Security Tactical Member equipped with complete security kit–driver and armed, PSIRA Grade B	Per Hour	
5	Night vision thermal	Per unit/day	

Item No	Description of Item	Unit	Rate per Hour
6	Single cab 4 x 4 vehicle	Per day	
7	Additional km's - single cab vehicle travelling (Rate/km)	Per KM	
8	National Specialised Investigations Manager (Organised Crime), PSIRA Grade A. (Laptop & smart phone)	Per Hour	
9	Specialised Investigators (Organised Crime), PSIRA Grade B. (Laptop & smart phone)	Per Hour	
10	National Business Intelligence Manager (Organised Crime), PSIRA Grade A (Laptop & smart phone)	Per Hour	
11	Senior: Business Intelligence Officer's (Organised Crime), PSIRA Grade A	Per Hour	
12	Junior: Business Intelligence (Operator), PSIRA Grade B	Per Hour	
13	Senior: Organised Crime Analyst, PSIRA Grade A	Per Hour	
14	Junior: Organised Crime Analyst, PSIRA Grade B	Per Hour	
15	Senior Legal Practitioner (Local & Cross Border Organised Crime)	Per Hour	
16	Junior Legal Practitioner (Organised Crime)	Per Hour	

SECTION15: DECLARATION OF UNDERSTANDING – OBLIGATIONS OF SERVICE PROVIDER

I,

(Name)

(Designation)

(Representing)

The service provider to comply with following clauses:

1	<p>At a minimum, the service provider is required to have the capacity & capability to deploy the following specialised personnel related to organised crime:</p> <ul style="list-style-type: none"> • 1 x National Specialised Security Project Manager. • 1 x National Specialised Security Operations Manager. • 45 fully equipped tactical teams (45 team leaders, 45 team members) day and night. • 1 x National Specialised Investigations Manager. • 5 x Specialised investigators. • 1 x National Specialised Business Intelligence Manager. • 5 x Senior Business Intelligence Officers. • 15 x Business Intelligence Operators. • 1 x Senior Organised Crime Analyst. • 1 x Junior Organised Crime Analyst. • 1 x Senior Legal Practitioner (Local & Cross Border Organised Crime). • 2 x Junior Legal Practitioner (Organised Crime) . • Air Tactical support • Automated business intelligence reporting tool.
2	<p>Any personnel, service and/or equipment that is brought into the TPL service, must meet the minimum requirements as stated in the RFP.</p>
3	<p>The service provider is required to have, in place at the time of award, SAPS Firearm Competency Certificate, Business Regulation 21 and remain current throughout the contract for its firearms. Furthermore, the deployed officers to be in possession of the required firearms</p>
4	<p>Vetting – Service provider’s directors/officials will be subject to vetting by State Security Agency (SSA).</p>
5	<p>The service provider is required to have the necessary valid PSIRA registrations for itself (business accreditation) and its personnel (Individual accreditation) on award and to remain current throughout the contract. Failure to provide proof of registration with PSIRA and all other applicable laws will render the award invalid and shall be cancelled</p>

6

Upon award, the service provider is required to furnish Transnet with the required SAPS Criminal Clearance Certificates for all its directors, as well as the employees that will be utilised on the contract.

Declare that I have read and understood the contents above and I also declare that I understand my responsibilities in terms of enforcing and implementing the above.

SIGNED at _____ on this _____ day of _____
20____

SIGNATURE OF WITNESSES

ADDRESS OF WITNESSES

1 _____
Name _____

2 _____
Name _____

SIGNATURE OF RESPONDENT'S AUTHORISED REPRESENTATIVE:

NAME: _____

DESIGNATION: _____

Qualification and Skills Requirement Guidelines

NATIONAL SECURITY PROJECT MANAGER	NATIONAL SECURITY TACTICAL OPS MANAGER	SPECIALISED SECURITY TACTICAL TEAM LEADERS	SPECIALISED SECURITY TACTICAL TEAM MEMBERS
<p>ROLE RESPONSIBILITY:</p> <p>Specific Duties and Essential Functions</p> <ul style="list-style-type: none"> • Ensure contractual and regulatory compliance • Direct and manage the activity of supervisory personnel and officers/general staff, interaction with Security Staff leadership • Implement security operations on each Client facility as per contract and specs and ensure adherence to relevant Legislation. • Coordinate and direct the activities of security teams as per security project outline • Responsibility for the oversight of Key Performance Indicators designed to meet security contractual expectations to include tracking cost savings initiatives Transnet wide • Provide supervision (e.g., oversee integrated tactical security and risk assessments and review disciplinary actions for consistency and propriety) as per project plan • Ensure that contract-required training and screening elements for security personnel have been met, quality assurance and contract compliance • Consistent engagement/interaction with Client Chief Security Officer and Operational Manager • Provide Client with weekly progress reports and updates 	<p>ROLE RESPONSIBILITY:</p> <p>Specific Duties and Essential Functions</p> <ul style="list-style-type: none"> • Manage, coordinate, and supervise the tactical task teams/security workforce in multiple geographical locations • Assess intelligence/ information received and verify • Plan, prepare and manage tactical team options and executions during risk tactical crime combating operations. • Brief and debrief task teams involved in security operations. • Contribute towards compliance with tactical, - legal - and organisational requirements • Conduct an Observation and/ or Reconnaissance Operation as Tactical Option (detect, deter, and prevent) Conduct Waylay Operations as Tactical Option • Conduct A Follow -Up Operation as Tactical option, apprehend Or Search Violent Suspect(s) on Transnet/TPL area of jurisdiction • Provide supervision (e.g., oversee integrated tactical security team) • Knowledge of security protocols and procedures <p>Type and Length of Specific Experience Required</p> <ul style="list-style-type: none"> • Conducting observation and reconnaissance operations as a tactical option. • Proven track record / evidence of previously forming part and 	<p>ROLE RESPONSIBILITY:</p> <p>Specific Duties and Essential Functions</p> <ul style="list-style-type: none"> • Supervise tactical team • Ensure there is cohesiveness within the movement of the team and team members are always aware of the positions of the other members of the team • Determine tactical decisions with team relating to the method of approach, route to be taken, equipment to be used, containment and isolation of suspects • Prepare teams for tactical patrols & response duties • Ensure & maintain a visible presence in designated area with tactical team • Confirm variety of security related signals with team. • Prepare team & execute auxiliary response services • Lead team within a tactical team context in a specific area/location without compromising the safety of the team • Attend strategic security meetings with team members and ops manager to determine operational needs and ops plan • Plan, coordinate and execute security operations with teams • Review reports on incidents and breaches and mitigate against future threats • Investigate and resolve issues 	<p>ROLE RESPONSIBILITY:</p> <p>Specific Duties and Essential Functions</p> <ul style="list-style-type: none"> • Prepare for tactical patrols & response duties • Maintain a visible presence in designated area • Respond to a variety of security related signals • Perform auxiliary response services • Move tactically in team context in a specific area/location without compromising the safety of the team • Approach an object/Site in team context, without compromising the safety or position of the team • Ensure cohesiveness in the tactical movement with the team and team members are always aware of your position • Overcome obstacles in the environment of threat • React to an attack in a manner that will result in the initiative being taken over from the attacker • Conduct surveillance on area of responsibility and respond to attacks and emergencies • Conduct patrols in designated areas • Ensure fully tactically kitted with relevant security equipment at all times • Maintain consistent radio & cell phone contact with Team Leader <p>Type and Length of Specific Experience Required</p> <ul style="list-style-type: none"> • A minimum of five (5) years tactical security experience in an operational environment

<p>Type and Length of Specific Experience Required</p> <ul style="list-style-type: none"> • A minimum of five (5) years of progressive management experience in security (i.e., law enforcement, military, or security professions). • Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime) • Prior security-related project/key account management experience in a multi-location environment with demonstrated ability to deliver efficiencies • Security leadership experience required in aviation, transportation or similar. • Work history to include demonstrated ability to organize and manage the process required to maintain compliance for licensing and training functions. • Preferable for the candidate to possess one or more of the following to be considered: <ul style="list-style-type: none"> ○ Bachelor's degree in business, Criminal Justice, Security Administration, Public Administration, or a closely related major and a 4 or more years of progressive management experience in security, i.e., law enforcement, military, or security professions ○ Associate degree in Business, Criminal Justice, Security Administration, Public Administration, or a closely related major and 6 or more years of progressive management 	<p>executing work with respect to protecting Critical infrastructure (Organised Crime)</p> <ul style="list-style-type: none"> • Conducting waylay operations as a tactical option. • Conducting a follow up operation as tactical option. • Manage security operations to apprehend or search suspected violent suspect(s) on Transnet/TPL premises. • A minimum of five (5) years of tactical security supervision experience in security (i.e., law enforcement, military, or security professions) • Prior security-related project/key account supervision in a multi-location environment with demonstrated ability to deliver efficiencies • Security leadership experience required in tactical security operations. • Preferable for the candidate to possess one or more of the following to be considered: <ul style="list-style-type: none"> ○ Bachelor's degree in business, Criminal Justice, Security Administration, Public Administration, or a closely related major and a5 or more years of progressive security supervision experience in security, i.e., law enforcement, military, or security professions <p>Skills Required</p> <ul style="list-style-type: none"> • Proficient computer skills including Microsoft Office • Effective oral and written communication skills • Active listening skills • Ability to assess and evaluate situations effectively • Ability to identify critical issues quickly and accurately 	<ul style="list-style-type: none"> • Generate daily reports for management and TPL Principles on security status/operations • Detect, deter, and prevent loss of Clients assets on specified geographical locations • Analyse data to form proposals for improvements (e.g., implementation of new technology etc) • Continuous engagement with Client's Chief Security Officer and Security Operations manager <p>Type and Length of Specific Experience Required</p> <ul style="list-style-type: none"> • A minimum of five (5) years tactical Team Leader security experience in an operational environment • Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime) • Conducting observation and reconnaissance operations as a tactical option. • Executing waylay operations as a tactical option. • Conducting a follow up operation as tactical option. • Supervise tactical security operations • Knowledge of security protocols and procedures <p>Skills Required</p> <ul style="list-style-type: none"> • Effective oral and written communication skills • Active listening skills • Ability to assess and evaluate situations effectively • Ability to identify issues quickly and accurately • Attention to detail 	<ul style="list-style-type: none"> • Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime) • Infrastructure (Organised Crime) • Conducting observation and reconnaissance operations as a tactical team member. • Executing waylay operations • Conducting a follow up security operation • Operating within a tactical security operational environment • Knowledge of security protocols and procedures <p>Skills Required</p> <ul style="list-style-type: none"> • Active listening skills • Ability to assess and evaluate security situations effectively • Ability to identify security threats, risks, and related issues quickly and accurately • Attention to detail • Tactical operations skills • Conducting risk assessments & mitigating against identified skills • Surveillance and emergency response skills • Defensive/tactical driving skills • Ethical conduct • Basic investigative skills. • Problem solving. <p>Education, Licenses and Certifications Required</p> <ul style="list-style-type: none"> • Matric Certificate • Minimum Grade B PSIRA Certificate & Registered with PSIRA • Valid SAPS Firearm Competency Certificate for Business Purposes (Rifle, Shotgun, Pistol)
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<p>experience in security (i.e., law enforcement, military, or security professions)</p> <p>Skills Required</p> <ul style="list-style-type: none"> • Proficient computer skills including Microsoft Office • Effective oral and written communication skills • Active listening skills • Ability to assess and evaluate situations effectively • Ability to identify critical issues quickly and accurately • Attention to detail • Knowledge of security protocols and procedures • Managing the security workforce <p>Education, Licenses and Certifications Required</p> <ul style="list-style-type: none"> • Matric Certificate • Must possess a valid state issued driver's license. • Grade A PSIRA Certificate & Registered with PSIRA • SAPS Firearm competency • Physically fit 	<ul style="list-style-type: none"> • Attention to detail • Leadership skills • Security Supervision skills • Tactical operations skills • Conducting risk assessments & mitigating against identified skills • Ethical conduct • Basic investigative skills. • Problem solving. • Designing security solutions. • Managing the security workforce <p>Education, Licenses and Certifications Required</p> <ul style="list-style-type: none"> • Matric Certificate • Must possess a valid state issued driver's license. • Grade A PSIRA Certificate & Registered with PSIRA • SAPS Firearm competency • Security Tactical Training Certificate • Valid SAPS Firearm Competency Certificate for Business Purposes (Rifle, Shotgun, Pistol) • Physically fit 	<ul style="list-style-type: none"> • Leadership skills • Security Supervision skills • Tactical operations skills • Conducting risk assessments & mitigating against identified skills • Surveillance and emergency response skills. • Ethical conduct • Basic investigative skills. • Problem solving. • Managing and supervising tactical task teams <p>Education, Licenses and Certifications Required</p> <ul style="list-style-type: none"> • Matric Certificate • Grade A PSIRA Certificate & Registered with PSIRA • Valid SAPS Firearm Competency Certificate for Business Purposes (Rifle, Shotgun, Pistol) • Security Tactical Certificate • Valid SA Driver's License • Physically fit 	<ul style="list-style-type: none"> • Security Tactical Certificate • Valid SA Driver's License • Physically fit
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ORGANISED CRIME LEGAL PRACTITIONER

ROLE RESPONSIBILITY:

Specific Duties and Essential Functions

- Conduct highest quality advocacy in security related cases including organised crime, often of the utmost gravity
- A superior grasp of trial advocacy skills for sensitive, high profile jury trials in Court including opening, closing, witness handling and legal argument often in complex multi-handed cases
- Ability to deal with highly complicating factors such as presenting or challenging complex and/or voluminous expert evidence and difficult or sensitive issues of law and/ or fact
- Present highly proficient submissions to a standard of excellence before any tribunal including Court and Higher Courts
- Able to lead a prosecution case with skill and diplomacy in the face of hostile opponents
- A fluid, articulate and intuitive advocate
- Present highly proficient written submissions to a standard of excellence
- Exercise consistent sound judgement
- Demonstrate expertise in law and practice and up-to-date knowledge of law relevant to prosecutions at this level
- Assimilate the relevance of evidence quickly, even when working with voluminous or complex evidence
- 300 hours per month
- Watching brief per incident with "suspects arrested" and other related requirements

Type and Length of Specific Experience Required

- A minimum of ten (10) years in organised crime case management and prosecution.
- Proven track record / evidence of previously forming part and executing work with respect to prosecuting cases involving tampering and theft from Critical Infrastructure (Organised Crime)
- Proven experience in providing watching briefs for organised crime cases.
- Proven experience working and application of Prevention of Organized Crime Act and the Criminal Procedure Act.

Education, Licenses and Certifications Required

- LLB degree from any South African university
- Admission as a Legal Practitioner of the High Court of South Africa
- Valid Driver's license

ORGANISED CRIME INVESTIGATOR

ROLE RESPONSIBILITY:

Specific Duties and Essential Functions

- Apply legal prescripts to an investigation
- Interpret and present information in order to solve a crime or incident
- Apply structured investigative methods and techniques
- Manage a crime scene
- Assess the nature of a crime and scene
- Record core information
- Handle persons at the scene of incidence
- Deal with witnesses and victims
- Conduct investigations
- Information gathering
- Evaluate investigation aids
- Evaluate evidence and exhibits
- Securing and integrity of classified documentation

Type and Length of Specific Experience Required

- A minimum of five (5) years of Investigation experience in security (i.e., law enforcement, military, or security professions)
- Advanced Investigation certificate
- Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime)
- At least 5 years practical experience on the field
- Prior security-related project/key account management experience in a multi-location environment with demonstrated ability to deliver efficiencies
- Security leadership experience required in aviation, transportation or similar
- Associate Diploma in Business, Criminal Justice, Security Administration, Public Administration, or a closely related major and 4 or more years of progressive management experience in security (i.e., law enforcement, military, or security professions).

Skills Required

- ☐ Knowledge and experience of Methods of handling exhibits and evidence
- ☐ Knowledge and experience of Criminal Procedure Act, Act 51 of 1977
- ☐ Sound knowledge of Constitution of South Africa, Chapter 2, Bill of Rights
- ☐ Knowledge and experience of Law of Evidence
- ☐ Knowledge and experience of Common Law
- ☐ Knowledge and experience of Statutory Offences
- ☐ Knowledge and experience of Chain of evidence

- Information gathering
- Sound Investigative skills
- Sound Investigative Report writing
- Leadership skills with proven experience managing a small team
- Strong analytical skills
- Strong oral and written communication skills
- Report writing and presentation skills
- Sound Ethical conduct
- Analysis of Crime Trends and recommendations
- Securing and integrity of classified documentation
- Physically fit

Education, Licenses and Certifications Required

- Matric Certificate
- Must possess a valid state issued driver's license.
- Grade A PSIRA Certificate & Registered with PSIRA
- Advanced Investigation Certificate
- Physically fit

ORGANISED CRIME ANALYST

ROLE RESPONSIBILITY:

Specific Duties and Essential Functions

- Apply structured analysis methods and techniques
- Interpret and present information in order to solve a crime or incident
- Operate within the crime intelligence environment with an understanding of the role and impact of Crime intelligence
- Conduct crime threat analysis
- Utilise prior knowledge of the Crime Intelligence structures
- Enhance service delivery
- Compile and generate accurate crime trends/intelligence reports
- Securing and integrity of classified documentation

Type and Length of Specific Experience Required

- A minimum of five (5) years of Organised Crime / Intelligence / Security Analysis experience in security (i.e., law enforcement, military, or security professions)
- Advanced Security Analysis certificate
- Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime)

- At least 5 years practical experience on the field
- Prior security-related project/key account management experience in a multi-location environment with demonstrated ability to deliver efficiencies
- Security leadership experience required in aviation, transportation or similar
- Associate Diploma in Business, Criminal Justice, Security Administration, Public Administration, or a closely related major and 4 or more years of progressive management experience in security (i.e., law enforcement, military, or security professions).

Skills Required

- ☐ Knowledge and experience of Criminal Procedure Act, Act 51 of 1977
- ☐ Sound knowledge of Constitution of South Africa, Chapter 2, Bill of Rights
 - Conducting crime threat analysis
- ☐ Information gathering
 - Basic Investigative skills
 - Sound Ethical conduct
 - Analysis of Crime Trends and recommendations
 - Computer skills
 - Report Writing
 - Leadership skills with proven experience managing a small team
 - Strong analytical skills
 - Proficiency in mathematics with the skill to translate complex mathematical information into understandable reports
 - Strong oral and written communication skills
 - Report writing and presentation skills
 - They should possess solid technical expertise in formulating database designs, data models, data mining skills and segmentation techniques
 - A solid grasp of reporting techniques, databases (SQL and no-SQL), programming experience and programming concepts is crucial for this role
 - Since this is a dynamic field, the applicant should be up to date with current data mining trends and tools
 - Providing factual statistics and recommendations
 - Securing and integrity of classified documentation
 - Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime)

Education, Licenses and Certifications Required

- Matric Certificate
- Must possess a valid state issued driver's license.
- Grade A PSIRA Certificate & Registered with PSIRA
- SQL Advanced Certificate
- Advanced Crime Analysis Certificate
- Physically fit

INFORMATION MANAGEMENT (GATHERING/COLLECTION)

ROLE RESPONSIBILITY:

Specific Duties and Essential Functions

- Gather accurate/factual information from various sources
- Perform an analysis of the information/results obtained
- Consolidate information gathered via different techniques
- Verify information/data
- Store data/information on a secure computer system
- Performance of all elements is to be carried out in accordance with organisation standards and procedures, unless otherwise stated. Organisation standards and procedures must cover quality assurance, documentation, security, communication, health and safety, and personal behaviour
- Performance of all elements complies with the laws of South Africa, especially with regard to copyright, privacy, health and safety, and consumer rights
- Provide a range of data outlined in the data collection plan
- Create a schedule for data collection
- Identify the appropriate methods for collection
- Perform data scheduling and see that the schedule takes the activity plan of the enterprise into account

Type and Length of Specific Experience Required

- A minimum of five (5) years of Information Gathering/Collection experience in security (i.e., law enforcement, military, or security professions)
- Advanced Security Operations / Intelligence certificate
- Proven track record / evidence of previously forming part and executing work with respect to protecting Critical infrastructure (Organised Crime)
- At least 5 years practical experience on the field
- Prior security-related project/key account management experience in a multi-location environment with demonstrated ability to deliver efficiencies
- Security leadership experience required in aviation, transportation or similar
- Associate Diploma in Business, Criminal Justice, Security Administration, Public Administration, or a closely related major and 4 or more years of progressive management experience in security (i.e., law enforcement, military, or security professions).
- At least 5 years practical experience on the field

Skills Required

- ☐ Information gathering
- Basic Investigative skills
- Report writing
- Recording may take place in various forms, namely: in written form, in oral form, electronically, digitally, photographically, on tape or cassette. The most important point to remember about the recording of data, is that it should be
 - Accurate
 - Current (meaning up to date)
- Sound Ethical conduct
- Basic Analysis of Crime Trends and recommendations

- Knowledge of Minimum Information Security Standards

Education, Licenses and Certifications Required

- Matric Certificate
- Must possess a valid state issued driver's license.
- Grade C PSIRA Certificate & Registered with PSIRA
- Information Gathering/Collection Certificate
- Physically fit

SECURITY OFFICER ACCREDITATION (GRADE A)	SECURITY OFFICER ACCREDITATION (GRADE B)
<p>A Grade A security officers' main function would normally be a site manager or commander.</p> <ul style="list-style-type: none"> • Controlling and managing a number of functions. • Managing the security workforce • Conducting risk assessments and evaluations on site daily. • Basic investigative skills. • Problem solving. • Designing security solutions. 	<p>A Grade B security officers' main function is access control in high-risk areas.</p> <ul style="list-style-type: none"> • A site or shift commander. • Managing of lower grade security officers.

AIRWING CHIEF PILOT/PILOT

ROLE RESPONSIBILITY:

Specific Duties and Essential Functions

- Comply with all Aviation Rules and Regulations
- Ensure Flight Plan is available for all Flight Operations
- Fly a Helicopter to conduct surveillance on TPL petroleum infrastructure within designated area
- Apply knowledge of the physical environment within the aviation context
- Perform multi-crew operations while complying with national and international regulations and safe flying practice during operations
- Use interpersonal skills within an aviation context to relay information to and consult with all role-players during a multi-crew Helicopter operations
- clarify the roles and responsibilities of multi-crew Helicopter members
- Ensure National and International Regulations and procedures applicable to Multi-crew Helicopter Operations.
- Ensure Flight deck ergonomics with regard to multi-crew operation flight decks
- Have knowledge of characteristics, limitations, restrictions, and failure modes of equipment applicable to multi crew operations
- Have knowledge of Helicopter type specific technical, limitations and procedural knowledge
- Analyse checklist philosophy and use checklists in a multi-crew operation effectively
- Work together as a team to achieve effective use of checklists
- Manage crew interaction in order to achieve behaviour that leads to a safe flight during security operations
- Conduct the assigned role and responsibilities in a multi-crew cockpit during security operations
- Operate the Helicopter as member of a flight-deck crew during all phases of flight
- Consistently communicate security breaches, vandalism, threats, attacks etc on TPL petroleum infrastructure in designated areas and report such to various role players immediately (with intent to deter, detect, apprehend, and prevent loss of TPL asset)
- Comply to Flight conditions as per contract

Skills Required

- Adequate flying time
- Execute Tactical manoeuvres
- Planning flight Plan and escalating plan for approval
- Effective oral and written communication skills
- Active listening skills
- Ability to assess and evaluate situations effectively
- Ability to identify critical issues quickly and accurately
- Attention to detail
- Knowledge of security protocols and procedures
- Managing the Helicopter crew

Type and Length of Specific Experience Required

- A minimum of five (5) years of progressive Helicopter tactical experience in tactical manoeuvres (including but not limited to: law enforcement, military, or security professions)
- 1500 hours of flight time for the Airwing/ Chief Pilot.
- 1200 hours for Pilots
- Prior security-related project/key account Helicopter flying experience in a multi-location environment with demonstrated ability to deliver efficiencies (For Airwing only)
- Helicopter Crew Leadership experience
- Ability to organize and manage emergency flying operations to support security tactical task teams

Licenses and Certifications Required

- Must possess a valid state issued Pilot License
- Have all prescribed SA Pilot Aviation Certificates
- Registered with PSIRA
- Physically fit
- Advanced tactical helicopter pilot/air crew and special operator training Certificate
- Night-time flight certification