


REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

<p align="center">BID NUMBER: HO/PT/HCM/515/08/2025</p> <p align="center">REQUEST FOR PROPOSAL (RFP) FOR THE APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES.</p>

CLOSING DATE	13 February 2026
CLOSING TIME	12:00
BRIEFING SESSION	NON- COMPULSORY BRIEFING
	Date: 29 January 2026
	TIME: 10:00
BID DOCUMENTS DELIVERY ADDRESS	PASSENGER RAIL AGENCY OF SOUTH AFRICA Umjantshi House 30 Wolmarans Street Braamfontein
BIDDER NAME

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



Disclaimer

This document is provided solely for the purpose set out in this RFP and is not intended to form any part or basis of any investment decision by Bidders. The recipient should not consider the document as an investment recommendation by PRASA or any of its advisers.

Each person to whom this document (and other later documents) is made available must make his own independent assessment of the Project after making such investigation and taking such professional advice as he/she or it deems necessary. Neither the receipt of this document or any related document by any person, nor any information contained in the documents or distributed with them or previously or subsequently communicated to any Bidder or its advisers, is to be taken as constituting the giving of an investment advice by PRASA or its advisers.

Whilst reasonable care has been taken in preparing this RFP and other documents, they do not Support to be comprehensive or true and correct. Neither PRASA nor any of its advisers accept any liability or responsibility for the adequacy, accuracy or completeness of any of the information or opinions stated in any document.

They acquaint themselves with this RFP and take note that no representation or warranty, express or implied, is or will be given by PRASA, or any of its officers, employees, servants, agents or advisers with respect to the information or opinions contained in any document or on which any document is based. Any liability in respect of such representations or warranties, howsoever arising is hereby expressly disclaimed.

If any recipient, or its employees, advisers or agents make or offers to make any gift to any of the employees of PRASA or consultant to PRASA on the RFP either directly or through an intermediary then such recipient, Bidder will be disqualified forthwith from participating in the RFP.

Each recipient of this RFP agrees to keep confidential any information of a confidential nature which may be contained in the information provided (the "Confidential Information Provided"). The Confidential Information provided may be made available to Bidder's subcontractors, employees and professional advisers who are directly involved in the appraisal of such information (who must be made aware of the obligation of confidentiality) but shall not, either in the whole or in part, be copied, reproduced,

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



distributed or otherwise made available to any other party in any circumstances without the prior written consent of PRASA, nor may it be used for any other purpose than that for which it is intended.

These requirements do not apply to any information, which is or becomes publicly available or is shown to have been made available (otherwise than through a breach of a confidentiality obligation). Bidders, Key Contractors and their constituent members, agents and advisers, may be required to sign confidentiality Contracts/undertakings (in such form as PRASA may require from time to time).

All Confidential Information Provided (including all copies thereof) remains the property of PRASA and must be delivered to PRASA on demand. Further, by receiving this RFP each Bidder and each of its members agrees to maintain its submission in Bid to this RFP confidential from third parties other than PRASA and its officials, officers and advisers who are required to review the same for the purpose of procurement of the RFP.

Any recipient residing outside the Republic of South Africa is urged to familiarize themselves with and to observe any regulatory requirements relevant to the proposed transaction (whether these derive from a regulatory authority within or outside the Republic of South Africa).

Any requirement set out in this RFP regarding the content of a response to the RFP is stipulated for the sole benefit of PRASA, and serves as expressly stated to the contrary, may be waived at its discretion at any stage in the procurement process.

PRASA is not committed to any course of action as a result of its issuance of this RFP and/or its receipt of a Proposal in response to it. Please note that PRASA reserves the right to:

- Modify the RFP's goods / service(s) / works and request Respondents to re-bid on any changes;
- Withdraw, amend the RFP at any time without prior notice and liability to compensate or reimburse any respondent;
- Reject any Proposal which does not conform to instructions and specifications which are detailed herein
- Disqualify Proposals submitted after the stated submission deadline;
- Call a respondent to provide additional documents which PRASA may require which have not been submitted to PRASA.
- Withdraw the RFP on good cause shown;

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



- Award a contract in connection with this Proposal at any time after the RFP's closing date;
- Make no award at all;
- Validate any information submitted by Respondents in response to this bid. This would include, but is not limited to, requesting the Respondents to provide supporting evidence. By submitting a bid, Respondents hereby irrevocably grant the necessary consent to PRASA to do so;
- Request annual financial statements prepared and signed off by a professional accountant or other documentation for the purposes of a due diligence exercise; and/or
- Not accept any changes or purported changes by the Respondent to the bid rates after the closing date and/or after the award of the business, unless the contract specifically provided for it.


To adopt any proposal made by any bidder at any time and to include such proposal in any procurement document which may or may not be made available to other bidders.

All costs and expenses incurred by Bidders in submitting responses to this RFP shall be borne by the Bidders and PRASA shall not be liable for any costs or expenses whatsoever or any claim for reimbursement of such costs or expenses.

Should a contract be awarded on the strength of information furnished by the Respondent, which after conclusion of the contract, is proved to have been incorrect, PRASA reserves the right to cancel the contract and/or place the Respondent on PRASA's list of Restricted Suppliers.

PRASA reserves the right to negotiate market-related price with the bidder scoring the highest points or cancel the bid; if the bidder does not agree to a market related price, negotiate a market related price with the bidder scoring the second highest points or cancel the bid; if the bidder scoring the second highest points does not agree to a market related price, negotiate a market related price with the bidder scoring the third highest points or cancel the bid. If the market related price is not agreed as envisaged in this paragraph, PRASA will cancel the bid.

PRASA reserves the right to negotiations Best and Final Offer (BAFO) with selected Respondents where none of the Proposals meet RFP requirement, are affordable and demonstrate value for money and there is no clear preferred response to the RFP

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

PRASA will not reimburse any Respondent for any preparatory costs or other work performed in connection with its Proposal, whether or not the Respondent is awarded a contract.

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



SCHEDULE OF BID DOCUMENTS

SECTION NO

PAGE

SECTION 1: NOTICE TO BIDDERS

1	INVITATION TO BID.....	13
2	FORMAL BRIEFING.....	14
4	PROPOSAL SUBMISSION.....	15
5	DELIVERY INSTRUCTIONS FOR RFP	15
6	BROAD-BASED BLACK ECONOMIC EMPOWERMENT AND SOCIO-ECONOMIC OBLIGATIONS	15
7	COMMUNICATION.....	17
8	CONFIDENTIALITY	18
9	INSTRUCTIONS FOR COMPLETING THE RFP	19
10	RFP TIMETABLE	20-21
11	LEGAL COMPLIANCE.....	21
12	NATIONAL TREASURY'S CENTRAL SUPPLIER DATABASE.....	21
13	TAX COMPLIANCE.....	22
14	PROTECTION OF PERSONAL DATA	23

SECTION 2 : BACKGROUND, OVERVIEW AND SCOPE OF REQUIREMENTS

1	INTRODUCTION AND BACKGROUND	24
2	OVERVIEW	24
3	KEY OBJECTIVES OF THE RFP	27
4	SCOPE OF WORK	29
5	EVALUATION METHODOLOGY	33

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



6	POST TENDER NEGOTIATIONS (IF APPLICABLE)	42
7	BEST AND FINAL OFFER	42
8	FINAL CONTRACT AWARD	42
9	FAIRNESS AND TRANSPARENCY	42

SECTION 3: PRICING AND DELIVERY SCHEDULE

1	PRICING	43
2	DISCLOSURE OF PRICES QUOTED	43
3	PERFORMANCE AND BID BONDS (WHERE APPLICABLE)	43
4	OWNERSHIP OF DESIGN	44
5	SERVICE LEVELS	44
6	TOTAL COST OF OWNERSHIP AND CONTINUOUS IMPROVEMENT INITIATIVES	44
7	FINANCIAL STABILITY	44
8	VALIDITY OF RETURNABLE DOCUMENTS	46
9	CERTIFICATE OF ACQUAINTANCE WITH RFP TERMS AND CONDITIONS	47
10	GENERAL CONDITIONS	49
11	CONDITIONS OF TENDER	56


**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025




LIST OF BID DOCUMENTS

INVITATION TO BID PART A	Form A
TERMS AND CONDITIONS FOR BIDDING PART B	Form B
TENDER FORM (PRICING SCHEDULE)	Form C
STATEMENT OF WORK SUCCESSFULLY CARRIED OUT BY BIDDER	Form E
SECURITY SCREENING FORM	Form F
ACKNOWLEDGEMENT	Form G
SBD 4 BIDDER'S DISCLOSURE	
SBD 6.1 PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022	

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	


1 LIST OF ANNEXURES TO THE RFP

PRASA Returnable Forms	Annexure 1
Tender Form C	Annexure 2
Pricing Schedule	Annexure 2.1
Questions and Answers Tracker	Annexure 3 Q&A (Clarification form)
Draft Contract	Annexure 4

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

2 ACRONYMS

BBBEE	Broad Based-Black Economic Empowerment
DTIC	The Department of Trade and Industry and Competition
PPPFA	Preferential Procurement Policy Framework Act 5 of 2000 (as amended from time to time)
PFMA	Public Finance Management Act No.1 of 1999 (as amended from time to time)
PRASA	Passenger Rail Agency of South Africa
RFP	Request for Proposal
SANAS	South African National Accreditation System

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

3 INTERPRETATION

In this RFP, unless inconsistent with or otherwise indicated by the context –

headings have been inserted for convenience only and should not be taken into account in interpreting the RFP;

any reference to one gender shall include the other gender;

words in the singular shall include the plural and vice versa;

any reference to natural persons shall include legal persons and vice versa;

words defined in a specific clause have the same meaning in all other clauses of the RFP, unless the contrary is specifically indicated;

any reference to the RFP, schedule or appendix, shall be construed as including a reference to any RFP, schedule or appendix amending or substituting that RFP, schedule or appendix;

the schedules, appendices and Briefing Notes issued pursuant to this RFP, form an indivisible part of the RFP and together with further clarifying and amending information provided by PRASA, constitute the body of RFP documentation which must be complied with by Bidders;

in the event of any inconsistency between this RFP or other earlier information published with regard to the Project, the information in this RFP shall prevail; and

this RFP shall be governed by and applied in accordance with South African law.

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**


TENDER NUMBER: HO/PT/HCM/515/08/2025



4 DEFINITIONS

In this RFP and in any other project documents (as defined below) which so provides, the following words and expressions shall have the meaning assigned to them below and cognate expressions shall have a corresponding meaning, unless inconsistent with the context:

- 4.1 “Accounting Authority” means the Board of PRASA;
- 4.2 “Contract” means the Contract to be entered between PRASA and the successful Bidder for the provision of the services procured in this RFP.
- 4.3 “Bid” means the Bid to the RFP submitted by Bidders;
- 4.4 “Bidders Briefing Session” means the compulsory briefing session to be held at the offices of PRASA, in order to brief the Bidders about this tender;
- 4.5 “Black Enterprise” means an enterprise that is at least 51% beneficially owned by Black People and in which Black People have substantial Management Control. Such beneficial ownership may be held directly or through other Black Enterprises;
- 4.6 “Black Equity” means the voting equity held by Black People from time to time;
- 4.7 “Black People” has the same meaning as ascribed to the Broad-Based Black Economic Empowerment Act, 2003, as amended .
- 4.8 “Black Woman” means African, Coloured and Indian South Africa Female citizen;
- 4.9 “Briefing Note” means any correspondence to Bidders issued by the PRASA;
- 4.10 “Business Day” means any day except a Saturday, Sunday or public holiday in South Africa.
- 4.11 “Bidders” means individuals, organisations or consortia that have been submitted responses to the RFP in respect of the tender;
- 4.12 “Consortium” means any group of persons or firms jointly submitting a Bid as Bid to this RFP and “Consortia” means more than one Consortium;
- 4.13 “Contractor” the successful Bidders who has signed a Contract with PRASA in terms of this RFP.
- 4.14 “Closing Date” means the closing date for submission of bids/ Proposals by Bidders which is **13 February 2026**.
- 4.15 “Project” means this project for the “APPOINTMENT OF A SERVICE PROVIDER FOR A NATIONAL EMPLOYEE WELLNESS PROGRAMME (EWP) AND ADHOC OCCUPATIONAL HEALTH (OH) SERVICES REQUIRED BY PRASA FOR A PERIOD OF 36 MONTHS)”
- 4.16 “RFP” means the Request for Proposals issued by PRASA for this tender; and
- 4.17 “Scope of Work” means the scope of work for this project as detailed out in the RFP technical specifications.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	


SECTION 1

NOTICE TO BIDDERS

1 INVITATION TO BID

You are hereby invited to submit a bid to meet the requirements of the Passenger Rail Agency of South Africa. Responses to this RFP [hereinafter referred to as a **Bid** or a **Proposal**] are requested from persons, companies, close corporations, or enterprises [hereinafter referred to as an **entity**, **Bidder**].

BID DESCRIPTION	APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 36 MONTHS.
BID ADVERT	This RFP may be downloaded directly from National Treasury's e-Tender Publication Portal at www.etenders.gov.za free of charge. With effect from 24 July 2025.
ISSUE DATE	15 January 2026
NON-COMPULSORY BRIEFING SESSION VIA MS TEAMS	29 January 2026 at 10h00 Microsoft Teams meeting Join: https://teams.microsoft.com/meet/32686575582813?p=lagbeUIDVsWcCDJrT o Meeting ID: 326 865 755 828 13 Passcode: Sx3mK3VB
CLOSING DATE	13 February 2026 at 12:00 Midday Bidders must ensure that bids are delivered timeously to the correct address.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

	As a general rule, if a bid is late or delivered to the incorrect address, it will not be accepted for consideration.
VALIDITY PERIOD	180 Working/Business Days from Closing Date Bidders are to note that they may be requested to extend the validity period of their bid, at the same terms and conditions, if the internal evaluation process has not been finalised within the validity period.
CLOSING DATE FOR QUESTIONS BY BIDDERS	04 February 2026
CLOSING DATE FOR RESPONSES BY PRASA	11 February 2026
CONTACT PERSON	ali.maupa@prasa.com

Any additional information or clarification will be emailed to all Respondents, if necessary.

2 FORMAL BRIEFING

A non-compulsory pre-proposal RFP briefing will be conducted on Microsoft Teams on the **29 of January 2026 at 10:00**. The briefing session will start punctually, and information will not be repeated for the benefit of Respondents joining late.


2.1 Respondents who did not attend the non- compulsory RFP briefing will not be disqualified.

3 BRIEFING SESSION MINUTES AND NOTES

3.1 PRASA will issue briefing session minutes or notes together with the response to the clarification questions on the **11 February 2026**.

3.2 Clarifications will be issued to all Respondents to this RFP utilizing the contact details provided at receipt of the responses to the RFP documentation, after submission to the authorised representative.

3.3 Bidders / Respondents are requested to promptly confirm receipt of any clarifications sent to them.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

3.4 Bidders / Respondents must ensure responses to the clarifications are received on or before the deadline date stated.

4 PROPOSAL SUBMISSION OF RFP RESPONSE

Proposal Responses should be submitted to PRASA in a sealed envelope addressed as follows:

The Secretariat / Tender Office

RFP No: HO/PT/HCM/515/08/2025

Description of Bid APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 36 MONTHS

Closing date and time: 13 February 2026 @ 12H00

Closing address 30 WOLMARANS STREET
UMJATSHI HOUSE
BRAAMFONTEIN

5 DELIVERY INSTRUCTION FOR RFP


Delivery of Bid

The Bid envelopes should be deposited in the PRASA tender box which is located at the main entrance of the UMJANTSHI HOUSE and should be addressed as follows:

THE SECRETARIAT / TENDER OFFICE
30 WOLMARANS STREET
UMJANTSHI HOUSE
BRAAMFONTEIN

5.1 B-BBEE Joint Ventures or Consortiums

Respondents who would wish to respond to this RFP as a Joint Venture [JV] or consortium with B-BBEE entities, should state their intention to do so in their RFP submission. Such Respondents should also submit a signed JV or consortium agreement between the parties clearly stating the

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

percentage [%] split of business and the associated responsibilities of each party. If such a JV or consortium agreement is unavailable, the partners should submit confirmation in writing of their

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



intention to enter into a JV or consortium agreement should they be awarded business by PRASA through this RFP process. This written confirmation should clearly indicate the percentage [%] split of business and the responsibilities of each party. In such cases, award of business will only take place once a signed copy of a JV or consortium agreement is submitted to PRASA.

6 COMMUNICATION

- 6.1 For specific queries relating to this RFP during the RFP process, bidders are required to adhere strictly to the communication structure requirements. An RFP Clarification Form should be submitted to ali.maupa@prasa.com and rosemary.moagi@prasa.com **not later than 04 February 2026, substantially in the form set out in Annexure 3 hereto.**
- 6.2 In the interest of fairness and transparency PRASA's response to such a query will be made available to all the other Respondents who have attended a compulsory briefing session. For this purpose PRASA will communicate with Respondents using the contact details provided at the compulsory briefing session.
- 6.3 After the closing date of the RFP, a Respondent may only communicate in writing with the Bid Secretariat, at telephone number (011) 013-0169, email ali.maupa@prasa.com on any matter relating to its RFP Proposal.
- 6.4 Respondents are to note that changes to its submission will not be considered after the closing date.
- 6.5 Respondents are warned that a response will be liable for disqualification should any attempt be made by a Respondent either directly or indirectly to canvass any officer(s) or employee of PRASA in respect of this RFP between the closing date and the date of the award of the business. Furthermore, Respondents found to be in collusion with one another will automatically be disqualified and restricted from doing business with PRASA in future.
-
- 6.6 Bidders are advised utilize this email address (**SCM.Complaints@prasa.co.za**) for lodging of complaints to PRASA in relation to this bid process. The following minimum information about the bidder must be included in the complaint:

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



- 6.6.1 Bid/Tender Description
- 6.6.2 Bid/Tender Reference Number
- 6.6.3 Closing date of Bid/Tender
- 6.6.4 Supplier Name
- 6.6.5 Supplier Contact details
- 6.6.6 The detailed compliant

7 CONFIDENTIALITY

- 7.1 PRASA shall ensure all information related to this RFP is to be treated with strict confidence. In this regard Respondents / Bidders are required to certify that they have acquainted themselves with the Non-Disclosure Agreement All information related to a subsequent contract, both during and after completion thereof, will be treated with strict confidence. Should the need however arise to divulge any information gleaned from provision of the Services , which is either directly or indirectly related to PRASA's business, written approval to divulge such information should be obtained from PRASA.
- 7.2 Respondents must clearly indicate whether any information submitted or requested from PRASA is confidential or should be treated confidentially by PRASA. In the absence of any such clear indication in writing, PRASA shall deem the response to the RFP to have waived any right to confidentiality and treat such information as public in nature.


8 INSTRUCTIONS FOR COMPLETING THE RFP

- 8.1 All responses to the RFP should be submitted in two sealed envelopes/boxes; the first envelop/box shall have the technical and compliance response, the second envelop/box shall only have the financial response and Specific goals response.
- 8.2 Bidders are required to package their response/Bid as follows:

Volume 1 (Envelop 1/Package 1)

- **Part A:** Mandatory Requirements Response
- **Part B:** Technical or Functional Response (response to scope of work)

Volume 2 (Envelop 2/ Package 2)

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	
TENDER NUMBER: HO/PT/HCM/515/08/2025	

- **Part C:** Financial Proposal and Specific Goals

Volume 2 should be submitted in a separate sealed envelope. Bidders should make their pricing offer in envelop 2/package 2.

- 8.3 **Bidders must submit 1 original response and may submit copies and an electronic version which must be contained in a Memory Card/External hard drive etc. clearly marked in the Bidders name. PRASA reserves the right to consider information provided in all formats irrespective the format i.e. original/copy/electronic.**
- 8.4 Bidders should ensure that their response to the RFP is in accordance with the structure of this document.
- 8.5 Where Bidders are required to sign forms they are required to do so using preferably black ink pen.
- 8.6 Each response to RFP must be in English and submitted in A4 format, except other graphic illustrations, which may not exceed A3 format, unless the contrary is specifically allowed for in this RFP. Responses to RFP should be neatly and functionally bound, preferably according to their different sections.
- 8.7 The original responses to RFP must be signed by a person duly authorized by each consortium member and Subcontractor to sign on their behalf, which authorization must form part of the responses to RFP as proof of authorization. By signing the responses to RFP the signatory warrants that all information supplied by it in its responses to RFP is true and correct and that the responses to RFP and each party whom the responses to RFP signatory represents, considers themselves subject to and bound by the terms and conditions of this RFP.
- 8.8 The responses to RFP formulation should be clear and concise and follow a clear methodology which responses to RFP should explain upfront in a concise Executive Summary and follow throughout the responses to RFP.
- 8.9 Responses to RFP must provide sufficient information and detail in order to enable PRASA to evaluate the responses to RFP, but should not provide unnecessary detail which does not add value and detracts from the ability of PRASA to effectively evaluate and understand

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025




the responses to RFP. The use of numbered headings, bullet points, sections, appendices and schedules are encouraged.

- 8.10 Information submitted as part of a responses to RFP should as far as possible, be orderly according to the order of the required information requested by PRASA. All pages should be consecutively numbered.
- 8.11 Responses to RFP should ensure that each requirement contained in the RFP is succinctly addressed. Responses to RFP should as far as possible use the terms and definitions applied in this RFP and should clearly indicate its interpretation of any differing terminology applied.
- 8.12 Response to RFP documents are to be submitted to the address specified in this RFP, and Bidders should ensure that the original and copies (where applicable) are identical in all respects as PRASA will not accept any liability for having disqualified a bidder for failing to provide a mandatory returnable document.
- 8.13 Unless otherwise expressly stated, all Proposals furnished pursuant to this RFP shall be deemed to be offers. Any exceptions to this statement must be clearly and specifically indicated.
- 8.14 Any additional conditions must be embodied in an accompanying letter. Subject only to clause 16 [Alterations made by the Respondent to Bid Prices] of the General Bid Conditions, alterations, additions or deletions must not be made by the Respondent to the actual RFP documents.
- 8.15 Bidders are required to review the Contract. Bidders may further amend and or delete any part of the Draft Contract where they deem fit to do so. Where Bidders have amended and or deleted any part of the Contract, it must be clearly visible by using track changes and must ensure that the disc copy of their bid submission for the Draft Contract is in word version and not password protected. **It must be noted that the marked up Contract will form part of contract negotiations processes with the preferred bidder.**

9 RFP TIMETABLE

PRASA may at its sole discretion amend any of the milestone dates indicated in the table below.

Bidders will be informed of any amendments to the timeline through the issue of the Addendum.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	
TENDER NUMBER: HO/PT/HCM/515/08/2025	

RFP PROCESS	MILESTONE DATES
Bid issue date	15 January 2026
Non-Compulsory Briefing Session for Bidders	29 January 2026 @ 10am
Closing date for Questions	04 February 2026
Closing date for Responses	11 February 2026
Closing Date for Submission of final Bid	13 February 2026 @ 12h00
Evaluation of Proposals (Bidders note that PRASA may call for Presentation of bidders offers at any stage of the evaluation process)	TBA
Appointment of the successful Bidder	TBA
Contract Negotiations	TBA
Signing of Contract	TBA
Contract Commencement	TBA


10 LEGAL COMPLIANCE

Bidders should ensure that they comply with all the requirements of the RFP and if Bidders fail to submit any of the required documents, such Bids may, at the sole discretion of PRASA, be disqualified. PRASA reserves the right to call a Bidder to provide additional documents which may have not been submitted.

The successful Bidder [hereinafter referred to as the **Service Provider**] shall be in full and complete compliance with any and all applicable laws and regulations.

11 NATIONAL TREASURY'S CENTRAL SUPPLIER DATABASE

Respondents are required to self-register on National Treasury's Central Supplier Database (CSD) which has been established to centrally administer supplier information for all organs of state and facilitate the verification of certain key supplier information. Only foreign suppliers with no local registered entity need not register on the CSD. The CSD can be accessed at <https://secure.csd.gov.za>. Respondents are required to provide the following to PRASA in order to enable it to verify information on the CSD:

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

Supplier Number: _____ **Unique registration reference number:** _____.

12 TAX COMPLIANCE

Respondents must be compliant when submitting a proposal to PRASA and remain compliant for the entire contract term with all applicable tax legislation, including but not limited to the Income Tax Act, 1962 (Act No. 58 of 1962) and Value Added Tax Act, 1991 (Act No. 89 of 1991).

It is a condition of this RFP that the tax matters of the successful bidder be in order, or that satisfactory arrangements have been made with South African Revenue Service (SARS) to meet the bidder's tax obligations.

The Tax Compliance status requirements are also applicable to foreign Respondents/ individuals who wish to submit bids.

Respondents are required to be registered on the Central Supplier Database (CSD) as indicated in paragraph 11 and the National Treasury shall verify the Respondent's tax compliance status through the Central Supplier Database (CSD).

Where Consortia / Joint Ventures / Sub-contractors are involved, each party must be registered on the Central Supplier Database (CSD) and their tax compliance status will be verified through the Central Supplier Database (CSD).


For this purpose, the attached SBD 1 marked Annexure 1 must be completed and submitted as an essential returnable document by the closing date and time of the bid.

New Tax Compliance Status (TCS) System

SARS has implemented a new Tax Compliance Status (TCS) system in terms of which a taxpayer is now able to authorise any 3rd party to verify its compliance status in one of two ways: either through the use of an electronic access PIN, or through the use of a Tax Clearance Certificate obtained from the new TCS system.

Respondents are required to provide the following to PRASA in order to enable it to verify their tax compliance status:

Tax Compliance Status (TCS) Pin: _____.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

13 PROTECTION OF PERSONAL DATA

In responding to this bid, PRASA acknowledges that it may obtain and have access to personal data of the Respondents. PRASA agrees that it shall only process the information disclosed by Respondents in their response to this bid for the purpose of evaluating and subsequent award of business and in accordance with any applicable law. Furthermore, PRASA will not otherwise modify, amend or alter any personal data submitted by Respondents or disclose or permit the disclosure of any personal data to any Third Party without the prior written consent from the Respondents. Similarly, PRASA requires Respondents to process any personal information disclosed by PRASA in the bidding process in the same manner.

14 VALIDITY PERIOD

This RFP shall be valid for **180 Working/Business days** calculated from Bid closing date.

15 POST TENDER NEGOTIATION (IF APPLICABLE)

PRASA reserves the right to conduct post tender negotiations with a shortlist of Respondent(s). The shortlist could comprise of one or more Respondents. Should PRASA conduct post tender negotiations, Respondents will be requested to provide their best and final offers to PRASA based on such negotiations. A final evaluation will be conducted in terms of 90/10 evaluation criteria/scoring methodology.

16 FINAL CONTRACT AWARD

PRASA will negotiate the final terms and condition the contract with the successful Respondent(s). This may include aspects such as Supplier Development, the Specific goals Improvement Plan, price and delivery. Thereafter the final contract will be awarded to the successful Respondent(s).

17 FAIRNESS AND TRANSPARENCY

PRASA views fairness and transparency during the RFP Process as an absolute on which PRASA will not compromise. PRASA will ensure that all members of evaluation committees declare any conflicting or undue interest in the process and provide confidentiality undertakings to PRASA. The evaluation process will be tightly monitored and controlled by PRASA to assure integrity and transparency throughout, with all processes and decisions taken being approved and auditable

SECTION 2

BACKGROUND OVERVIEW AND SCOPE REQUIREMENTS

1. INTRODUCTION


Job Evaluation (JE) is a process of determining the relative worth or value of a job to the organisation. JE is concerned with the job and its demands, not the personal characteristics or performance of incumbents.

PRASA is expected to comply with the provisions of the Employment Equity Act (EEA) and Employment Equity Regulations as these relate to equal pay for work of equal value. To ensure the provision of fair remuneration and benefits, employers are expected to ensure that all jobs are objectively assessed and remunerated. The assessment must be conducted in a manner that is free from bias on grounds of race, gender or disability, or any arbitrary ground that is prohibited in terms of the Act. In essence, employers must grade all their jobs/positions informed by the job profiles which articulate amongst others, job responsibilities, skills and competencies required in line with the organisation's goals and objectives.

Since 01 October 2014, PRASA has not had the services of a long-term JE Provider primarily because of a lack of funding. The HCM Department has through the years been appointing ad hoc service providers to respond to business requests for job evaluations. The current provider, Assessment Toolbox was appointed in October 2023 to provide job evaluation services on an adhoc basis (as and when required) for a period of eighteen (18) months. The contract was due to end in April 2025 but was extended by three months, ending on 23 July 2025. It was further extended by 12 months ending on 23 July 2026

2. BACKGROUND INFORMATION

Consistent with PRASA's Remuneration and Benefits philosophy, the job evaluation process culminates into a job grade which forms the baseline for a fair, transparent and objective mechanism to reward/compensate employees across various hierarchy levels. In 2008/2009, PRASA embarked on a major JE/grading project where 149 junior/non-management positions were profiled and graded through a service provider to ensure internal equity. The project was referred to as "the Parity Project". Some management jobs were subsequently

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

profiled through the same service provider. However, since 01 October 2014, PRASA has not had the services of a long-term JE Provider primarily because of a lack of funding.

The HCM Department has through the years been appointing ad hoc service providers to respond to business requests for job evaluations. The current contract is with Assessment Toolbox, and it'll come to an end on 23 July 2026 following the extension in July 2025.

As the organisation progresses with integrating JE/grading into key HCM processes, such as the recruitment process and implementation of the revised Acting and Responsibility Duties Policy, it becomes necessary to appoint and engage a long-term service provider to support this transition.

The HCM Department plans to establish five internal job evaluation committees responsible for grading jobs and positions envisaged to be on non-management grades and are unique/core to their business units.

The four committees will be constituted in line with the structure below and for the following business units:

- Rail Operations.
- Rail Infrastructure (PRIM).
- Capital Program.
- Intersite.

**REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER
FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD
OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025

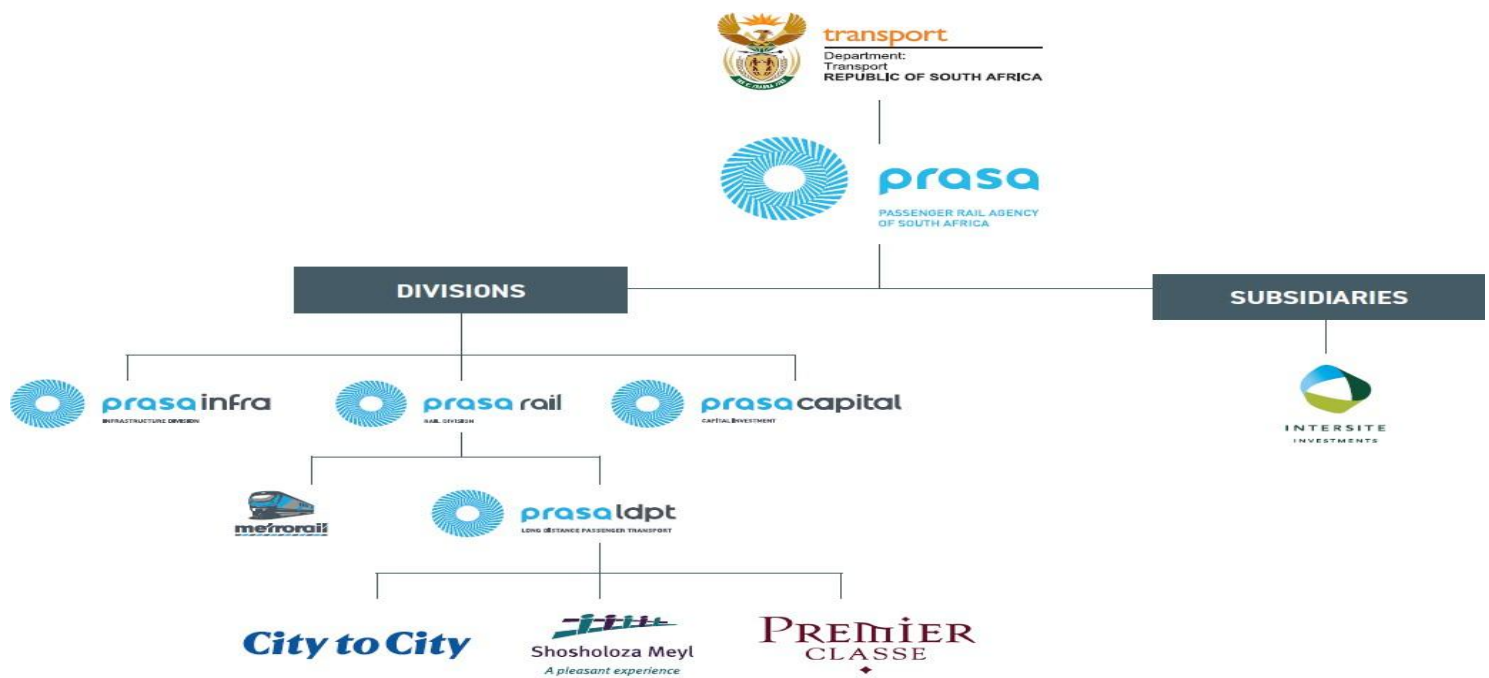



Figure 2: Legal Structure

The fifth JE committee will be responsible for grading jobs and positions envisaged to be at non-management level within the support departments as follows:

- Human Capital Management.
- Information Communications Technology.
- Procurement.
- Finance.
- Corporate Affairs.
- Legal, Risk and Compliance.
- Business Strategy and Business Development.
- Protection Services etc.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

2.1 STATUS QUO

Currently the organisation utilizes the services of Assessment Toolbox when there is an urgent need to have a job graded.

2.2 PROBLEM STATEMENT

The lack of a long-term JE service provider poses a significant risk to the organisation in that it cannot fully comply with the provisions of the EEA. Furthermore, not having majority of the organisation's jobs and positions graded adversely affects other HCM processes such as:

- determination of a fair and equitable salary structure.
- market salary benchmarking to ensure alignment with the market rates.
- attraction and retention of critical skills.
- responding to internal equity salary related queries.
- implementation of the recently approved Acting Policy.


3 KEY OBJECTIVE OF THE PROPOSED PROJECT

The ultimate objective of the project is to appoint a JE/Grading Service Provider to provide job evaluation services for all applicable jobs and positions across the organisation in line with the provisions above.

3.1 DESIRED OUTCOMES FOR CARRYING OUT THE PROPOSED PROJECT

The desired outcomes of the project include to:

- promote and ensure a common understanding of JE/Grading across the organisation.
- establish JE/Grading Committees.
- train internal Job Evaluation/Grading Committees
- capacitate the HC teams on JE process.
- grade majority of the organisation's jobs and positions.

REQUEST FOR PROPOSAL: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

3.2 PROJECT BENEFITS TO PRASA

The appointment of a long-term service provider for PRASA will have numerous benefits including to:

- enable the organisation to adopt a structured approach to JE/grading.
- ensure consistency and standardisation in the JE/grading process thus enabling the maintenance of fairness in salary structures.
- promote implementation of good corporate practices in other HCM processes such as recruitment and salary benchmarking to ensure attraction and retention of key talent at the right positions and the right time.
- ensure adequate and timeous responses to the Commission for Conciliation Mediation and Arbitration (CCMA) settlements and salary adjustments requests.
- ensure grading of all applicable jobs and positions across the organisation.
- enable performance management, career progression and individual development processes thereby improving business efficiencies.

3.3 CURRENT MECHANISMS IN PLACE TO ADDRESS THE PROBLEM

The organisation currently uses the services of Assessment Toolbox to respond to JE/grading requests on an ad hoc basis (as and when required).

4 SCOPE OF WORKS AND AREAS OF FOCUS

The successful Service Provider is required to:

- analyse/review jobs through various methodologies such as interviews or surveys to obtain detailed information on specific jobs.
- train HCM employees and JE Committee members on Job Evaluation process.
- grade jobs and positions across the organization. Jobs and positions that are envisaged to be at non-management level will be graded in conjunction with JE Committees.
- compile a comprehensive Job Evaluation report for all evaluated/graded jobs and positions

4.1 REQUIRED PROFESSIONAL SERVICES

The appointed service provider will be required to provide the following professional services:

- conduct job analysis sessions.
- train HCM employees and JE Committee members on Job Evaluation.
- assess jobs based on pre-determined structured job evaluation methodology that correlates with three or more grading systems including Paterson grading system.
- grade jobs and positions within scope and submit a JE report timeously.
- compile a comprehensive Job Evaluation report for all evaluated/graded jobs and positions

4.2 INSURANCE REQUIREMENTS FOR THE PROJECT

Not applicable

4.3 TARGETED AREA BY THIS PROJECT

The services are required for the entire organisation and for both management and non-management roles in line with section 4 above.

4.4 PRASA'S RESPONSIBILITIES

The successful bidder will be provided with:

- access to relevant documents (corporate plan, organisational structures, job profiles etc.).
- any data critical for efficient execution of the project.
- internal resources to support the project

4.5 EXTENT AND COVERAGE OF THE PROPOSED PROJECT


The services are required for the entire organisation and for both management and non-management roles in line with section 4 above.

4.6 MEASUREMENTS AND PAYMENT

The appointed service provider will be notified of a brief to render job evaluation/grading services.

4.7 FORM OF CONTRACT

Milestone based performance contracting will form the basis of contractual agreement between PRASA and the appointed service provider.

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

4.8 OTHER RELATED PROJECTS

This project will (amongst others) support other key HCM processes such salary benchmarking, recruitment and selection, performance management, the implementation of the Acting and Responsibility Duties Policy etc.

5 SPECIFICATION OF THE WORK OR PRODUCTS OR SERVICES REQUIRED

5.1 PROFESSIONAL TECHNICAL STAFF REQUIREMENTS

5.1.1 KEY PROFESSIONAL STAFF

Experience of key professional staff in relation to the scope of work (Professionals Services):

5.1.1.1 Company Experience

The minimum requirements for the Bidder are as follows:

- A minimum of eight (8) years' experience in conducting job evaluations.
- A minimum of three (3) contactable reference letters and appointment letters with name of the main bidder will be required that depicts the number of years' experience. Preference will be given to bidders that have successfully delivered job evaluation services in the past 5 years.

5.1.1.2 Project Manager


The desired minimum requirements for the Project Manager are as follows:

- Post-graduate qualification in Organisational Development, Behavioural Sciences, Industrial Psychology, Human Resources or Business/Public Management (NQF Level 8).
- A minimum of 12 years' experience in job evaluations. Bidders are required to provide a detailed Curriculum Vitae of the Project Manager that depicts a minimum experience of 12 years in job evaluations with contactable reference letters that depict the same.
- Preference will be given to the Project Manager who has successfully delivered the job evaluation projects in the past 5 years.

5.1.1.3 Lead Consultant

The minimum requirements for the Lead Consultant are as follows:

- Degree in Organisational Development, Behavioural Sciences, Industrial Psychology, Human Resources or Business or Public Management (NQF Level 7).

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

- A minimum experience of 8 years in job evaluations. Bidders are required to provide a detailed Curriculum Vitae of the Lead Consultant that depicts a minimum experience of 8 years in job evaluations with contactable reference letters that depict the same.
- Preference will be given to the Lead Consultant who has successfully delivered the job evaluation projects in the past 5 years.

5.1.1.4 JE Training/Capacitation

The minimum requirements for training/capacitation bidders are as follows:

- A minimum experience of 5 years in providing recognised job evaluation training/capacitation.
- If bidders' sub-contract this part of the bid, the bidders preferred service provider must meet all minimum requirements of this bid.
- A Sub-contracting or partnering agreement must be submitted between the main bidder and its preferred training/capacitation service provider. Bidders or their preferred service providers must provide a minimum of three contactable reference letters and appointment letters that confirm the minimum number of years' experience in providing job evaluation training/capacitation.
- Preference will be given to the service provider/bidder that has successfully delivered the job evaluation training in the past 5 years.

5.1.1.5. Provision of the Job Evaluation Report

Bidders must provide a structured and comprehensive report detailing the following minimum requirements:


- Executive summary/Introduction
- JE Methodology and Approach
- Broad Banding Principles and application
- Paterson grading rules and factors
- Overall evaluation results and rationale for the grade
- Annexure of the grading results for the actual job/position

Additional Requirement:

- Preference will be given to bidders that provides benchmarking results for similar jobs.

TECHNICAL INFORMATION TO BE PROVIDED WITH TENDER

Not applicable


BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

5.3 TECHNICAL SPECIFICATIONS RELATED TO THIS PROJECT

Specified in Section 5.1 above and Section 9.2.1. under compliance requirements below.

6. EVALUATION METHODOLOGY

The evaluation of Bids will be based on the information contained in Bids received in RFP and, which may be further supplemented by presentations and clarification information provided, if required. All Bids shall be equally evaluated by various committees involved in the evaluation process in accordance with stated Evaluation Criteria. Procurement integrity and fairness, transparency, competitiveness and full accountability will at all times be paramount.

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	
TENDER NUMBER: HO/PT/HCM/515/08/2025	

7. EVALUATION AND SCORING METHODOLOGY

The evaluation of the Bids by the evaluation committees will be conducted at various levels.

The following levels will be applied in the evaluation:


LEVEL	DESCRIPTION
Verify completeness	The Bid is checked for completeness and whether all required documentation, certificates; verify completeness warranties and other Bid requirements and formalities have been complied with. Incomplete Bids will be disqualified.
Verify compliance	The Bids are checked to verify that the essential RFP requirements have been met. Non-compliant Bids will be disqualified.
Detailed Evaluation of Technical	Detailed analysis of Bids to determine whether the Bidder is capable of delivering the Project in terms of business and technical requirements. The minimum threshold for technical evaluation is [70%], any bidder who fails to meet the minimum requirement will be disqualified and not proceed with the evaluation of Price and Specific Goals.
Specific Goals	Evaluate Specific Goals
Price Evaluation	Bidders will be evaluated on price offered.
Scoring	Scoring of Bids using the Evaluation Criteria.
Recommendation	Report formulation and recommendation of Preferred and Reserved Bidders
Best and Final Offer	PRASA may go into the Best and Final Offer process in the instance where no bid meets the requirements of the RFP and/or the Bids are to close in terms of points awarded.
Approval	Approval and notification of the final Bidder.

Table 3: Evaluation and scoring methodology

7.1 Evaluation Criteria

Interested bidders for this project shall be evaluated in terms of their business credentials, empowerment, technical capacity and experience. The evaluation committee shall use the following Evaluation Criteria depicted in Table 4 below for the selection of the preferred bidder that shall render professional services and construction management work for the project.

EVALUATION CRITERIA	WEIGHTING
Stage 1	Compliance
Stage 1A - Mandatory Requirements	
Stage 1B - Other Mandatory Requirements	
Stage 2	Technical/Functionality
Technical/Functional Requirements	
Stage 3	Price and Specific Goals
Price	80
Specific Goals	20

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	
TENDER NUMBER: HO/PT/HCM/515/08/2025	

TOTAL	100
--------------	------------

Table 4: Evaluation criteria for the selection of a potential bidder

The details of the stages outlined in Table 4 are presented in the following sections below.

7.1.1 STAGE 1: COMPLIANCE REQUIREMENTS

7.1.1.1 Stage 1A- Mandatory Requirements

If you do not submit/meet the following mandatory documents/requirements, your bid will be automatically disqualified:

No.	Description of requirement	
a)	<p>Bidders must provide:</p> <p>PRASA has adopted Paterson as a standard job grading system in line with the Remuneration policy.</p> <p>Bidders must provide a certified certificate on Paterson Job Evaluation System from any other accredited training service provider e.g South African Reward Association (SARA). The certificate should have been certified within a period of three months.</p>	

Table 5: Mandatory Requirements

7.1.1.2 Stage 1B - Other Mandatory Requirements

If you do not submit/meet the following mandatory documents/requirements, PRASA may request the bidder to submit the information within five (5) working days. Should this information not be provided, your bid proposal will be disqualified.

No.	Description of requirement	
a)	Letter of Good Standing: COIDA	
b)	Valid Tax Compliance Status Pin	
c)	CSD supplier registration number	
d)	Completion of ALL RFP documentation (includes ALL declarations and ALL Standard Bidding Documents (SBD's))	
e)	Copies of the Directors' Identity documents	
f)	BBBEE Certificate or combined BBBEE Certificate if it's a joint venture bid	
g)	Signed Joint Venture, Consortium Agreement or Partnering Agreement (whichever is applicable) should the main bidder choose to sub-contract any part of this bid relating to training/capacitation delivery.	


BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	
TENDER NUMBER: HO/PT/HCM/515/08/2025	

Table 6: Other Mandatory Requirements

7.1.2 STAGE 2: TECHNICAL / FUNCTIONALITY REQUIREMENTS

#	Evaluation Criteria	Weight	Scoring
1	<p>Company Experience</p> <p>PRASA will consider bids from bidders with a minimum experience of 8 years' experience in conducting job evaluations.</p> <p>A minimum of three (3x) projects with contactable reference letters and appointment letters with name of the main bidder on clients' letterhead that depict the number of years' experience will be required. Preference will be given to bidders that successfully delivered job evaluation services in the past 5 years.</p>	30	<ol style="list-style-type: none"> 0. Company has not submitted any documentation in relation to this criterion. 1. Company has 1 year experience but less than 5 years' experience in job evaluations and has successfully delivered 1x job evaluation project in the past 5 years. 2. Company has 5 years' experience but less than 8 years' experience in job evaluations and has successfully delivered 2x job evaluation projects in the past 5 years. 3. Company has 8 years' experience but less than 10 years' experience in job evaluations and successfully delivered 3x job evaluation projects in the past 5 years. 4. Company has 10 years' experience but less than 12 years' experience in job evaluations and successfully delivered 4x job evaluation projects in the past 5 years. 5. Company has 13 years' experience and more in job evaluations and successfully delivered 5x and more job evaluation projects services in the past 5 years.
2	<p>Experience of the Project Manager</p> <p>PRASA will consider bids from bidders with a Project Manager that meets the following requirements:</p> <ul style="list-style-type: none"> Post-graduate qualification in Organisational Development, Behavioural Sciences, Industrial Psychology, Human Resources or Business/Public 	25	<ol style="list-style-type: none"> 0. Company has not submitted any documentation in relation to this criterion. 1. Project Manager has the required qualification and 1 year experience but less than 5 years' experience in job evaluations. 2. Project Manager has the required qualification and 2 years' experience but less than 8 years' experience in job evaluations. 3. Project Manager has the required qualification and 12 years' experience but less than 14 years' experience in job evaluations and has successfully

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS



TENDER NUMBER: HO/PT/HCM/515/08/2025

	<p>Management (NQF Level 8).</p> <ul style="list-style-type: none"> A minimum experience of 12 years in job evaluations. Bidders are required to provide a detailed Curriculum Vitae of the Project Manager that depicts a minimum experience of 12 years in job evaluations with contactable reference letters from the previous clients on clients' letterhead. Preference will be given to the Project Manager who has successfully delivered the job evaluation projects in the past 5 years. 		<p>delivered the job evaluation projects in the past 5 years.</p> <ol style="list-style-type: none"> Project Manager has the required qualification and 14 years' experience but less than 16 years' experience in job evaluations and has successfully delivered the job evaluation projects in the past 5 years. Project Manager has the required qualification and 16 years' experience and more in job evaluations and has successfully delivered the job evaluation projects in the past 5 years.
3	<p>Experience of Lead Consultant</p> <p>PRASA will consider bids from bidders with a Lead Consultant that meets the following requirements:</p> <ul style="list-style-type: none"> Degree in Organisational Development, Behavioural Sciences, Industrial Psychology, Human Resources or Business or Public Management (NQF Level 7). A minimum experience of 8 years in job evaluations. Bidders are required to provide a detailed Curriculum Vitae of the Lead Consultant that depicts a minimum experience of 8 years in job evaluations with contactable reference letters that depict the same. 	25	<ol style="list-style-type: none"> Company has not submitted any documentation in relation to this criterion. The Lead Consultant has the required qualification and 1 year experience but less than 5 years' experience in job evaluations. The Lead Consultant has the required qualification and 2 years' experience but less than 8 years' experience in job evaluations. The Lead Consultant has the required qualification and 8 years' experience but less than 10 years' experience in job evaluations and has successfully delivered the job evaluation projects in the past 5 years. The Lead Consultant has the required qualification and 10 years' experience but less than 12 years' experience in job evaluations and has successfully delivered the job evaluation projects in the past 5 years. The Lead Consultant has the required qualification and 12 years' and more experience in job evaluations and has successfully delivered the job evaluation projects in the past 5 years.

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS




TENDER NUMBER: HO/PT/HCM/515/08/2025

	<ul style="list-style-type: none"> Preference will be given to the Lead Consultant who has successfully delivered the job evaluation projects in the past 5 years 		
4	<p>Experience of conducting Job Evaluation Training/Capacitation</p> <p>PRASA will consider bids from bidders that have experience in providing recognised job evaluation training/capacitation. Bidders must meet the following requirements:</p> <ul style="list-style-type: none"> A minimum experience of 5 years in providing recognised job evaluation training/capacitation. If bidders' sub-contract this part of the bid, the bidders preferred service provider must meet all minimum requirements of this bid. A Sub-contracting or partnering agreement must be submitted between the main bidder and its preferred training/capacitation service provider. Bidders or their preferred service providers must provide a minimum of three contactable reference letters and appointment letters that confirm the minimum number of years' experience in providing job evaluation training/capacitation. Preference will be given to the service provider that has successfully delivered the job 	10	<ol style="list-style-type: none"> Company has not submitted any documentation in relation to this criterion. The bidder or its preferred service provider has 1 year experience but less than 2 years' experience in the provision of recognised job evaluation training/capacitation. The bidder or its preferred service provider has 2 years' experience but less than 4 years' experience in the provision of recognised job evaluation training/capacitation The bidder or its preferred service provider has 5 years but less than 7 years' experience in the provision of recognised job evaluation training/capacitation and has successfully delivered training/capacitation in the past 5 years. The bidder or its preferred service provider has 7 years' experience but less than 9 years' experience in the provision of recognised job evaluation training/capacitation and has successfully delivered training/capacitation in the past 5 years. The bidder or its preferred service provider has 9 years, and more recognised experience in the provision of job evaluation training/capacitation and has successfully delivered training/capacitation in the past 5 years.

	evaluation training in the past 5 years.		
5	<p>Specification for Job Evaluation Report</p> <p>Bidders must provide a structured and comprehensive report detailing the following minimum components:</p> <ul style="list-style-type: none"> • Executive summary/Introduction • JE Methodology and Approach applied • Broad Banding Principles and application • Paterson grading rules and factors • Overall evaluation results and rationale for the grade • Annexure of the grading results for the actual job/position <p><u>Additional Requirement:</u></p> <p>Preference will be given to bidders that provide benchmarking results for similar jobs.</p>	10	<ol style="list-style-type: none"> 0. Company has not submitted any documentation in relation to this criterion. 1. Meets 1 of the specified requirements but has less than 3 of the specified criteria. 2. Meets only 2 of the specified requirements but less than 6 specified criteria. 3. Meets all 6 specified requirements. 4. Meets all 6 specified including benchmarking job evaluation results across various industries. 5. Meets all 6 specified requirements and including benchmarking job evaluation results across various industries and within the Rail industry.

Table 7: Technical/Functional Requirements

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

The minimum threshold for bidders to qualify for the next phase of evaluation will be 70%.

9.1.3 STAGE 3: PRICING AND SPECIFIC GOALS

Bidders should provide their price proposal in envelope 2, which should include Form C (Financial Offer) and also provide proof of Specific Goals.

The following formula, shall be used by the Bid Evaluation Committee to allocate scores to the interested bidders:

The maximum points for this tender are allocated as follows

	POINTS
PRICE	80
SPECIFIC GOALS	20
TOTAL POINTS FOR PRICE AND SPECIFIC GOALS	100

Table 8: Pricing and Specific Goals

FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES

POINTS AWARDED FOR PRICE:

THE 80/20 PREFERENCE POINT SYSTEMS

A maximum of 80 points is allocated for price on the following basis:

80/20


$$PS = 80 \left(1 - \frac{Pt - P_{min}}{P_{min}} \right)$$

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmin = Price of lowest acceptable tender

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 PASSENGER RAIL AGENCY OF SOUTH AFRICA
TENDER NUMBER: HO/PT/HCM/515/08/2025	

POINTS AWARDED FOR SPECIFIC GOALS


In terms of Regulation 4(2); 5(2); 6(2) and 7(2) of the Preferential Procurement Regulations, preference points must be awarded for specific goals stated in the tender. For the purposes of this tender, the tenderer will be allocated points based on the goals stated in table 1 below as may be supported by proof/documentation stated in the conditions of this tender:

Specific goals for the tender and points claimed are indicated per the table below.

Note to tenderers: The tenderer must indicate how they claim points for each preference point system.)

Specific Goals	Number of points allocated (80/20 system) (To be completed by the organ of state)	Number of points claimed (80/20 system) (To be completed by the tenderer)	Documents to be submitted by bidders to validate their claim for points
B-BBEE Level 1	10		<ul style="list-style-type: none"> B-BBEE Certificate/Affidavit (in case of JV, a consolidated score card will be accepted)
Minimum 50% Black youth owned	5		<ul style="list-style-type: none"> Certified copy of ID Documents of the Owners
Minimum 30% Black women owned (women shareholding)	5		<ul style="list-style-type: none"> Certified copy of ID Documents of the Owners

Table 9: Specific goals for the tender and points claimed

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

9 VALIDITY PERIOD

This RFP shall be valid for **180 Business/ working days** calculated from Bid closing date.

10 POST TENDER NEGOTIATION (IF APPLICABLE)


PRASA reserves the right to conduct post tender negotiations with a shortlist of Respondent(s). The shortlist could comprise of one or more Respondents. Should PRASA conduct post tender negotiations, Respondents will be requested to provide their best and final offers to PRASA based on such negotiations. A final evaluation will be conducted in terms of 80/20.

11 FINAL CONTRACT AWARD

PRASA will negotiate the final terms and condition the contract with the successful Respondent(s). This may include aspects such as Supplier Development, the Specific goals Improvement Plan, price and delivery. Thereafter the final contract will be awarded to the successful Respondent(s).

12 FAIRNESS AND TRANSPARENCY

PRASA views fairness and transparency during the RFP Process as an absolute on which PRASA will not compromise. PRASA will ensure that all members of evaluation committees declare any conflicting or undue interest in the process and provide confidentiality undertakings to PRASA. The evaluation process will be tightly monitored and controlled by PRASA to assure integrity and transparency throughout, with all processes and decisions taken being approved and auditable.

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

SECTION 3

PRICING AND DELIVERY SCHEDULE

• PRICING SCHEDULE / BOQ


Respondents are required to complete the Pricing Schedule 2.1 and Form C (Volume 2 /Envelop 2)

1 PRICING

- 1.1. Prices must be quoted in South African Rand, inclusive of all applicable taxes.
- 1.2. Price offer is firm and clearly indicate the basis thereof.
- 1.3. Pricing Bill of Quantity is completed in line with schedule if applicable.
- 1.4. Cost breakdown must be indicated.
- 1.5. Price escalation basis and formula must be indicated.
- 1.6. To facilitate like-for like comparison bidders must submit pricing strictly in accordance with this price schedule and not utilise a different format. Deviation from this pricing schedule could result in a bid being declared non-responsive.
- 1.7. Please note that should you have offered a discounted price(s), PRASA will only consider such price discount(s) in the final evaluation stage on an unconditional basis.
- 1.8. Respondents are to note that if price offered by the highest scoring bidder is not market related, PRASA may not award the contract to the Respondent. PRASA may:
 - 1.8.1. negotiate a market-related price with the Respondent scoring the highest points or cancel the RFP;
 - 1.8.2. if that Respondent does not agree to a market-related price, negotiate a market-related price with the Respondent scoring the second highest points or cancel the RFP; and
 - 1.8.3. if the Respondent scoring the second highest points does not agree to a market-related price, negotiate a market-related price with the Respondent scoring the third highest points or cancel the RFP.
 - 1.8.4. If a market-related price is not agreed with the Respondent scoring the third highest points, PRASA must cancel the RFP.

2 DISCLOSURE OF PRICES QUOTED

Respondents are to note that, on award of business, PRASA is required to publish the tendered prices and preferences claimed of the successful and unsuccessful Respondents inter alia on the

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

National Treasury e-Tender Publication Portal, (www.etenders.gov.za), the other medium used to advertise the bid i.e CIDB if applicable as required per National Treasury Instruction Note 09 of 2022/2023.

3 OWNERSHIP OF DESIGN

3.1 The plans and design developed and to be provided by PRASA shall at all times remain the property of PRASA,

4 SERVICE LEVELS

- 5.1. An experienced national account representative(s) is required to work with PRASA's procurement department. [No sales representatives are needed for individual department or locations]. Additionally, there shall be a minimal number of people, fully informed and accountable for this agreement.
- 5.2. PRASA will have quarterly reviews with the Service provider's account representative on an on-going basis.
- 5.3. PRASA reserves the right to request that any member of the Service provider's team involved on the PRASA account be replaced if deemed not to be adding value for PRASA.
- 5.4. The Service provider guarantees that it will achieve a 100% [hundred per cent] service level on the following measures:
- a) Random checks on compliance with quality/quantity/specifications
 - b) On time delivery.
- 5.5. The Service provider must provide a telephone number for customer service calls.
- 5.6. Failure of the Service provider to comply with stated service level requirements will give PRASA the right to cancel the contract in whole, without penalty to PRASA, giving 30 [thirty] calendar days' notice to the Service provider of its intention to do so.

Acceptance of Service Levels:

YES	
-----	--

5 TOTAL COST OF OWNERSHIP (TCO)

**BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB
EVALUATION SERVICES REQUIRED BY PRASA FOR A
PERIOD OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025



- 6.1. PRASA will strive to procure goods, services and works which contribute to its mission. In order to achieve this, PRASA must be committed to working with suppliers who share its goals of continuous improvement in service, quality and reduction of Total Cost of Ownership (TCO).
- 6.2. Respondents shall indicate whether they would be committed, for the duration of any contract which may be awarded through this RFP process, to participate with PRASA in its continuous improvement initiatives to reduce the total cost of ownership [TCO], which will reduce the overall cost of transportation services and related logistics provided by PRASA's operating divisions within South Africa to the ultimate benefit of all end-users.

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: _____

6 VALIDITY OF RETURNABLE DOCUMENTS

The successful Respondent will be required to ensure the validity of all returnable documents, including but not limited to its Tax Clearance Certificate and valid B-BBEE Verification Certificate, for the duration of any contract emanating from this RFP. Should the Respondent be awarded the contract [the Agreement] and fail to present PRASA with such renewals as and when they become due, PRASA shall be entitled, in addition to any other rights and remedies that it may have in terms of the eventual Agreement, to terminate such Agreement forthwith without any liability and without prejudice to any claims which PRASA may have for damages against the Respondent.

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: _____

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

7 CERTIFICATE OF ACQUAINTANCE WITH RFP TERMS & CONDITIONS & APPLICABLE DOCUMENTS

By signing this certificate the Respondent is deemed to acknowledge that he/she has made himself/herself thoroughly familiar with, and agrees with all the conditions governing this RFP, including those contained in any printed form stated to form part hereof, including but not limited to the documents stated below and PRASA will recognise no claim for relief based on an allegation that the Respondent overlooked any such condition or failed properly to take it into account for the purpose of calculating tendered prices or any other purpose:

1. PRASA's General Bid Conditions*

2. Standard RFP Terms and Conditions for the supply of Goods or Services or Works to PRASA

Should the Bidder find any terms or conditions stipulated in any of the relevant documents quoted in the RFP unacceptable, it should indicate which conditions are unacceptable and offer alternatives by written submission on its company letterhead, attached to its submitted Bid. Any such submission shall be subject to review by PRASA's Legal Counsel who shall determine whether the proposed alternative(s) are acceptable or otherwise, as the case may be. A material deviation from the Standard terms or conditions could result in disqualification.

Bidders accept that an obligation rests on them to clarify any uncertainties regarding any bid to which they intend to respond, before submitting the bid. The Bidder agrees that he/she will have no claim based on an allegation that any aspect of this RFP was unclear but in respect of which he/she failed to obtain clarity.

The bidder understands that his/her Bid will be disqualified if this Certificate of Acquaintance with RFP documents included in the RFP as a returnable document, is found not to be true and complete in every respect.

SIGNED at _____ on this _____ day of _____ 20....

SIGNATURE OF WITNESSES

ADDRESS OF WITNESSES

1 _____

**BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB
EVALUATION SERVICES REQUIRED BY PRASA FOR A
PERIOD OF 3 YEARS**

TENDER NUMBER: HO/PT/HCM/515/08/2025




Name _____

SIGNATURE OF RESPONDENT'S AUTHORISED REPRESENTATIVE: _____

NAME: _____

DESIGNATION: _____

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

8 GENERAL CONDITIONS

8.1 ALTERNATIVE BIDS- N/A

Bidders may submit alternative Bid only if a main Bid, strictly in accordance with all the requirements of the RFP is also submitted. The alternative Bid is submitted with the main Bid together with a schedule that compares the requirements of the RFP with the alternative requirements the Bidders proposes. Bidders must note that in submitting an alternative Bid they accept that PRASA may accept or reject the alternative Bid and shall be evaluated in accordance with the criteria stipulated in this RFP.

8.2 PRASA'S TENDER FORMS

Bidders must sign and complete the PRASA's Bid Forms and attach all the required documents. Failure by Bidders to adhere to this requirement may lead to their disqualification.

8.3 PRECEDENT


In case of any conflict with this RFP and Bidders response, this RFP and its briefing notes shall take precedence.

8.4. RESPONSE TO RFP-CONFIDENTIALITY

Response to RFPs must clearly indicate whether any information conveyed to or requested from PRASA is confidential or should be treated confidentially by PRASA. In the absence of any such clear indication in writing from a response to RFP, PRASA shall deem the response to RFP to have waived any right to confidentiality and treat such information as public in nature.

Where a Bidder at any stage during the RFP Process indicates to PRASA that information or any response to RFP requested from PRASA is or should be treated confidentially, PRASA shall treat such information or response to RFP confidentially, unless PRASA believes that to ensure the transparency and competitiveness of the RFP Process the content of the information or response to RFP should be conveyed to all Bidders, in which event it shall apply the following process:

- PRASA shall confirm with the Bidder whether the raising of confidentiality applies to the entire response to the RFP or only specific elements or sections of the response;
- Where confidentiality is maintained by the Bidder and PRASA is of the opinion that the information or response to RFP if made publicly available would affect the commercial interests of the Bidder

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

or is commercially sensitive information, PRASA shall not release such information to other Bidders if providing such information or response to the RFP would prejudice the competitiveness and transparency of the RFP Process;

- Where PRASA is of the opinion that information provided is not commercially sensitive or would have no impact on the commercial interests of the relevant Bidder if released and fairness and transparency requires that such information be released to all Bidders, PRASA may:
 - i. inform the relevant Bidder of the necessity to release such information and/or response to RFP and request the Bidder to consent to the release thereof by PRASA; or
 - ii. obtain legal advice regarding the confidentiality of the relevant information and/or response to RFP and the legal ability of PRASA to release such information; or
 - iii. refrain from releasing the information and/or response to RFP, in which event PRASA shall not take account of the contents of such information in the evaluation of the relevant response to RFP.

The above procedures regarding confidentiality shall not apply to any information which is already public knowledge or available in the public domain or in the hands of PRASA or is required to be disclosed by any legal or regulatory requirements or order of any competent court, tribunal or forum.


8.5. RESPONSE TO THE RFP – RFP DISQUALIFICATION

Responses to RFP which do not comply with the RFP requirements, formalities, terms and conditions may be disqualified by PRASA from further participation in the RFP Process.

In particular (but without prejudice to the generality of the foregoing) PRASA may disqualify, at its sole discretion and without prejudice to any other remedy it may have, a Bidder where the Bidder, or any of its consortium members, subcontractors or advisors have committed any act of misrepresentation, bad faith or dishonest conduct in any of its dealings with or information provided to PRASA.

8.6. CORRUPTION, GIFTS AND PAYMENTS

Neither the Bidders to RFPs, its equity members, the sub-contractors, consortium members nor any of their agents, lenders or advisors shall directly or indirectly offer or give to any person in the employment

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

of PRASA or any other Government official or any of the Advisory Team any gift or consideration of any kind as an inducement or reward for appointing a particular Bidder, or for showing or omitting to show favour or disfavour to any of the Bidders, its equity members or the sub-contractors in relation to the Project.

In the event that any of the prohibited practices contemplated under the above paragraph is committed, PRASA shall be entitled to terminate any Response to RFP's status and to prohibit such Response to RFP, its equity members, its SPV members, its Sub Contractors and their agents, lenders and advisors from participating in any further part of the procurement of the Project.

8.7 INSURANCE


Unless specifically provided for in this RFP or draft contracts, Bidders will be required to submit with their Bid for services professional indemnity insurance and works insurance to an extent (if any) if insurance provided by PRASA may not be for the full cover required in terms of the relevant category listed in this RFP. The Bidder is advised to seek qualified advice regarding insurance.

8.8 NO CONTACT POLICY

Bidders may only contact the bid administrator of PRASA as per the terms of the Communication Structure established by this RFP, except in the case of pre-existing commercial relationships, in which case contact may be maintained only with respect thereto and, in making such contact, no party may make reference to the Project or this RFP.

8.9 CONFLICT OF INTEREST

No Bidder member, subcontractor or advisor of the response to RFP may be a member of or in any other way participate or be involved, either directly or indirectly in more than one response to RFP or response to RFP during any stage of the Project procurement process, but excluding specialist suppliers of systems and equipment, non-core service providers or financial or commercial institutions whose role is limited purely to lending money or advancing credit to the response to RFP. Bidders are to sign the declaration of interest form. In order to prevent the conflict or potential conflict of interest between Lenders and Bidders to RFP, no advisors or the Contractor/s or Consortium/s to any response to RFP, consortium member or subcontractor may fulfil the role of arranger, underwriter and/or lead bank to the response to RFP. PRASA may disqualify the response to RFP from further participation in

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

the event of a failure to comply with this provision. PRASA views the potential conflict of interest so great as to warrant the reduction of competition for advisory services.

8.10 BIDDER'S DECLARATION REGARDING PEP/PIP

PRASA requires bidders to disclose if they have Politically Exposed Persons ("PEP")¹ or Prominent Influential Persons ("PIP")² and related individuals in their organisation and/or beneficial owners / shareholders who are PEP/PIP.

PRASA reserves the right not to enter into a business relationship with such person, official or entity, provided there are objective factors that justify the conclusion of such business relationship, and the decision is based on achieving the best interest of PRASA.³

8.10.1. Is the bidder a PEP/PIP? **YES/NO**

8.10.2. Does the bidder have an existing relationship with a PEP/PIP? **YES/NO**

8.10.3. Where a relationship with a PEP/PIP exists, the bidder is required to furnish particulars of the nature of the exposure, term of the office and description of activities relating to exposure, in table below.

Name of PEP/PIP & Nature of Exposure/Influence	Term of the office	Description of activities relating to Exposure/Influence

¹Both foreign and domestic politically exposed person as specified in Schedule 3A and 3B of the Financial Intelligence Centre Act No. 38 of 2001 as amended. (refer to Annexure 2 of the PRASA Code of Conduct for dealing with Politically Exposed Persons, Prominent Influential Persons and Related Parties).

²As reflected in Schedule 3C of the Financial Intelligence Centre Act No.38 of 2001 (refer to Annexure 2.1.2 of the PRASA Code of Conduct for dealing with Politically Exposed Persons, Prominent Influential Persons and Related Parties).

³Clause 4.5 of the PRASA Code of Conduct for dealing with Politically Exposed Persons, Prominent Influential Persons and Related Parties.

8.11 DECLARATION

I/We the undersigned _____ (Name) hereby certify that the PEP/PIP information furnished in this bid document is true and correct. We further certify that we understand that where it is found that we have made a false declaration or statement in this bid, PRASA may disqualify our bid or terminate a contract we may have with PRASA where we are successful in this tender.

Signature

Date


Position

Name of bidder

8.12 COLLUSION AND CORRUPTION

Any Bidder shall, without prejudice to any other remedy available to PRASA, be disqualified, where the response to RFP –

- communicates to a person other than persons nominated by PRASA a material part of its response to RFP; or
- Enters into any Contract or arrangement with any other person or entity that it shall refrain from submitting a response to RFP to this RFP or as to any material part of its Response to RFP to this RFP (refer the prohibition contained in Section 4(1)(b)(iii) of the Competition Act 89 of 1998).
 - . The Bidders represents that the Bidder has not, directly or indirectly, entered into any agreement, arrangement or understanding or any such like for the purpose of, with the intention to, enter into collusive Bidding or with reasonable appreciation that, collusive any agreement, arrangement or understanding or any such like may result in or have the effect of collusive Bidding. The Bidder undertakes that in the process of the Bid but prior to PRASA awarding the Bid to a preferred bidder become involved in or be aware of or do or caused to be done any agreement, arrangement or understanding or any such like for the purpose of or which may result in or have the effect of a collusive Bid, the Bidder will notify PRASA of such any agreement, arrangement or understanding or any such like.; or
- offers or agrees to pay or give any sum of money, inducement or valuable consideration directly or

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

indirectly to any person for doing or having done, or causing, or having caused to be done any act or omission in relation to the RFP Process or any proposed response to RFP (provided nothing contained in this paragraph shall prevent a response to RFP from paying any market-related commission or bonus to its employees or contractors within the agreed terms of their employment or contract).

8.13 CONSORTIUM CHANGES

If exceptional circumstances should arise in which a after the submission to the bid and after closing date of submission of bids, there is change in the composition of the Bidder, either through substitution or omission of any member of the Bidder:

- The Response to RFP must notify PRASA in writing of the proposed changes supported by complete details of the material reasons for the changes, the parties impacted by the changes and the impact on the response to RFP.
- PRASA shall evaluate the reasons advanced by the Bidder for the requested changes to the Bidder structure and where PRASA is not satisfied that the reasons advanced are reasonable or material, refuse to accept the change and disqualify the response to RFP, or notify the Bidder in writing of its non-acceptance of the changes and require the Bidder to propose a suitable alternative to PRASA within 10 (TEN) days of its receipt of the decision of PRASA, upon receipt of which PRASA shall -
 - I. Evaluate the alternative proposed for suitability to PRASA, and where the alternative is accepted by PRASA, inform the Bidder in writing of such acceptance and PRASA shall reassess the response to RFP against the RFP requirements and criteria; or
 - II. Where the alternative is not accepted by PRASA, inform the Bidder in writing of such non-acceptance as well as its disqualification from the RFP Process.
 - III. Where PRASA is satisfied that the changes requested under (i) above are reasonable and material, the response to RFP, shall be allowed to effect the required changes and PRASA shall reassess the response to RFP against the RFP requirements and criteria.


8.14 COST OF RESPONSE TO THE RFP SUBMISSION

All costs and expenses associated with or incurred by the Bidder in relation to any stage of the Project, shall be borne by the Bidder. PRASA shall not be liable for any such costs or expenses or any claim for reimbursement of such costs or expenses.

To avoid doubt, PRASA shall not be liable for any samples submitted by the Bidder in support of their Responses to RFP and reserves the right not to return to them such samples and to dispose of them at its discretion.

8.15 RESPONSE TO THE RFP WARRANTY


Bidders must provide a warranty as part of their Responses to RFP that their Responses to RFP are true and correct in all respects, that it does not contain a misrepresentation of any kind and that the taxes of all members of the Bidder company, consortium members and or subcontractors are in order and none of the members are undergoing corruption or any criminal-related investigations or have any past convictions for fraud or corruption.

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

9 CONDITIONS OF TENDER

General


- | | |
|---|--|
| Actions | 1 PRASA's <i>Representative</i> and each <i>tenderer</i> submitting a tender shall act as stated in these Conditions of Tender and in a manner which is fair, equitable, transparent, competitive and cost-effective. |
| Interpretation | <p>2 Terms shown in <i>italics</i> vary for each tender. The details of each term for this tender are identified in the Request for Tender / Scope of work/ specification. Terms shown in capital initials are defined terms in the appropriate conditions of contract.</p> <p>3 Any additional or amended requirements in the Scope of work/ specification, and additional requirements given in the Schedules in the <i>tender returnables</i> are deemed to be part of these Conditions of Tender.</p> <p>4 The Conditions of Tender and the Scope of work/ specification shall form part of any contract arising from this invitation to tender.</p> |
| Communication | 5 Each communication between PRASA and a <i>tenderer</i> shall be to or from PRASA's <i>Representative</i> only, and in a form that can be read, copied and recorded. Communication shall be in the English language. PRASA takes no responsibility for non-receipt of communications from or by a <i>tenderer</i> . |
| PRASA's rights to accept or reject any tender | <p>6 PRASA may accept or reject any variation, deviation, tender, or alternative tender, and may cancel the tender process and reject all tenders at any time prior to the formation of a contract. PRASA or PRASA's <i>Representative</i> will not accept or incur any liability to a <i>tenderer</i> for such cancellation and rejection, but will give reasons for the action. PRASA reserves the right to accept the whole or any part of any tender.</p> <p>7 After the cancellation of the tender process or the rejection of all tenders PRASA may abandon the proposed work and services, have it performed in any other manner, or re-issue a similar invitation to tender at any time.</p> |

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	


Tenderer's obligations

The *tenderer* shall comply with the following obligations when submitting a tender and shall:

- | | | |
|--|---|--|
| Eligibility | 1 | Submit a tender only if the <i>tenderer</i> complies with the criteria stated in the Scope of work/ specification. |
| Cost of tendering | 2 | Accept that PRASA will not compensate the <i>tenderer</i> for any costs incurred in the preparation and submission of a tender. |
| Check documents | 3 | Check the <i>tender documents</i> on receipt, including pages within them, and notify PRASA's <i>Representative</i> of any discrepancy or omissions in writing. |
| Copyright of documents | 4 | Use and copy the documents provided by PRASA only for the purpose of preparing and submitting a tender in response to this invitation. |
| Standardised specifications and other publications | 5 | Obtain, as necessary for submitting a tender, copies of the latest revision of standardised specifications and other publications, which are not attached but which are incorporated into the <i>tender documents</i> by reference. |
| Acknowledge receipt | 6 | Preferably complete the Receipt of invitation to submit a tender form attached to the Letter of Invitation and return it within five days of receipt of the invitation. |
| | 7 | Acknowledge receipt of Addenda / Tender Briefing Notes to the tender documents, which PRASA's Representative may issue, and if necessary apply for an extension to the deadline for tender submission, in order to take the Addenda into account. |
| Site visit and / or clarification meeting | 8 | Attend a site visit and/or clarification meeting at which <i>tenderers</i> may familiarise themselves with the proposed work, services or supply, location, etc. and raise questions, if provided for in the Scope of work/ specification. Details of the meeting are stated in the RFP document, <i>i-</i> tender website and CIDB website. |

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

- | | | |
|--------------------------|----|---|
| Seek clarification | 9 | Request clarification of the <i>tender documents</i> , if necessary, by notifying PRASA's <i>Representative</i> earlier than the <i>closing time for clarification of queries</i> . |
| Insurance | 10 | Be informed of the risk that needs to be covered by insurance policy. The <i>tenderer</i> is advised to seek qualified advice regarding insurance. |
| Pricing the tender | 11 | Include in the rates, prices, and the tendered total of the prices (if any) all duties, taxes (except VAT), and other levies payable by the successful <i>tenderer</i> . Such duties, taxes and levies are those applicable 14 days prior to the <i>deadline for tender submission</i> . |
| | 12 | Show Value Added Tax (VAT) payable by PRASA separately as an addition to the tendered total of the prices. |
| | 13 | Provide rates and prices that are fixed for the duration of the contract and not subject to adjustment except as provided for in the <i>conditions of contract</i> . |
| | 14 | State the rates and Prices in South African Rand unless instructed otherwise as an additional condition in the Scope of work/ specification. The selected <i>conditions of contract</i> may provide for part payment in other currencies. |
| Alterations to documents | 15 | Not make any alterations or an addition to the tender documents, except to comply with instructions issued by PRASA's <i>Representative</i> or if necessary to correct errors made by the <i>tenderer</i> . All such alterations shall be initialled by all signatories to the tender. Corrections may not be made using correction fluid, correction tape or the like. |
| Alternative tenders | 16 | Submit alternative tenders only if a main tender, strictly in accordance with all the requirements of the <i>tender documents</i> is also submitted. The alternative tender is submitted with the main tender together with a schedule that compares the requirements of the <i>tender documents</i> with the alternative requirements the <i>tenderer</i> proposes. |
| | 17 | Accept that an alternative tender may be based only on the criteria stated in the Scope of work/ specification and as acceptable to PRASA. |

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

Submitting a tender 18 Submit a tender for providing the whole of the works, services or supply identified in the Contract Data unless stated otherwise as an additional condition in the Scope of work/ specification.

NOTE: 19 **Return the completed and signed *PRASA Tender Forms and SBD forms provided with the tender. Failure to submit all the required documentation will lead to disqualification***

20 **Submit the tender as an original plus 1 copy and an electronic version which should be contained in Memory Cards clearly marked in the Bidders name as stated in the RFP and provide an English translation for documentation submitted in a language other than English. Tenders may not be written in pencil but must be completed in ink.**

21 Sign and initial the original and all copies of the tender where indicated. PRASA will hold the signatory duly authorised and liable on behalf of the *tenderer*.


22 Seal the original and each copy of the tender as separate packages marking the packages as "ORIGINAL" and "COPY". Each package shall state on the outside PRASA's address and invitation to tender number stated in the Scope of work/ specification, **as well as the *tenderer's name and contact address***. Where the tender is based on a two envelop system tenderers should further indicate in the package whether the document is **envelope / box 1 or 2**.

23 Seal original and copies together in an outer package that states on the outside only PRASA's address and invitation to tender number as stated in the Scope of work/ specification. The outer package should be marked "CONFIDENTIAL"

24 Accept that PRASA will not assume any responsibility for the misplacement or premature opening of the tender if the outer package is not sealed and marked as stated.

Note:

PRASA prefers not to receive tenders by post, and takes no responsibility for delays in the postal system or in transit within or between PRASA offices.


BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

PRASA prefers not to receive tenders by fax, PRASA takes no responsibility for difficulties in transmission caused by line or equipment faults.

Where tenders are sent via courier, PRASA takes no responsibility for tenders delivered to any other site than the tender office.

PRASA employees are not permitted to deposit a tender into the PRASA tender box on behalf of a tenderer, except those lodged by post or courier.

- | | |
|--|---|
| Closing time | <p>25 Ensure that PRASA has received the tender at the stated address with the Scope of work / specification no later than the <i>deadline for tender submission</i>. Proof of posting will not be taken by PRASA as proof of delivery. PRASA will not accept a tender submitted telephonically, by Fax, E-mail or by telegraph unless stated otherwise in the Scope of work/ specification.</p> <p>26 Accept that, if PRASA extends the <i>deadline for tender submission</i> for any reason, the requirements of these Conditions of Tender apply equally to the extended deadline.</p> |
| Tender validity | <p>27 Hold the tender(s) valid for acceptance by PRASA at any time within the <i>validity period</i> after the <i>deadline for tender submission</i>.</p> <p>28 Extend the <i>validity period</i> for a specified additional period if PRASA requests the <i>tenderer</i> to extend it. A <i>tenderer</i> agreeing to the request will not be required or permitted to modify a tender, except to the extent PRASA may allow for the effects of inflation over the additional period.</p> |
| Clarification of tender after submission | <p>29 Provide clarification of a tender in response to a request to do so from PRASA's <i>Representative</i> during the evaluation of tenders. This may include providing a breakdown of rates or Prices. No change in the total of the Prices or substance of the tender is sought, offered, or permitted except as required by PRASA's <i>Representative</i> to confirm the correction of arithmetical errors discovered in the evaluation of tenders. The total of the Prices stated by the <i>tenderer</i> as corrected by PRASA's <i>Representative</i> with the concurrence of the <i>tenderer</i>, shall be binding upon the <i>tenderer</i></p> |


BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

- | | |
|-----------------------------|--|
| Submit bonds, policies etc. | <p>30 If instructed by PRASA's <i>Representative</i> (before the formation of a contract), submit for PRASA's acceptance, the bonds, guarantees, policies and certificates of insurance required to be provided by the successful <i>tenderer</i> in terms of the <i>conditions of contract</i>.</p> <p>31 Undertake to check the final draft of the contract provided by PRASA's <i>Representative</i>, and sign the Form of Agreement all within the time required.</p> <p>32 Where an agent on behalf of a principal submits a tender, an authenticated copy of the authority to act as an agent should be submitted with the tender.</p> |
| Fulfil BEE requirements | <p>33 Comply with PRASA's requirements regarding BBBEE Suppliers.</p> |


PRASA'S UNDERTAKINGS

PRASA, and PRASA's *Representative*, shall:

- | | |
|--------------------------|---|
| Respond to clarification | <p>1 Respond to a request for clarification received earlier than the <i>closing time for clarification of queries</i>. The response is notified to all <i>tenderers</i>.</p> |
| Issue Addenda | <p>2 If necessary, issue to each <i>tenderer</i> from time to time during the period from the date of the Letter of Invitation until the <i>closing time for clarification of queries</i>, Addenda that may amend, amplify, or add to the <i>tender documents</i>. If a <i>tenderer</i> applies for an extension to the <i>deadline for tender submission</i>, in order to take Addenda into account in preparing a tender, PRASA may grant such an extension and PRASA's <i>Representative</i> shall notify the extension to all <i>tenderers</i>.</p> |
| Return late tenders | <p>3 Return tenders received after the <i>deadline for tender submission</i> unopened to the <i>tenderer</i> submitting a late tender. Tenders will be deemed late if they are not in the designated tender box at the date and time stipulated as the deadline for tender submission.</p> |
| Non-disclosure | <p>4 Not disclose to <i>tenderers</i>, or to any other person not officially concerned with such processes, information relating to the evaluation and comparison of tenders and recommendations for the award of a contract.</p> |

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	


Grounds for rejection	5 Consider rejecting a tender if there is any effort by a <i>tenderer</i> to influence the processing of tenders or contract award.
Disqualification	6 Instantly disqualify a <i>tenderer</i> (and his tender) if it is established that the <i>tenderer</i> offered an inducement to any person with a view to influencing the placing of a contract arising from this invitation to tender.
Test for responsiveness	7 Determine before detailed evaluation, whether each tender properly received <ul style="list-style-type: none"> • meets the requirements of these Conditions of Tender, • has been properly signed, and • is responsive to the requirements of the <i>tender documents</i>.
	8 Judge a responsive tender as one which conforms to all the terms, conditions, and specifications of the <i>tender documents</i> without material deviation or qualification. A material deviation or qualification is one which, in PRASA 's opinion would <ul style="list-style-type: none"> • detrimentally affect the scope, quality, or performance of the works, services or supply identified in the Contract Data, • change PRASA's or the <i>tenderer's</i> risks and responsibilities under the contract, or • affect the competitive position of other <i>tenderers</i> presenting responsive tenders, if it were to be rectified.
Non-responsive tenders	9 Reject a non-responsive tender, and not allow it to be subsequently made responsive by correction or withdrawal of the non-conforming deviation or reservation.
Arithmetical errors	10 Check responsive tenders for arithmetical errors, correcting them as follows: <ul style="list-style-type: none"> • Where there is a discrepancy between the amounts in figures and in words, the amount in words shall govern. • If a bill of quantities applies and there is a discrepancy between the rate and the line item total, resulting from multiplying the rate by the quantity, the rate as quoted shall govern. Where there is an obviously gross misplacement of the decimal point in the rate, the line item total as quoted shall govern, and the rate will be corrected. • Where there is an error in the total of the Prices, either as a result of other corrections required by this checking process or in the

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

tenderer's addition of prices, the total of the Prices, if any, will be corrected.

11 Reject a tender if the *tenderer* does not accept the corrected total of the Prices (if any).

Evaluating the tender	12 Evaluate responsive tenders in accordance with the procedure stated in the RFP / Scope of work/ specification. The evaluated tender price will be disclosed only to the relevant PRASA tender committee and will not be disclosed to <i>tenderers</i> or any other person.
Clarification of a tender	13 Obtain from a <i>tenderer</i> clarification of any matter in the tender which may not be clear or could give rise to ambiguity in a contract arising from this tender if the matter were not to be clarified.
Acceptance of tender	14 Notify PRASA's acceptance to the successful <i>tenderer</i> before the expiry of the <i>validity period</i> , or agreed additional period. Providing the notice of acceptance does not contain any qualifying statements, it will constitute the formation of a contract between PRASA and the successful <i>tenderer</i> .
Notice to unsuccessful tenderers	15 After the successful <i>tenderer</i> has acknowledged PRASA's notice of acceptance, notify other <i>tenderers</i> that their tenders have not been accepted, following PRASA's current procedures.
Prepare contract documents	16 Revise the contract documents issued by PRASA as part of the <i>tender documents</i> to take account of <ul style="list-style-type: none"> • Addenda issued during the tender period, • inclusion of some of the <i>tender returnables</i>, and • other revisions agreed between PRASA and the successful <i>tenderer</i>, before the issue of PRASA's notice of acceptance (of the tender).
Issue final contract	17 Issue the final contract documents to the successful <i>tenderer</i> for acceptance within one week of the date of PRASA's notice of acceptance.
Sign Form of Agreement	18 Arrange for authorised signatories of both parties to complete and sign the original and one copy of the Form of Agreement within two weeks of the date of PRASA's notice of acceptance of the tender. If either party requires the signatories to initial every page

BID DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER FOR JOB EVALUATION SERVICES REQUIRED BY PRASA FOR A PERIOD OF 3 YEARS	 prasa <small>PASSENGER RAIL AGENCY OF SOUTH AFRICA</small>
TENDER NUMBER: HO/PT/HCM/515/08/2025	

of the contract documents, the signatories for the other party shall comply with the request.

Provide copies of 19 the contracts Provide to the successful *tenderer* the number of copies stated in the Scope of work/ specification of the signed copy of the contracts within three weeks of the date of PRASA's acceptance of the tender.