

RFP10/2020: Appointment of a service provider for the provision of pre-employment screening and related services

NATIONAL BID ADJUDICATION COMMITTEE

TO	National Bid Adjudication Committee
ATTENTION	The Chairperson and members of NBAC
PREPARED BY	Sello Ngobeni Project Coordinator: Procurement Bid Evaluation Committee and Noxolo Ngubo Executive: Procurement – Professional Services and Travel Management
DATE	09 June 2021
SUBJECT	RFP 10/2020 – Appointment of a Service Provider for the Provision of Pre-Employment Screening and related services

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Attachments:

Annexure “A1”	-	Request to Procure, Bid Request Form and Budget Confirmation
Annexure “A2”	-	Bid Request Form
Annexure “A3”	-	Budget Confirmation
Annexure “B”	-	Published RFP Document
Annexure “C1”	-	Pricing Schedule
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Annexure “D1”	-	Declaration of Interest – BEC Members
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Abbreviations

BAC	Bid Adjudication Committee (this is the present National Treasury Terminology*)
B-BBEE	Broad-Based Black Economic Empowerment
BEE	Black Economic Empowerment
BEC	Bid Evaluation Committee
EME	Exempted Micro Enterprise
EP	Executive: Procurement
HDI	Historically Disadvantaged Individual
NBAC	National Bid Adjudication Committee
NT	National Treasury
PFMA	Public Finance Management Act
PPPFA	Preferential Procurement Policy Framework Act
QSE	Qualifying Small Enterprise
SARS	South African Revenue Service
SBD	Standard Bidding Document
SCM	Supply Chain Management
SMME	Small, Medium and Micro Enterprise
VDP	Value Delivery and Planning

Definitions

- **Black people** shall mean South African citizens from previously disadvantaged communities and shall comprise African, Coloured and Indians.
- **Black women-owned enterprise** is one with at least 30% representation of black women within the black equity and management portion.
- **Consultant** – A consultant is an individual with appropriate experience and recognised level of expertise in a specific field of activity, with ability to perform a particular service and give comprehensive and independent advice without influence from external interests. A consultant can be appointed through a private consulting firm or in his/her personal capacity.
- **Contracts** – The terms ‘tender’ and ‘contract’ are used extensively in this document. In that regard, except where the intention is to the contrary, ‘tender’ includes written quotations, proposals and bids and ‘contract’ includes formal written contracts, a properly authorised purchase order (to which may be attached terms and conditions relating to that purchase) and any other agreements in writing between SARS and a supplier of goods or services.
- **Executive Management** refers to the highest executive body after the board of directors or equivalent structure that is entrusted with the day-to-day running of the enterprise’s economic activities and resources.
- **Joint Venture** means an association of persons for the purpose of combining, but limited to, their expertise, property, capital, efforts, skill and knowledge in an activity for the execution of a contract.
- **National Bid Adjudication Committee** is a governance committee constituted to assist the Commissioner in executing his PFMA responsibility of ensuring that SARS has and maintains an appropriate procurement and provisioning system which is fair, equitable, transparent, competitive and cost-effective. The NBAC has been granted the delegation for approval of the procurement within the threshold of R 500,000 to a maximum of R 100, 000,000.
- **Responsive bid** means a bidder has submitted a bid, which conforms in all material respects to the invitation to bid.
- **Small Enterprise** bears the same meaning assigned to this expression in the National Small Enterprise Act, 1996 (Act No. 102 of 1996).

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Table 0 A: Bidders classification by sector and turnover

Sector or subsector in accordance with the Standard Industrial Classification	Size of Class	The total full-time equivalent of paid employees	Total turnover	Total gross asset value (fixed property excluded)
Construction	Medium	200	R 26m	R 5m
	Small	50	R 6m	R 1m
	Very small	20	R 3m	R 0.50m
	Micro	5	R 0.20m	R 0.10m
Catering, Accommodation and other trade	Medium	200	R 13m	R 3m
	Small	50	R 6m	R 1m
	Very small	20	R 5.10m	R 1.90m
	Micro	5	R 0.20m	R 0.10m
Transport, Storage and Communications	Medium	200	R 26m	R 6m
	Small	50	R 13m	R 3m
	Very small	20	R 3m	R 0.60m
	Micro	5	R 0.20m	R 0.10m

Table 0 B: B-BBEE levels based on qualifying score

B-BBEE Status	Qualification
Level One Contributor	≥ 100 points on the Generic Scorecard
Level Two Contributor	≥ 85 but < 100 points on the Generic Scorecard
Level Three Contributor	≥ 75 but < 85 on the Generic Scorecard
Level Four Contributor	≥ 65 but < 75 on the Generic Scorecard
Level Five Contributor	≥ 55 but < 65 on the Generic Scorecard
Level Six Contributor	≥ 45 but < 55 on the Generic Scorecard
Level Seven Contributor	≥ 40 but < 45 on the Generic Scorecard
Level Eight Contributor	≥ 30 but < 40 on the Generic Scorecard
Non-Compliant Contributor	< 30 on the Generic Scorecard

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Reference Documents

- SARS Procurement Policy
- Preferential Procurement Policy Framework Act No. 5 of 2000 and its Regulations
- Supply Chain Management Regulations
- Broad-Based Black Economic Empowerment Act No. 53 of 2003 and B-BBEE Codes of Good Practice
- Public Finance Management Act No. 1 of 1999
- National Treasury – Supply Chain Management Guidelines for Accounting Authorities

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1. SUBJECT

RFP 10/2020: Appointment of a service provider for the provision of Pre-Employment Screening and related services.

2. PURPOSE

The purpose of this submission is to obtain approval from the National Bid Adjudication Committee for the appointment of a service provider for the provision of pre-employment screening and related services.

The successful bidder will be required to provide pre-employment screening services “as and when required” for a period of sixty (60) months.

At what stage of the process the submission is at the moment (please mark with an X):

	Business Case Tender	X	Post Tender Awarding of Business
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3. SYNOPSIS OF THE PROCUREMENT PROCESS

3.1. Background

SARS' Vetting, Screening and Conflict of Interest (VSC) Office is responsible for conducting pre-employment screening for purposes of vetting and recruitment of internal and external candidates. The screening process focuses on criminal record, citizenship status, tax compliance, qualification verification, as well as credit worthiness, drivers' license, and directorships and company checks, where applicable.

The objectives of standard and compulsory pre-employment checks are to ensure that a candidate:

- is who they say they are;
- is legally entitled to work in the Republic of South Africa;
- has nothing in their employment history that would make them unsuitable for the role; and
- has the qualifications, skills and/or experience they have claimed to have and which are required for a role.

3.2. Scope of Services

The Service Provider should be able to supply an extensive range of services to screen all applicable personnel to the highest standards, avoiding risks and costs to the organisation.

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3.2.1 The Service Provider should be able to verify / confirm:

- a) Qualifications and Professional Membership
 - Matric and equivalent international qualifications (symbols to be verified as well); national and international;
 - Tertiary academic qualifications (national and/or international); and
 - Membership of professional associations (national and/or international).
- b) A candidate's Identity
 - ID number validation; and
 - ID number verification.
- c) Citizenship status including work permit, temporary residence permit, permanent residence, refugees and/or asylum seeker status.
- d) Driver's license, where applicable.
- e) Credit record, where applicable.
- f) Directorship and company checks, where applicable.
- g) Social media risk assessment.
- h) Employment history.

The above mentioned verifications need to be finalised within three (3) working days. However, qualifications obtained pre-1992 need to be finalised within fifteen (15) working days and international qualifications should be verified within four (4) calendar months.

3.2.2 The services provided have to be consistent and should be provided in line with the turn-around times (TAT) highlighted above and should not be influenced by external factors.

3.2.3 The Service Provider should be able to process large volumes of requests without any delays - at times more than three hundred (300) individual verifications are requested within a period of one (1) month.

3.2.4 The Service Provider should offer a user-friendly and paperless process that includes:

- a) Submission of electronic forms enabling paperless completion and submission.
- b) Provision of a consolidated personal credential verification (PCV) in an electronic format (mailed to the VSC Office as pdf Files).
- c) Provision of direct and full access of the SARS' VSC personnel to the Service Provider's system. The VSC personnel must be able to monitor each individual request's progress, and the process should also allow SARS to contact the Service Provider telephonically or via e-mail to enquire about candidates' screening statuses.

3.2.5 The Service Provider's personnel should be highly trained and be continually trained in the latest legislation

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affecting pre-employment screening requirements, and should inform the SARS VSC Office on any changes relating to the pre-employment screening requirements.

4. PROCUREMENT PLANNING AND PROCESS

4.1 Tender Process Timelines

The below table illustrates the tender process timelines.

Table 4 A: Tender Process Timelines

Activity	Timelines	Total number of days	Reasons for delay
RTP & BRF received by Procurement	10 July 2020	1 working day	
RTP & BRF assigned to Functional Specialist	10 July 2020	1 working day	
Signing of appointment letter by BSC & BEC	17 July 2020 – 25 August 2020	27 working days	
BSC kick-off Meeting	28 July 2020	1 working day	
Drafting of Specification by BSC	05 August 2020 – 31 August 2020	18 working days	New ways of working had to be introduced in the specification in order to accommodate the Covid-19 working arrangements. This timeline includes a review of the specification by the Executive.
BEC Kick-off Meeting	02 September 2020	1 working day	
Adoption of Tender Pack	08 September 2020	1 working day	
Tender Advertisement	25 September 2020 – 22 October 2020	28 days	Minimum 21 days
Tender Closing	22 October 2020	1 working day	
Pre-qualification Evaluation		7 working days	7 days given for bidders to resubmit outstanding information
Adoption of Pre-qualification Outcome	01 December 2020	1 working day	
B-BBEE Mandatory Evaluation	15 January 2021 – 09 February 2021	18 working days	The Festive holidays affected the commencement date, thus evaluators commenced with

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Activity	Timelines	Total number of days	Reasons for delay
			evaluation after returning from leave.
Adoption of B-BBEE Mandatory Evaluations	10 February 2021	1 working day	
Desktop & Presentation Technical Evaluation and Anomalies	16 February 2021 – 03 March 2021	12 working days	One of the evaluator's family members had tested positive for Covid-19.
Adoption of Technical Evaluation outcome	25 March 2021	1 working day	
Pricing & B-BBEE Evaluation (including price clarification)	29 March 2021 – 07 April 2021	8 working days	
Pricing & B-BBEE Evaluation Adoption	19 April 2021	1 working day	
Financial Analysis	20 April 2021 to 27 May 2021	27 working days	
Financial Analysis Adoption	28 May 2021	1 working day	
Drafting of NBAC submission		9 working days	
Circulation of NBAC to BEC for inputs	25 May 2021 – 27 May 2021	3 working days	
Circulation of NBAC to Executive for inputs	TBC	3 working days	
NBAC Adoption	TBC	1 working day	
Mock Review Submission	TBC	1 working day	
Circulation of NBAC for sign-off	TBC	3 working days	
NBAC submission to Executive or CPO		3 working days	
Tender File Submission to GRC		1 working day	
Tender Validity expiry date	30 June 2021		

4.2 Planning and preparation

- RFP 10/2020 was issued on the following publications as follows:
 - Government Bulletin on 25 September 2020.
 - eTender on 25 September 2020.
- Bid documents were uploaded onto the SARS website on 25 September 2020.
- There was no briefing session held.
- The tender closed on 22 October 2020.

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4.3 Bid Evaluation Committee**Table 4 B: Bid Specification Committee**

Name	Designation	Role in the tender
Tumelo Gopane	Manager: Vetting, Screening and Conflict of Interest	BSC Member
Laurika Laubser	Ops Manager: Vetting, Screening and Conflict of Interest	BSC Member

Table 4 C: Bid Evaluation Committee

Name	Designation	Role in the tender
Sello Ngobeni	Coordinator: Procurement	BEC Chairperson
Mechel Mokgehele	Ops Manager: Strategic Sourcing	BEC Chairperson Support
Itumeleng Tlhomelang	Operational Specialist: B-BBEE	B-BBEE Evaluator
Gugu Ntuli	Coordinator: Procurement	B-BBEE Evaluator
Jan Gololo	Operational Specialist: Governance	Governance & Compliance Review
Andre Taljaard	Ops Manager: SAP SRM	Tender Office
Thabang Thinane	Ops Manager: VDP	Price Evaluator
Siyethemba Mshibe	Functional Specialist: VDP	Price Evaluator
Bathabile Motlounq	Ops Specialist: Finance	BU Price Evaluator
Kovilan Rajaruthnam	Senior Manager: CA Training	Financial Reviewer
Phokele Relela	CA Trainee	Financial Analyst
Subella Nhlapo	Ops Manager: Vetting, Screening and Conflict of Interest	Technical Evaluator
Mputi Seshoka	Ops Manager: Vetting, Screening and Conflict of Interest	Technical Evaluator
Mieke Stofberg	Consultant: Vetting, Screening and Conflict of Interest	Technical Evaluator
Lalashé Lundall	Specialist: Corporate Legal Services	Legal Advisor
Brenda Mabunda	Buyer: Procurement	Legal Assistance (CMU)

Notes:

- All BEC members completed and signed the confidentiality agreement.
- Phokele Relela withdrew from the committee as he was moved to another business unit within SARS.
- Brenda Mabunda was an observer in both BSC and BEC, did not play any role whatsoever.

4.4 Evaluation Criteria

4.4.1 Gate 0 – Pre-qualification Criteria

The following documents were requested from the bidders as a requirement for the pre-qualification of bids:

- Central Registration Report (Central Database System) from National Treasury;
- Tax Compliance Status Pin;
- SARS Oath / Affirmation of Secrecy;
- SBD 1 – Invitation to Bid;
- Pricing Schedule – Annexure B;
- SBD 4 – Declaration of Interest;
- SBD 6.1 – Preference Point Claim Form;
- General Condition of Contract (GCC);
- SBD 8 – Declaration of Bidder's Past Supply Chain Management Practices;
- SBD 9 – Certificate of Independent Bid Determination;
- Bidder Compliance Checklist for Technical Evaluation; and
- A completed set of audited / reviewed annual financial statements for three (3) most recent financial periods in the name of the bidding entity.

4.4.2 B-BBEE Mandatory Requirement

In line with the Government objectives for the advancement of SMMEs and certain designated groups, bidders were requested to submit a B-BBEE certificate or sworn affidavit with a minimum B-BBEE status level 4.

4.4.3 Gate 1 – Technical Evaluation Criteria (100 points)

Only bidder(s) that met the pre-qualification criteria and mandatory requirement in Gate 0 were evaluated in Gate 1 for functionality.

The technical evaluation consisted of two (2) stages, namely a desktop technical evaluation and a system capability evaluation in the form of a presentation. The technical valuation was evaluated out of 100 points: 65 points for desktop and 35 points for presentations.

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Bidders, who met the technical threshold of 75 points out of 100, were subsequently evaluated for Pricing and B-BBEE in Gate 2.

The following table illustrates the scorecard used to evaluate Gate 1:

Table 4 D: Technical Evaluation Scorecard

No.	Technical Evaluation Criterion	Weight (100)
1.	Company Profile and Resources	39
1.1	A company profile detailing service offering, structure, turnover, date established, alliances and partnerships with regards to screening.	2
1.2	Indicate a range of in-house services provided specific to screening (own data bases), including services that are insourced by the Service Provider from other service providers, including the service level agreements that are in place in this regard. Screening service: 1. Qualifications 2. A candidate's Identity 3. Citizenship status 4. Driver's license 5. Credit record 6. Directorship and company checks 7. Professional Membership 8. Social media risk assessment 9. Employment History	25
1.3	Disaster Recovery Plan and Business Continuity Plan to ensure a seamless or uninterrupted delivery of service.	8
1.4	One (1) page Curriculum Vitae (CV) indicating the level of expertise of key personnel that will be assigned to SARS. The CV should include: 1. Level of expertise of key personnel that will be assigned to SARS, 2. number of years of experience, 3. their accessibility, 4. qualifications and 5. competencies relevant to the scope of services.	2

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No.	Technical Evaluation Criterion	Weight (100)
1.5	Full name and contact details (landline, cell-phone and email address) of a Key Account Manager with technical expertise that the bidder recommends to SARS. Please elaborate on how the Key Account Manager played a key role in at least two (2) projects similar to the scope of work of this bid.	2
2.	Testimonials	6
2.1.	Service Providers must provide written testimonials from three (3) current and / or recent finance, banking or government (not older than 36 months) clients to whom screening services are /were provided. The testimonials must include but not be limited to: - Brief description of services rendered; - Quality of service; and - Performance, including turn-around times.	6
3.	Capability	10
3.1.	Service Providers must illustrate how they are implementing the Protection of Personal Information Act, 2013 (Act No. 4 of 2013) including but not limited to how they source, use, collate, disseminate and store personal information.	5
3.2	Service Providers must also clearly illustrate how they handle discrepancies between screening check results and submitted information.	5
4.	Turn-around Time	10
4.1	Service Providers must provide service level agreements indicating turnaround times, in instances whereby they rely on other service providers for the required information, and dependencies for all screening services that are applicable to this tender. This must cover how those services are managed in cases of interference by external forces, such as lockdowns, outside both parties control. The delays must be quantified in number of days.	10
SUB-TOTAL		65

Table 4 E: Presentation of System Capability Evaluation Scorecard

No.	Technical Evaluation Criterion	Weight (100)
1.	System Capability Evaluation Criteria	35
1.1	Service Providers will be required to conduct a live demonstration of an automated and integrated system that will be used for screening purposes. The Service Provider must demonstrate that the system has the following minimum capabilities	35

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No.	Technical Evaluation Criterion	Weight (100)
	but not limited to: • Role specific access to facilitate access for different role players; • Direct interface between SARS employees and the relevant systems; • Paperless completion and submission of forms and documents, as applicable; • Uploading capability; • Tracking and monitoring capability; • Dashboard; • Consolidated personal credential verification (PCV) report; and • Capacity and capability to deal with batch recruitment of three hundred (300) individuals and above.	
SUB-TOTAL		35
TOTAL		100

4.4.4 Gate 2 – Price and B-BBEE Evaluation Criteria (80 + 20 = 100 points)

Bidders were issued with a standard pricing schedule to complete. Refer to **Annexure “C”** attached hereto.

Table 4 F: Price and B-BBEE points

Adjudication Criteria	80/20 Preference Point System
Price Evaluation	80
B-BBEE Evaluation	20
TOTAL	100

4.4.4.1 Price Evaluation Criteria (80 points)

The formula below was used for pricing evaluation, as per National Treasury’s PPPFA.

Table 4 G: Price Evaluation Formula (80/20 Preference Point System)

Adjudication Criteria	Points
Price Evaluation	80

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Adjudication Criteria	Points
$P_s = 80 \left(1 - \frac{P_t - P_{\min}}{P_{\min}} \right)$	

Where

 P_s = Points scored for price of Bid under consideration P_t = Price of Bid under consideration $P_{\min}$ = Price of lowest acceptable Bid**4.4.4.2 B-BBEE Evaluation Criteria (20 points)**

B-BBEE points may be allocated to bidders on submission of the following documentation or evidence:

- A duly completed Preference Point Claim Form: Standard Bidding Document (SBD 6.1); and
- B-BBEE Certificate and/or sworn affidavit.

The checklist below indicates the B-BBEE documents that are required to be submitted for tenders. Failure to submit the requisite documents would result in a bidder scoring zero for B-BBEE.

Table 4 H: B-BBEE Evaluation Criteria

Classification	Turnover	Submission Requirement
Exempted Micro Enterprise (EME)	Below R10 million p.a.	Sworn affidavit or a certificate from the Companies and Intellectual Property Commission ("CIPC") or a certified copy of a B-BBEE Rating Certificate from a SANAS accredited rating agency.
Qualifying Small Enterprise (QSE)	Between R10 million and R50 million p.a.	Sworn affidavit – Only 51% Black Owned (BO) and above, or certified copy of a B-BBEE Rating Certificate from a SANAS accredited rating agency.
Large Entity (LE)	Above R50 million p.a.	Certified copy of a B-BBEE Rating Certificate from a SANAS accredited rating agency.

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Notes:

- Failure on the part of a bidder to submit a B-BBEE Verification Certificate from a Verification Agency accredited by the South African Accreditation System (SANAS), or a sworn affidavit confirming annual turnover and level of black ownership in case of an EME and QSE, together with the bid, will be considered a non-responsive bid.
- Use and acceptance of Affidavits

All bidders will need to provide information which proves Black Ownership and turnover, in addition to the sworn affidavit, or request that their EME/QSE suppliers be verified and have this confirmed in the affidavit. SARS reserves the right to request that Service Providers submit their Black Ownership and turnover information in support of their affidavits.

Bidders will need to provide information which proves Black Ownership and turnover, in addition to the sworn affidavit, or request that their EME/QSE suppliers be verified and have this confirmed in the affidavit.

- Joint Ventures (JV) and Consortiums

Incorporated JVs must submit the B-BBEE status of the entity. Unincorporated JVs must submit a consolidated B-BBEE scorecard as if they were a group structure for every separate tender.

- Sub-contracting

Bidders who want to claim preference points will have to comply fully with regulations 12(1) and (3) of the Preferential Procurement Regulations, 2017 with regard to subcontracting:

Regulation 12 – Subcontracting after award of tender

- (1) A person awarded a contract may only enter into a subcontracting arrangement with the approval of the organ of state.
- (2) ...
- (3) A person awarded a contract may not subcontract more than 25% of the value of the contract to any other enterprise that does not have an equal or higher B-BBEE status level of contributor than the person concerned, unless the contract is subcontracted to an EME that has the capability and ability to execute the subcontract.

- Proof of Existence: Joint Ventures and/or Sub-Contracting

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Bidders must submit concrete proof of the existence of joint ventures and/or sub-contracting arrangements. SARS will accept signed agreements as acceptable proof of the existence of a joint venture and/or subcontracting arrangement.

The joint venture and/or sub-contracting agreements must clearly set out the roles and responsibilities of the Lead Partner and the joint venture and/or sub-contracting party. The agreement must also clearly identify the Lead Partner, who shall be given the power of attorney to bind the other party/parties in respect of matters pertaining to the joint venture and/or subcontracting arrangement.

4.4.4.3 Consolidation of Price and B-BBEE points (80 + 20 = 100 points)

The Price and B-BBEE points will be consolidated to determine the successful bidder.

5. TENDER EVALUATION OUTCOME

5.1 Gate 0 – Pre-qualification Evaluation Outcome

On the closing date and time, eight (8) bids were received.

The pre-qualification outcome was presented to the BEC together with the Declaration of Interest forms for their completion, in respect of the bids received. No conflict of interest was noted by any of the BEC members (**Annexure “D1 – BEC Declaration of Interest”**).

The table below shows the pre-qualification requirements for RFP 10/2020, as well as the names of the eight (8) bidders that submitted proposals.

Table 5 A: Bidders Pre-qualification responses

No.	Bidder	SBD 1	Tax Compliance Status Pin	TCS Pin expiry date	SBD 4	SBD 6.1	SBD 8	SBD 9	Oath of secrecy	GCC	Financial Statements	CSD report	MAAA Number
1.	Abacus Financial Crime Advisory (Pty) Ltd	✓	✓	01/07/2021	✓	✓	✓	✓	✓	✓	✓	✓	MAAA0639237

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No.	Bidder	SBD 1	Tax Compliance Status Pin	TCS Pin expiry date	SBD 4	SBD 6.1	SBD 8	SBD 9	Oath of secrecy	GCC	Financial Statements	CSD report	MAAA Number
2.	Man Power Group SA (Pty) Ltd	√	√	17/02/2021	√	√	√	√	√	√	√	√	MAAA0086756
3.	ZOIA Consulting (Pty) Ltd t/a Dots Africa	√	√	15/06/2021	√	√	√	√	√	√	√	√	MAAA0382736
4.	Mogale Solution Providers (Pty) Ltd	√	√	17/07/2021	√	√	√	√	√	√	√	√	MAAA0529529
5.	Managed Integrity Evaluation (Pty) Ltd	√	√	03/03/2021	√	√	√	√	√	√	√	√	MAAA0901959
6.	Diphetogo Consulting (Pty) Ltd	√	√	28/09/2021	√	√	√	√	√	√	√	√	MAAA0841536
7.	Unicus Solutions Group (Pty) Ltd	√	√	02/12/2020	√	√	√	√	X	X	X	√	MAAA0676357
8.	Phakisa Holding (Pty) Ltd	√	√	12/03/2021	√	√	√	√	√	√	√	√	MAAA0984944

√ = Meets the Prequalification requirement

X = Does not meet the Prequalification requirement (i.e. incomplete or not submitted or invalid)

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Notes:

- Bidders were afforded seven (7) working days to resubmit the outstanding pre-qualification documents.
- Unicus Solutions Group (Pty) Ltd did not submit the updated documents within the seven day grace period and was disqualified. The bidder failed to resubmit the following documents that needs to be corrected: The Bidder's Oath / Affirmation of Secrecy was not signed by a commissioner of oaths, the bidder indicated that they are restricted on the SBD 8, the bidder did not submit financial statements and the signed GCC.
- Only seven (7) bidders complied with the Pre-qualification criteria and were further evaluated for mandatory requirement.

5.2 Mandatory Requirement

Bidders were requested to submit a B-BBEE certificate or sworn affidavits with a minimum B-BBEE status level 4.

The table below reflects the mandatory requirement for RFP 10/2020, as well as the names of the seven (7) bidders that submitted proposals.

Table 5 B: Mandatory Requirement

No.	Company Name	Document Submitted	BEE Certificate Expiry Date	BEE Status Level Min level 4	Sub-Contracting	Category	Qualified / Disqualified
1.	Abacus Financial Crime Advisory (Pty) Ltd	Sworn Affidavit	22/09/2021	1	No	EME	Q
2.	Man Power Group SA (Pty) Ltd	Amax BEE Verification	12/08/2020	1	No	EME	D
3.	ZOIA Consulting (Pty) Ltd t/a Dots Africa	Sworn Affidavit	20/10/2021	2	No	LE	Q
4.	Mogale Solutions Providers (Pty) Ltd	Sworn Affidavit	19/10/2021	1	No	EME	Q

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No.	Company Name	Document Submitted	BEE Certificate Expiry Date	BEE Status Level Min level 4	Sub-Contracting	Category	Qualified / Disqualified
5.	Managed Integrity Evaluation (Pty) Ltd	Certificate	22/10/2020	1	No	EME	Q
6.	Diphetogo Consulting (Pty) Ltd	Certificate	28/09/2021	1	No	EME	Q
7.	Phakisa Holdings (Pty) Ltd	Certificate	31/07/2021	2	No	EME	Q

Q – Qualified

D – Disqualified

Notes:

- The Man Power Group SA (Pty) Ltd is a B-BBEE level 1 bidder. The bidder was disqualified as their certificate expired on 12 August 2020. Manpower Group SA (Pty) Ltd was therefore deemed non-compliant on the B-BBEE mandatory requirement.
- Six (6) out of seven (7) bidders met the mandatory requirement and were further evaluated for functionality in Gate 1.

5.3 Gate 1 – Technical Evaluation**5.3.1 Technical Evaluation Outcome**

The six (6) bidders that complied with the pre-qualification criteria and mandatory requirements were further evaluated for technical capability.

Bidders were required to obtain a combined minimum technical score of 75 out of 100 points for both desktop and presentation evaluations in order to proceed to Gate 2, (Price and B-BBEE evaluations).

The table below illustrates the points achieved by the bidders for desktop technical evaluations.

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Table 5 C: Desktop Evaluation Outcome

Technical Evaluation Criteria	Names of Bidders						
	Weight	MIE	Zoia/ Dots Africa	Phakisa	Abacus	MSP	Diphetogo
1. Company Profile, Infrastructure and Resources	39.00						
1.1 A company profile detailing service offering, structure, turnover, date established, alliances and partnerships with regards to screening	2.00	2.00	2.00	0.00	0.00	2.00	1.00
1.2 Indicate a range of in-house services provided specific to screening (own data bases), including services that are insourced by the Service Provider from other service providers, including the service level agreements that are in place in this regard. Screening service: 1. Qualifications 2. A candidate's Identity 3. Citizenship status 4. Driver's license 5. Credit record 6. Directorship and company checks 7. Professional Membership 8. Social media risk assessment 9. Employment History	25.00	25.00	23.67	19.00	23.00	25.00	25.00
1.3 Disaster Recovery Plan and Business Continuity Plan to ensure a seamless or uninterrupted delivery of service.	8.00	8.00	8.00	0.00	8.00	0.00	0.00
1.4 One (1) page Curriculum Vitae (CV) indicating the level of expertise of key personnel that will be assigned to SARS. The CV should include 1. Level of expertise of key personnel that will be assigned to SARS, 2. number of years of experience, 3. their accessibility, 4. qualifications and 5. Competencies relevant to the scope of services.	2.00	1.00	1.00	1.00	0.00	0.00	2.00
1.5 Full name and contact details (landline, cell-phone and	2.00	2.00	2.00	0.00	0.00	0.00	2.00

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email address) of a Key Account Manager with technical expertise that the bidder recommends to SARS. Please elaborate on how the Key Account Manager played a key role in at least two (2) projects similar to the scope of work of this bid.							
2. Testimonials	6.00						
2.1 Service providers must provide written testimonials from three (3) current and / or recent finance, banking or government (not older than 36 months) clients to whom screening services are /were provided. The testimonials must include but not be limited to: • Brief description of services rendered; • Quality of service; and • Performance, including turn-around times.	6.00	6.00	4.50	0.00	0.00	0.00	0.00
3. Capability	10.00						
3.1 Service Providers must illustrate how they are implementing the Protection of Personal Information Act, 2013 (Act No. 4 of 2013) including but not limited to how they source, use, collate, disseminate and store personal information.	5.00	5.00	5.00	0.00	4.00	0.00	4.00
3.2 Service Providers must also clearly illustrate how they handle discrepancies between screening check results and submitted information.	5.00	5.00	5.00	0.00	0.00	0.00	0.00
4. Turnaround Time	10.00						
4.1 Service Providers must provide service level agreements indicating turnaround times, in instances whereby they rely on other service providers for the required information, and dependencies for all screening services that are applicable to this tender. This must cover how those services are managed in cases of interference by external forces, such as lockdowns, outside both parties control. The delays must be quantified in number of days.	10.00	7.5	9.00	4.50	6.50	6.00	5.50
Total	65.00	61.50	60.17	24.50	41.50	33.00	39.50

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Table 5 D: Presentation Evaluation Outcome

Presentation Evaluation Criteria	Names of Bidders						
	Weight	MIE	Zoia/ Dots Africa	Phakisa	Abacus	MSP	Diphetogo
5. Capability	35.00						
5.1 Service Providers will be required to conduct a live demonstration of an automated and integrated system that will be used for screening purposes.	2.00	2.00	2.00	2.00	2.00	2.00	2.00
5.2 The Service Provider must demonstrate that the system has the following minimum capabilities but not limited to: Role specific access to facilitate access for different role players	5.00	5.00	5.00	0.00	5.00	5.00	0.00
5.3 Direct interface between SARS employees and the relevant systems	5.00	5.00	5.00	0.00	5.00	5.00	0.00
5.4 Paperless completion and submission of forms and documents, as applicable	4.00	4.00	4.00	0.00	4.00	4.00	0.00
5.5 Uploading capability	4.00	4.00	4.00	0.00	4.00	4.00	0.00
5.6 Tracking and monitoring capability	4.00	4.00	4.00	0.00	2.67	0.00	4.00
5.7 Dashboard	4.00	4.00	4.00	0.00	4.00	4.00	0.00
5.8 Consolidated personal credential verification (PCV) report	4.00	4.00	4.00	0.00	0.00	0.00	4.00
5.9 Capacity and capability to deal with batch recruitment of three hundred (300) individuals and above.	3.00	3.00	3.00	0.00	3.00	0.00	0.00
Total	35.00	35.00	35.00	2.00	29.67	24.00	10.00

Notes:

- Only two (2) out of six (6) bidders met the threshold of 75 points.
- The two (2) bidders proceeded to Gate 2 (Price and B-BBEE evaluation) for further evaluation.

The analysis of bidders who did not meet the threshold is summarised below:

- **Abacus Financial Crime Advisory (Pty) Ltd**
 - The bidder's company profile did not detail the service offering, structure turnover, date established, alliances and partnership with regards to screening.

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- The bidder's proposal did not cover the citizenship status on a range of in-house services provided for specific screening services.
 - The level of expertise of key personnel was not relevant to the scope of this bid. Key Accounts Manager's role was not relevant to the scope of work of this bid.
 - The bidder's testimonials were not from the finance, banking and government sectors.
 - The bidder did not illustrate how they are going to use information when implementing the POPI Act.
 - The bidder did not illustrate how they will be handling discrepancies between screening check results and submitted information.
- **Mogale Solution Providers (Pty) Ltd**
 - The bidder did not indicate a Disaster Recovery and Business Continuity Plan to ensure a seamless or uninterrupted service delivery
 - The level of expertise of key personnel was not relevant to the scope of this tender. The bidder did not demonstrate how the Key Account Manager played a key role in at least two (2) projects similar to the scope of work of this tender.
 - The bidder's testimonials were not from the finance, banking and government sectors.
 - The bidder did not illustrate how they implement the POPI Act.
 - The bidder did not illustrate how they will be handling discrepancies between screening check results and submitted information.
 - The bidder did not demonstrate the capability of the system to assist the organisation in terms of facilitating access for different role players.
 - **Phakisa Holdings (Pty) Ltd**
 - The bidder's company profile did not detail their service offering, structure turnover, date established, alliances and partnership with regards to screening.
 - Bidder's submission did not cover the directorship and company checks and social media risk assessment on their range of in-house services provided specific to screening.
 - The bidder did not indicate a Disaster Recovery and Business Continuity Plan to ensure a seamless or uninterrupted service delivery
 - The bidder did not demonstrate how the Key Account Manager played a key role in at least two (2) projects similar to the scope of work of this tender.
 - The bidder's testimonials were not from the finance, banking and government sectors.
 - The bidder did not demonstrate how they implement the POPI Act.
 - The bidder did not illustrate how they will be handling discrepancies between screening check results and submitted information.
 - The bidder did not demonstrate the capability of the system to assist the organisation in terms of facilitating access for different role players.

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- **Diphetogo (Pty) Ltd**

- The bidder did not indicate a Disaster Recovery and Business Continuity Plan to ensure a seamless or uninterrupted service delivery
- The bidder's testimonials were not from the finance, banking and government sectors.
- The bidder did not demonstrate how they implement the POPI Act.
- The bidder did not illustrate how they will be handling discrepancies between screening check results and submitted information.
- The bidder did not demonstrate the capability of the system to assist the organisation in terms of facilitating access for different role players.

Table 5 E: Combined Technical Evaluation Outcome

Rank	Bidder Name	Desktop Evaluation (65 points)	Presentation (35 points)	Total Score (100 points)
Qualified				
1	Managed Integrity Evaluation (Pty) Ltd	61.50	35.00	96.50
2	ZOIA Consulting (Pty) Ltd t/a Dots Africa	60.17	35.00	95.17
Disqualified				
3	Abacus Financial Crime Advisory (Pty) Ltd	41.50	29.67	71.17
4	Mogale Solution Providers (Pty) Ltd	33.00	24.00	57.00
5	Diphetogo Consulting (Pty) Ltd	39.50	10.00	49.50
6	Phakisa Holdings (Pty) Ltd	24.50	2.00	26.50

5.4 Gate 2 – Price and B-BBEE Evaluation Criteria (80 + 20)**5.4.1 Price Evaluation Outcome**

The 80/20 principle was used for the Price and B-BBEE Evaluation. The Gate 2 (Price and B-BBEE Evaluation) outcome is illustrated below.

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The table below reflects the detailed price proposals of the bidders.

Table 5 F: Bidders' Price Proposals - Managed Integrity Evaluation (Pty) Ltd)

Activity	Managed Integrity Evaluation (Pty) Ltd				
	Year 1	Year 2	Year 3	Year 4	Year 5
Matric-Qualification (South Africa) - Post 1992	R 53 820.00	R 38 032.80	R 30 236.08	R 32 050.24	R 33 973.25
Matric Qualification (South Africa) - Pre 1992	R 26 910.00	R 19 016.40	R 10 078.69	R 10 683.41	R 11 324.42
Secondary School Verification	R 448.50	R 475.41	R 503.93	R 534.17	R 566.22
Academic Qualification (Local/RSA)	R 53 820.00	R 38 032.80	R 30 236.08	R 32 050.24	R 33 973.25
Academic Qualification (Sub-Saharan)	R 16 675.00	R 10 605.30	R 11 241.62	R 11 916.12	R 12 631.08
Management/Facilitation Fee: Academic Qualification (Global)	R 3 335.00	R 3 535.10	R 3 747.21	R 3 972.04	R 4 210.36
Membership of Professional Association (Local/RSA)	R 448.50	R 475.41	R 503.93	R 534.17	R 566.22
Management/Facilitation fee: Membership of Professional Association (Global)	R 3 335.00	R 3 535.10	R 3 747.21	R 3 972.04	R 4 210.36
ID Verification with fraud listing	R 8 280.00	R 5 851.20	R 4 651.70	R 4 930.81	R 5 226.65
ID Validation	R 2 484.00	R 1 755.36	R 1 395.51	R 1 479.24	R 1 568.00
Permanent/Temporary Residence Permit Verification	R 7 820.00	R 4 144.60	R 4 393.28	R 4 656.87	R 4 936.28
Work Permit Verification	R 287.50	R 152.38	R 161.52	R 171.21	R 181.48
Asylum / Refugee status verification	R 9 487.50	R 6 034.05	R 6 396.09	R 6 779.86	R 7 186.65
Drivers Licence Verification	R 425.50	R 451.03	R 478.09	R 506.78	R 537.18
N- Level Qualification	R 4 485.00	R 2 377.05	R 1 511.80	R 1 602.51	R 1 698.66
Credit checks	R 24 840.00	R 17 553.60	R 13 955.11	R 14 792.42	R 15 679.96
Directorship and company checks	R 10 396.00	R 6 887.35	R 7 300.59	R 7 738.63	R 8 202.94
Social media risk assessment	R 16 100.00	R 10 666.25	R 6 783.74	R 7 190.76	R 7 622.20
Employment history report	R 241 500.00	R 170 660.00	R 135 674.70	R 143 815.18	R 152 444.09
Su-Total	R 484 897.50	R340 241.19	R 272 996.88	R 289 376.69	R 306 739.29
Total	R 1 694 251.55				

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Table 5 G: Bidders' Price Proposals

Activity	ZOIA Consulting (Pty) Ltd t/a Dots Africa				
	Year 1	Year 2	Year 3	Year 4	Year 5
Matric-Qualification (South Africa) - Post 1992	R 89 010.00	R 62 900.40	R 50 005.82	R 53 006.17	R 56 186.54
Matric Qualification (South Africa) - Pre 1992	R 56 103.90	R 39 646.76	R 21 012.78	R 22 273.55	R 23 609.96
Secondary School Verification	R 718.06	R 761.14	R 806.81	R 855.22	R 906.53
Academic Qualification (Local/RSA)	R 87 519.60	R 61 847.18	R 49 168.51	R 52 118.62	R 55 245.74
Academic Qualification (Sub-Saharan)	R 16 699.73	R 10 621.03	R 11 258.29	R 11 933.78	R 12 649.81
Management/Facilitation Fee: Academic Qualification (Global)	R 3 339.95	R 3 540.34	R 3 752.76	R 3 977.93	R 4 216.60
Membership of Professional Association (Local/RSA)	R 488.64	R 517.95	R 549.03	R 581.97	R 616.89
Management/Facilitation fee: Membership of Professional Association (Global)	R 635.61	R 673.74	R 714.17	R 757.02	R 802.44
ID Verification with fraud listing	R 26 164.80	R 18 489.79	R 14 699.38	R 15 581.35	R 16 516.23
ID Validation	R 0.00	R 0.00	R 0.00	R 0.00	R 0.00
Permanent/Temporary Residence Permit Verification	R 880.44	R 466.63	R 494.63	R 524.31	R 555.77
Work Permit Verification	R 1 296.97	R 687.39	R 728.64	R 772.36	R 818.70
Asylum / Refugee status verification	R 648.49	R 412.44	R 437.18	R 463.41	R 491.22
Drivers Licence Verification	R 427.46	R 453.10	R 480.29	R 509.11	R 539.65
N- Level Qualification	R 9 002.20	R 4 771.17	R 3 034.46	R 3 216.53	R 3 409.52
Credit checks	R 27 434.40	R 19 386.98	R 15 412.65	R 16 337.40	R 17 317.65
Directorship and company checks	R 2 137.16	R 1 415.87	R 1 500.82	R 1 590.87	R 1 686.32
Social media risk assessment	R 29 486.00	R 19 534.48	R 12 423.93	R 13 169.36	R 13 959.52
Employment history report	R 124 048.20	R 87 660.73	R 69 690.28	R 73 871.70	R 78 304.00
Su-Total	R 476 041.58	R 333 787.12	R 256 170.42	R271 540.65	R287 833.09
Total	R 1 625 372.86				

Notes:

- Managed Integrity Evaluation Pty (Ltd) did not indicate annual escalation percentage however, the bidder indicated that the price will escalate annually in accordance to the CPI.
- Zoia Consulting (Pty) Ltd t/a Dots Africa indicated an annual escalation of 6% however, the price will escalate in terms of the CPI.
- For the purpose of a fair price evaluation both bidders' prices are escalated by 6% as they both indicated that the actual increase will be based on the CPI and in the event of a Sole or Government Gazetted

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supplier advising of an extraordinary price increase, bidder will notify SARS and provide written proof of such a price increase.

- Managed Integrity Evaluation Pty (Ltd) did not indicate the price for "Management/Facilitation fee" for both Academic Qualification (Global) and Membership of Professional Association (Global), upon price clarification the bidder indicated that all global verifications attracts the same cost (R290.00) as Sub-Saharan verification therefore Sub-Saharan cost is applicable to these services.
- Zoia Consulting (Pty) Ltd t/a Dots Africa did not indicated a price for "ID Validation", upon price clarification the bidder indicated that this service is free and comes standard when running an ID Validation. Even though the price quoted is R0.00, Dots Africa will be able to provide for the service requested.

The table below reflects the bidders' point allocation in line with the P_{min} formula.

Table 5 H: Pricing and Points Allocation

#	Bidder Name	Total Bid Price incl. VAT	Points for Financial Offer (80)
1.	ZOIA Consulting (Pty) Ltd t/a Dots Africa	R 1 625 372.86	80.00
2.	Managed Integrity Evaluation (Pty) Ltd	R 1 694 251.55	76.61

Notes:

- In line with the P_{min} formula, Zoia Consulting (Pty) Ltd t/a Dots Africa submitted the lowest pricing proposal and scored full 80 points on Price.
- Managed Integrity Evaluation (Pty) Ltd submitted the highest pricing proposal of R 1 694 251.55 and scored 76.61 points on price.

5.4.2 B-BBEE Evaluation Outcome

Bidders were requested to submit a B-BBEE certificate or sworn affidavit with a minimum B-BBEE status level 4.

The table below illustrates the B-BBEE scores of the bidders.

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Table 5 I: B-BBEE Points

No.	Name of Bidder	Points	Contributor Level	Comments
1.	ZOIA Consulting (Pty) Ltd t/a Dots Africa	18	Level 2 Contributor	- Sworn Affidavit - EME - Black Ownership – 60% - Black Women Ownership – 0% - Certificate Expires – 20/10/2021 - Authenticated - No subcontracting
2.	Managed Integrity Evaluation (Pty) Ltd	20	Level 1 Contributor	- LE - Empower Logic - SANAS - Black Ownership – 78.21% - Black Women Ownership – 9.82% - Affidavit Expires - 22/10/2020 - Authenticated - No subcontracting

Notes:

- Two (2) bidders were evaluated out of 20 points for B-BBEE.
- Out of the two (2) bidders, one is a level 1 contributor, and one is a level 2 contributor.

5.4.3 Gate 2 – Combined Price and B-BBEE Evaluation Outcomes

The table below illustrates the consolidated scores for the Pricing and B-BBEE evaluation.

Table 5 J: Consolidated Price and B-BBEE scores

Bidder Name	Price (80)	B-BBEE (20)	Total Points
ZOIA Consulting (Pty) Ltd t/a Dots Africa	80.00	18.00	98.00
Managed Integrity Evaluation (Pty) Ltd	76.61	20.00	96.61

Notes:

- Zoia Consulting (Pty) Ltd t/a Dots Africa scored a total of 80.00 points on price evaluation and a total of 18.00 points on B-BBEE evaluation. Based on the preferential points, Zoia Consulting (Pty) Ltd. t/a Dots Africa is the recommended bidder with a combined score of 98.00 points.
- MIE scored a total of 76.61 points on price evaluation and a total of 20.00 points on B-BBEE evaluation. The bidder thus achieved a combined score of 96.61 points in total.

6. DUE DILIGENCE

The following due diligence was conducted on the recommended bidder:

6.1. National Treasury Database of Restricted Suppliers

Zoia Consulting (Pty) Ltd t/a Dots Africa has been verified against the National Treasury list for tender defaulters and restricted supplier and does not appear on the list (**Annexure “G3 – NT Restricted suppliers”**).

6.2. Tax Compliance

Zoia Consulting (Pty) Ltd t/a Dots Africa is registered on CSD and their Tax Compliant status is verified as compliant (**Annexure “G1 – CSD report”**).

6.3. Directors

The CSD, IBR and the SBD 4 reports, Zoia Consulting (Pty) Ltd t/a Dots Africa reflect four (4) active directors as stated below:

- Raymond Sipho Ngcobo (ID no. 840124 5378 080)
- Thokozani Ncedo Vilakazi (ID no. 880603 6291 088)
- Kwazikwenkosi Zungu (ID no. 900125 5427 089)
- Amani Joseph Mbara (ID no. 870612 6636 087)

7. GOVERNANCE RISK AND COMPLIANCE

The tender management process was reviewed in line with section 51 of the Public Finance Management Act (PFMA). There were no risks identified. Refer to **Annexure “E – Governance Report”**.

8. FINANCIAL IMPLICATIONS

The total bid price of the recommended bidder is **R 1 625 372.86** including VAT. The approved budget, as per the signed RTP, is **R 1 800 000.00** over a period of sixty (60) months for the appointment of a service provider for the provision of pre-employment screening and related services.

Funds availability will be confirmed annually (**Annexure “A3 – Budget confirmation”**).

9. VALUE FOR MONEY

Overall, ZOIA Consulting (Pty) Ltd t/a Dots Africa submitted the most competitive proposal for the provision of pre-employment screening and related services.

9.1. Economy

Zoia Consulting (Pty) Ltd t/a Dots Africa scored an overall technical evaluation outcome of 95.17 out of 100 points.

9.2. Efficiency

Zoia Consulting (Pty) Ltd t/a Dots Africa scored 80 points for price and 18 points for BEE. The bidder clearly demonstrated its capability to ensure the best proposal for SARS.

9.3. Effectiveness

Zoia Consulting (Pty) Ltd t/a Dots Africa was established in 2012 as a recruitment service provider and has been providing personnel vetting solutions as an independent bureau for over five (5) years.

10. LEGAL IMPLICATIONS

A Services Agreement will be negotiated and entered into between SARS and the successful bidder.

11. FINANCIAL ANALYSIS

Zoia Consulting (Pty) Ltd t/a Dots Africa's financial risk is assessed as medium to high (**Annexure "F – Financial analysis report"**). There are no factors that negatively impact the entity's ability to continue business as a going concern in the foreseeable future.

Recommendation:

Entity to provide SARS with Annual Financial Statements for the 2021 financial period.

12. PUBLIC FINANCE MANAGEMENT ACT (PFMA)

The process of appointing the service providers complies with section 51 of the PFMA whereby the practice of fair, equitable, transparent, competitive and cost-effective measures was applied.

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13. RECOMMENDATIONS BY BID EVALUATION COMMITTEE

The BEC recommends the appointment of Zoia Consulting (Pty) Ltd t/a Dots Africa, with company registration number 2012/044109/07, for the provision of pre-employment screening and related services at a total cost of **R 1 625 372.86** including VAT for a period of sixty (60) months.

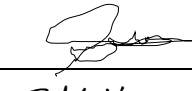
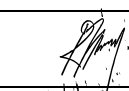
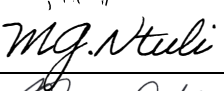
14. BEC DECLARATION

We, as members of the BEC, confirm that this recommendation was done collectively in accordance with the SARS Procurement Policy and in terms of:

- Value for money and affordability
- Effectiveness; and
- Open and effective competition.

We hereby certify that we are not personally related to any of the bidders, who responded to the above tender, and were not influenced by any outside or external factors other than the criteria set for the evaluation of this bid.

RECOMMENDED BY:

Name	Role in the tender	Signature	Date
Sello Ngobeni	BEC Chairperson		04/06/2021
Mechel Mokgehele	BEC Chairperson support	MATERNITY LEAVE	
Andre Taljaard	Tender Office		2021/06/04
Thabang Thinane	Pricing Evaluator		2021/06/04
Siyethemba Mshibe	Pricing Evaluator		04/06/2021
Bathabile Motlounq	BU Pricing Evaluator	B.Motlounq	2021/06/04
Itumeleng Tlhomelang	B-BBEE Evaluator		2021/06/07
Gugu Ntuli	B-BBEE Evaluator		07/06/2021
Lalashé Lundall	Legal Advisor		04/06/2021
Mieke Stofberg	Technical Evaluator		04/06/2021

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Name	Role in the tender	Signature	Date
Mputi Seshoka	Technical Evaluator		04/06/2021
Subella Nhlapo	Technical Evaluator		07/06/2021

15. SUPPORTED BY:

Name	Title	Signature	Date
Noxolo Ngubo	Executive: Procurement - Professional Services and Travel Management		07/06/2021
Schalk Human	Chief Procurement Officer		07/06/2021
Susan Visser	Head: Employee Shared Service		07/06/2021

16. APPROVED BY: THE NATIONAL BID ADJUDICATION COMMITTEE (NBAC)

The NBAC Chairperson approves the appointment of ZOIA Consulting (Pty) Ltd t/a Dots Africa, with company registration number 2012/044109/07, for the provision of pre-employment screening and related services at a total cost of **R 1 625 372.86** including VAT for a period of sixty (60) months.

The approval is subject to the negotiation and agreement of terms and conditions between SARS and the successful bidder.

Name of Chairperson of NBAC:

Yolande Van Der Merwe

Signature of NBAC Chairperson:**Date Signed:**

14/06/2021

Comments:

Service provider must be closely performance managed as part of the mitigation to the high financial risk.

Confidential (for SARS internal use only)

RFP 10/2020 – Appointment of a service provider for the provision of Pre-Employment Screening and related services

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