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From: The National Radioactive Waste Disposal Institute

Request for Quotation No:	NRWDI/HR/2026-03
RFQ Closing Date:	07 September 2026
RFQ Closing Time:	11: 00am
PROVISION OF PSYCHOMETRIC ASSESSMENT SERVICES FOR A PERIOD OF THREE YEARS	

NAME OF BUSINESS:.....

CONTACT NAME:.....

CONTACT NUMBER:.....

CSD NO:.....

Email Address:.....

ISO CERTIFICATION ☐ YES ☐ NO

QUOTATION VALIDITY PERIOD: 60 Working Days from closing date.

DELIVERY INCLUDED: ☐ YES ☐ NO

Dear Sir/Madam

Please provide a quotation for the following items as per the specification below. Prices must be firm and indicate all amounts excluding VAT.
VAT must be included as a separate line item.

1. SPECIFICATION / PRICING STRUCTURE

NRWDI seeks to appoint a suitable and qualified **psychometric and competency assessments service provider for a period of three (3) years.**

Description	Quantity of candidates per year	Total cost for: Year 1	Total cost for: Year 2	Total cost for: Year 3	Total cost (for all years)
Specialist Position	10	R	R	R	R
Managerial Positions	10	R	R	R	R
Executive Management Positions	6	R	R	R	R

OPEN

NRWDI NATIONAL RADIOACTIVE WASTE DISPOSAL INSTITUTE 	REQUEST FOR QUOTATION	Doc. No	
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Sub-Total		R	
VAT		R	
Grand Total		R	

2. SCOPE OF WORK

NRWDI seeks the services of a qualified and experienced provider to administer a range of assessments that will evaluate the applicant's personality traits, cognitive abilities, and managerial competencies. The service provider must offer a variety of validated psychometric assessments that address key leadership competencies, including, but not limited to, interpersonal skills and communication style.

- Strategic Thinking, Conceptual & Analytical Thinking, Forward thinking.
- Ability to gain Organizational Commitment (Strategic Influencing, Relationship building, inter-personal Awareness, Concern for Impact, Developing Others).
- Ability to Achieve Business outcomes (Result focus, Customer Focus, Concern for Excellence, Initiative, Critical Information Seeking).
- Self-Management (Independence, Tenacity, Flexibility, Self-development).
- Conduct assessments using scientifically validated and legally compliant assessment tools.
- Present clear recommendations regarding candidate suitability, strengths, development areas, and potential organisational fit.
- Provide verbal feedback sessions to NRWDI where required.
- Ensure confidentiality and secure handling of candidate information.
- Provide virtual and/or physical assessment services where applicable.

2.1 The assessments should be appropriate for various occupational levels, including:

- Executive Management
- Senior Management
- Middle Management
- Specialist and Technical roles

2.2 Deliverables

The selected service provider will be expected to provide the following:

- Customized Assessments:** The service provider must have the ability to tailor assessments specifically to the needs and values of NRWDI, ensuring they align with the organisation's culture and strategic objectives.
- Adaptability for Various Roles:** The assessment tools should be suitable for different leadership levels, with a particular focus on executive, management, and specialist positions.
- Ongoing Technical Support:** Continuous technical support and consultation must be available to address any issues or questions regarding the assessment process.
- Confidentiality and Compliance:** The service provider must ensure that all assessment data is handled with strict confidentiality and complies with applicable data protection regulations.
- Comprehensive Reporting:** The provider should deliver detailed reports that present insights and analyses of assessment results, highlighting candidates' strengths and weaknesses, as well as their suitability for the role.
- Proven Track Record:** The service provider should demonstrate expertise in psychometrics and have a proven track record of successfully implementing similar assessments.

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- vii. **Certifications and Credentials:** The service provider must offer relevant certifications and qualifications for both the assessment tools and the professionals conducting the assessments.

2.3 The service provider must have:

- South African appropriate Psychometric Instruments to be used;
- Timescales and availability for delivery;
- A quotation per position to be assessment;
- Delivery style of feedback on assessments to the NRWDI requirements;
- Individuals who are qualified, experienced, and registered with the HPCSA to provide Psychometric Assessments;
- Reference letters on company letterheads from companies that have conducted assessments on Management, Specialists, and Executive Management, preferably in State Owned Entities.
- The service provider should demonstrate expertise in psychometric assessments and have a proven track record of successfully implementing similar assessments.
- The service provider must offer relevant certifications for the organisation and qualifications for both the assessment tools and the professionals conducting the assessments. The service provider must have at least 3 years of experience conducting psychometric assessments.

Evaluation Criteria

The evaluation will be carried out in three Phases:

- Phase 1: Mandatory Requirements (At Closing Stage)
- Phase2: Functionality Evaluation Criteria
- Phase 3: Price and Specific Goals
- Phase 4: Mandatory Requirements (At Award Stage)

1. Mandatory Requirement (At RFQ Closing Date)

- Service providers who fail to quote fully or according to the price structure/table and scope of work will be disqualified.
- Quotation submitted after the closing date and time will not be considered for evaluation.
- Quotations that are not sent through the procurement central email will not be considered for evaluation.
- Submit ID copies of the owners/directors of the bidding company as reflected on official registration documents e.g. CIPC, CSD Report or BBBEE Certificate / Affidavit.
- Submit a minimum of three reference letters from previous clients (who are not linked or conflicted with the bidding service provider) where psychometric services were provided to previous clients. The reference letters must have contact person, contact details and be on the letterhead of the previous clients.

Failure to comply with the above mandatory requirements will lead to

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disqualification of your quotation.

NB: Please ensure quotation proposal complies as follows:

Mandatory Description	Requirements		Please mark under Yes/No to ensure compliance with the RFQ	
			Yes	No
Have you quoted fully or according to the price table and scope of work?				
Will the quotation be sent before the closing time and date of the RFQ and to the correct email address?				
Are ID copies of the owners / directors of the bidding company submitted?				
Is a minimum of three reference letters submitted.				

2. Functionality Evaluation Criteria

All quotations that will comply with the mandatory requirements (at closing stage) will be evaluated on the functionality criteria below. Bidders must score a minimum of 70 points out of 100 points to be considered for further evaluation. Failure to obtain at least 70 points will result in disqualification.

ITEM	EVALUATION CRITERIA	DESCRIPTION	DETAILS OF DESCRIPTION	POINTS ALLOCATED	MAXIMUM POINTS
A	Technical Capacity (Skills & Experience)	A.1 The bidder must demonstrate expertise in psychometric assessment services, including assessment administration, interpretation, reporting, feedback, and talent evaluation.	A.1.1 No relevant projects provided or insufficient evidence of psychometric assessment expertise.	0	20
			A.1.2 Two (2) to three (3) relevant projects provided demonstrating partial psychometric assessment capabilities.	10	



			A.1.3 Three (3) or more relevant projects provided demonstrating full psychometric assessment capabilities, supported by references and sample reports.	20	
B	Years of Experience	B.1 The bidder must demonstrate a proven track record in psychometric assessment services. Submit clients serviced over three years as evidence.	B.1.1 Less than three (3) years of relevant experience.	0	10
			B.1.2 Three (3) to five (5) years of relevant experience.	5	
			B.1.3 More than five (5) years of relevant experience.	10	
C	Professional Registration and Accreditation	C.1 Psychometric assessments must be conducted by appropriately registered professionals.	C.1.1 No valid registration with the relevant professional body.	0	20
			C.1.2 Registration provided for at least one qualified professional.	10	
			C.1.3 Registration provided for all professionals who will be assigned to the project.	20	
		D.1 The bidder must demonstrate the use	D.1.1 No evidence of validated assessment tools or methodology.	0	
			D.1.2 Evidence of some validated tools and methodology provided.	10	

D	Assessment Tools and Methodology	of scientifically validated and reliable psychometric assessment tools suitable for the intended purpose.	D.1.3 Comprehensive methodology and evidence of accredited, validated psychometric tools provided.	20	20
E	References and Previous Performance	E.1 The bidder must provide references for similar projects completed successfully.	E.1.1 No references provided.	0	10
			E.1.2 One (1) to two (2) satisfactory references provided.	5	
			E.1.3 Three (3) or more satisfactory references provided.	10	
F	Project Approach and Reporting	F.1 The bidder must provide a clear project plan, assessment process, timelines, and reporting framework.	F.1.1 Inadequate or unclear project approach.	0	20
			F.1.2 Adequate project approach with basic reporting framework.	10	
			F.1.3 Comprehensive project approach, detailed timelines, feedback process, and reporting framework.	20	
Total					100

3. Price and Specific Goals Evaluation

- Service providers that will comply with all the mandatory requirements at closing stage will be evaluated further on price (80 points) and specific goals (20 points) in terms of the 80/20 preference points system in line with the Preferential Procurement Regulations, 2022.
- Price will be evaluated on 80 points and 20 points will be allocated to specific goals as illustrated on SBD 6.

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4. Mandatory Requirements (at Award Stage)

- a. Non tax compliant Bidders will not be awarded the RFQ.
- b. Bidders listed in the Register of Restricted Suppliers or in the Tender Defaulters Register from National Treasury will be disqualified.

Failure to comply to the above mandatory requirements will disqualify your quotation.

NB: Please ensure quotation proposal complies as follows:

Mandatory Requirements Description	Please mark under Yes/No to ensure compliance with the RFQ	
	Yes	No
Are your tax matters in order or compliant?		
Is your business listed on the Register of Restricted Suppliers or on the Tender's Defaulters Register?		

For any clarification

regarding this matter, please contact Moses Shandukani at the email address: Moses.Shandukani@nrwdi.org.za or Manqoba Simelane on 072 693 0381.

Email the quotation to: procurement@nrwdi.org.za

IMPORTANT:

1. Please take note of the different email addresses for clarifications and for submission of your quote. Only quotes submitted to procurement@nrwdi.org.za will be considered for further evaluation.
2. Quotes must be emailed to: procurement@nrwdi.org.za before the closing deadline. Any quotation received after the deadline will not be considered.
3. Orders above R 30 000 will be evaluated according to the 80/20 preference point system and a functionality scorecard, where functionality is applicable.
4. Please indicate if you are ISO 9001:2015 certified Quality Management System.
5. Attach a valid BBBEE certificate or affidavit, if applicable.
6. Complete all SBD forms and send back together with your quotation (SBD 4&6.1)
7. The successful bidder must be registered on the Central Supplier Database except for foreign bidders with no local registered entity.

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8. The mailbox capacity per email is 10MB. A bidder may send as many emails as necessary to accommodate all files. All emails must be received before the deadline.

9. The RFQ is subject to the General Conditions of Contract from National Treasury, refer to: http://ocpo.treasury.gov.za/Resource_Centre/Legislation/General%20Conditions%20of%20Contract-act-%20Inclusion%20of%20par%2034%20CIBD.pdf

Required by:

The National Radioactive Waste
Disposal Institute

Delivery address

Expected Delivery Date, (to be completed by the Supplier)
(Only a firm delivery date will be accepted)

SBD 4

BIDDER'S DISCLOSURE

1. PURPOSE OF THE FORM

Any person (natural or juristic) may make an offer or offers in terms of this invitation to bid. In line with the principles of transparency, accountability, impartiality, and ethics as enshrined in the Constitution of the Republic of South Africa and further expressed in various pieces of legislation, it is required for the bidder to make this declaration in respect of the details required hereunder.

Where a person/s are listed in the Register for Tender Defaulters and / or the List of Restricted Suppliers, that person will automatically be disqualified from the bid process.

2. Bidder's declaration

2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest¹ in the enterprise, employed by the state? **YES/NO**

2.1.1 If so, furnish particulars of the names, individual identity numbers, and, if applicable, state employee numbers of sole proprietor/ directors / trustees / shareholders / members/ partners or any person having a controlling interest in the enterprise, in table below.

Full Name	Identity Number	Name of institution	State

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¹ the power, by one person or a group of persons holding the majority of the equity of an enterprise, alternatively, the person/s having the deciding vote or power to influence or to direct the course and decisions of the enterprise.

2.2 Do you, or any person connected with the bidder, have a relationship with any person who is employed by the procuring institution? **YES/NO**

2.2.1 If so, furnish particulars:

.....

2.3 Does the bidder or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest in the enterprise have any interest in any other related enterprise whether or not they are bidding for this contract? **YES/NO**

2.3.1 If so, furnish particulars:

.....

3 DECLARATION

I, the undersigned, (name)..... in submitting the accompanying bid, do hereby make the following statements that I certify to be true and complete in every respect:

- 3.1 I have read and I understand the contents of this disclosure;
- 3.2 I understand that the accompanying bid will be disqualified if this disclosure is found not to be true and complete in every respect;
- 3.3 The bidder has arrived at the accompanying bid independently from, and without consultation, communication, agreement or arrangement with any competitor. However, communication between partners in a joint venture or consortium² will not be construed as collusive bidding.
- 3.4 In addition, there have been no consultations, communications, agreements or arrangements with any competitor regarding the quality, quantity, specifications, prices, including methods, factors or formulas used to calculate prices, market allocation, the intention or decision to submit or not to submit the bid, bidding with the intention not to win the bid and conditions or delivery particulars of the products or services to which this bid invitation relates.
- 3.4 The terms of the accompanying bid have not been, and will not be, disclosed by the bidder, directly or indirectly, to any competitor, prior to the date and time of the official bid opening or of the awarding of the contract.
- 3.5 There have been no consultations, communications, agreements or arrangements made by the

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bidder with any official of the procuring institution in relation to this procurement process prior to and during the bidding process except to provide clarification on the bid submitted where so required by the institution; and the bidder was not involved in the drafting of the specifications or terms of reference for this bid.

3.6 I am aware that, in addition and without prejudice to any other remedy provided to combat any restrictive practices related to bids and contracts, bids that are suspicious will be reported to the Competition Commission for investigation and possible imposition of administrative penalties in terms of section 59 of the Competition Act No 89 of 1998 and or may be reported to the National

Prosecuting Authority (NPA).

3.7 for criminal investigation and or may be restricted from conducting business with the public sector for a period not exceeding ten (10) years in terms of the Prevention and Combating of Corrupt Activities Act No 12 of 2004 or any other applicable legislation.

I CERTIFY THAT THE INFORMATION FURNISHED IN PARAGRAPHS 1, 2 and 3 ABOVE IS CORRECT.

I ACCEPT THAT THE STATE MAY REJECT THE BID OR ACT AGAINST ME IN TERMS OF PARAGRAPH 6 OF PFMA SCM INSTRUCTION 03 OF 2021/22 ON PREVENTING AND COMBATING ABUSE IN THE SUPPLY CHAIN MANAGEMENT SYSTEM SHOULD THIS DECLARATION PROVE TO BE FALSE.

.....
Signature Date

.....
Position Name of bidder

2 Joint venture or Consortium means an association of persons for the purpose of combining their expertise, property, capital, efforts, skill and knowledge in an activity for the execution of a contract.

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SBD 6.1

PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022

This preference form must form part of all tenders invited. It contains general information and serves as a claim form for preference points for specific goals.

NB: BEFORE COMPLETING THIS FORM, TENDERERS MUST STUDY THE GENERAL CONDITIONS, DEFINITIONS AND DIRECTIVES APPLICABLE IN RESPECT OF THE TENDER AND PREFERENTIAL PROCUREMENT REGULATIONS, 2022

1. GENERAL CONDITIONS

1.1 The following preference point systems are applicable to invitations to tender:

- the 80/20 system for requirements with a Rand value of up to R50 000 000 (all applicable taxes included); and
- the 90/10 system for requirements with a Rand value above R50 000 000 (all applicable taxes included).

1.2 The applicable preference point system for this tender is the **80/20** preference point system.

1.3 Points for this tender (even in the case of a tender for income-generating contracts) shall be awarded for:

- (a) Price; and
- (b) Specific Goals.

1.4 The maximum points for this tender are allocated as follows:

	POINTS
PRICE	80
SPECIFIC GOALS	20
Total points for Price and SPECIFIC GOALS	100

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1.5 Failure on the part of a tenderer to submit proof or documentation required in terms of this tender to claim points for specific goals with the tender, will be interpreted to mean that preference points for specific goals are not claimed.

1.6 The organ of state reserves the right to require of a tenderer, either before a tender is adjudicated or at any time subsequently, to substantiate any claim in regard to preferences, in any manner required by the organ of state.

2. DEFINITIONS

- (a) **“black people”** is a generic term which means Africans, Coloureds and Indians—
 - a) who are citizens of the Republic of South Africa by birth or descent; or
 - b) who became citizens of the Republic of South Africa by naturalisation—
 - i) before 27 April 1994; or
 - ii) on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date;
- (b) **“tender”** means a written offer in the form determined by an organ of state in response to an invitation to provide goods or services through price quotations, competitive tendering process or any other method envisaged in legislation;
- (c) **“price”** means an amount of money tendered for goods or services, and includes all applicable taxes less all unconditional discounts;
- (d) **“rand value”** means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes;
- (e) **“tender for income-generating contracts”** means a written offer in the form determined by an organ of state in response to an invitation for the origination of income-generating contracts through any method envisaged in legislation that will result in a legal agreement between the organ of state and a third party that produces revenue for the organ of state, and includes, but is not limited to, leasing and disposal of assets and concession contracts, excluding direct sales and disposal of assets through public auctions; and
- (f) **“the Act”** means the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000); and
- (g) **“women”** means a person of female gender who is a citizen of the Republic of South Africa.

3. FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES

3.1. POINTS AWARDED FOR PRICE

3.1.1 THE 80/20 PREFERENCE POINT SYSTEMS

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

$$P_s = 80 \left(\frac{P_i - P_{min}}{P_{min}} \right)$$



Where

P_s = Points scored for price of tender under consideration

P_t = Price of tender under consideration

P_{min} = Price of lowest acceptable tender

3.2. FORMULAE FOR DISPOSAL OR LEASING OF STATE ASSETS AND INCOME GENERATING PROCUREMENT

3.2.1. POINTS AWARDED FOR PRICE

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

80/20

$$P_s = 80 \left(1 + \frac{P_t - P_{max}}{P_{max}} \right)$$

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Where:

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmax = Price of highest acceptable tender

4. POINTS AWARDED FOR SPECIFIC GOALS

4.1. 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:

4.2. In cases where organs of state intend to use Regulation 3(2) of the Regulations, which states that, if it is unclear whether the 80/20 or 90/10 preference point system applies, an organ of state must, in the tender documents, stipulate in the case of—

(a) an invitation for tender for income-generating contracts, that either the 80/20 or 90/10 preference point system will apply and that the highest acceptable tender will be used to determine the applicable preference point system; or

(b) any other invitation for tender, that either the 80/20 or 90/10 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system,

then the organ of state must indicate the points allocated for specific goals for both the 90/10 and 80/20 preference point system.

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Table 1: Specific goals for the tender and points claimed are indicated per the table below.

The specific goals allocated points in terms of this tender	Maximum number of points allocated (80/20 system)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Enterprises owned by Black People: a) 12 points: 91% - 100% ownership by black people. b) 10 points: 75% - 90% ownership by black people.	12	
c) 8 points: 51% to 74% ownership by black people. d) 4 points for 50% and lower ownership by black people. e) 0 points for no ownership by black people.		
Enterprises owned by Women: a) 8 points: 91% - 100% ownership by women. b) 6 points: 75% - 90% ownership by women. c) 4 points: 51% to 74% ownership by women. d) 2 points for 50% and lower ownership by women. e) 0 points for no ownership by women.	8	

- 4.3 Tenderers must submit documents as valid proof to substantiate points claimed for specific goals, that should include amongst others the Shareholder Certificate/CIPC Company Registration Documents, certified copies of ID for directors, certified copy of B-BBEE certificate/sworn affidavit, CSD report and/or any other documentation.

DECLARATION WITH REGARD TO COMPANY/FIRM

4.4 Name of company/firm.....

4.5 Company registration number:
.....

4.6 TYPE OF COMPANY/ FIRM

- 1 Partnership/Joint Venture / Consortium
- 1 One-person business/sole propriety
- 1 Close corporation
- 1 Public Company
- 1 Personal Liability Company
- 1 (Pty) Limited
- 1 Non-Profit Company
- 1 State Owned Company [TICK APPLICABLE BOX]

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4.7 I, the undersigned, who is duly authorised to do so on behalf of the company/firm, certify that the points claimed, based on the specific goals as advised in the tender, qualifies the company/firm for the preference(s) shown and I acknowledge that:

- i) The information furnished is true and correct;
- ii) The preference points claimed are in accordance with the General Conditions as indicated in paragraph 1 of this form;
- iii) In the event of a contract being awarded as a result of points claimed as shown in paragraphs 1.4 and 4.2, the contractor may be required to furnish documentary proof to the satisfaction of the organ of state that the claims are correct;

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iv) If the specific goals have been claimed or obtained on a fraudulent basis or any of the conditions of contract have not been fulfilled, the organ of state may, in addition to any other remedy it may have —

- (a) disqualify the person from the tendering process;
- (b) recover costs, losses or damages it has incurred or suffered as a result of that person's conduct;
- (c) cancel the contract and claim any damages which it has suffered as a result of having to make less favourable arrangements due to such cancellation;
- (d) recommend that the tenderer or contractor, its shareholders and directors, or only the shareholders and directors who acted on a fraudulent basis, be restricted from obtaining business from any organ of state for a period not exceeding 10 years, after the *audi alteram partem* (hear the other side) rule has been applied; and
- (e) forward the matter for criminal prosecution, if deemed necessary.

	 SIGNATURE(S) OF TENDERER(S)
SURNAME AND NAME:	
DATE:	
ADDRESS:	
	