



AIRPORTS COMPANY SOUTH AFRICA SOC LIMITED

TITLE OF SERVICE: REQUEST FOR A SERVICE PROVIDER FOR ALIEN AND INVASIVE VEGETATION MONITORING AND ERADICATION FOR A PERIOD OF THREE (3) YEARS AT KING PHALO AIRPORT (KPA)

SERVICE NUMBER:

NEC 3: TERM SERVICE CONTRACT (TSC)

Between AIRPORTS COMPANY SOUTH AFRICA SOC LIMITED

Applicable at King Phalo Airport

(Registration Number: 1993/004149/30)

and **[DRAFTING NOTE: INSERT CONTRATOR NAME]**

(Registration Number: _____)

for **REQUEST FOR A SERVICE PROVIDER FOR ALIEN AND INVASIVE VEGETATION MONITORING AND ERADICATION FOR A PERIOD OF THREE (3) YEARS AT KING PHALO AIRPORT (KPA)**

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Part C1 Agreements & Contract Data

Part C2 Pricing Data

Part C3 Employer Service Information

Part C4 Site Information

PART C1: AGREEMENT AND CONTRACT DATA

C1.1 Form of Offer and Acceptance

Offer

The employer, identified in the acceptance signature block, wishes to enter into a contract for:

REQUEST FOR A SERVICE PROVIDER FOR ALIEN AND INVASIVE VEGETATION MONITORING AND ERADICATION FOR A PERIOD OF THREE (3) YEARS AT KING PHALO AIRPORT (KPA)

The Contractor, identified in the offer signature block, has examined this document and addenda hereto as listed in the schedules, and by submitting this offer has accepted the conditions thereof.

By the representative of the Contractor, deemed to be duly authorised, signing this part of this form of offer and acceptance, the Contractor offers to perform all of the obligations and liabilities of the Contractor under the contract including compliance with all its terms and conditions according to their true intent and meaning for an amount to be determined in accordance with the Conditions of Contract identified in the Contract Data.

The offered total of the prices (**INCLUSIVE OF VAT**) is:

(in words);

(in figures)

(The above amount should be calculated as per the guide provided in the Activity Schedule. In the event of any conflict between the amount above and the Activity Schedule, the latter shall prevail.)

for the Contractor

Signature Date
Name Capacity

(Name and address of organisation)

Name and signature of witness

This offer may be accepted by the employer by signing the acceptance part of this form of offer and acceptance and returning one copy of this document to the tenderer before the end of the period of validity stated in the tender data, whereupon the tenderer becomes the party named as the Contractor in the conditions of contract identified in the contract data.

Acceptance

By signing this part of this form of offer and acceptance, the employer identified below accepts the Contractor's offer. In consideration thereof, the employer shall pay the Contractor the amount due in accordance with the conditions of contract identified in the contract data. Acceptance of the Contractor's offer shall form an agreement between the employer and the Contractor upon the terms and conditions contained in this agreement and in the contract that is the subject of this agreement.

The terms of the contract, are contained in:

- Part C1: Agreements and contract data, (which includes this agreement)
- Part C2: Pricing data and Price List
- Part C3: Service information.
- Part C4: Site information

Deviations from and amendments to the documents listed in the tender data and any addenda thereto as listed in the tender schedules as well as any changes to the terms of the offer agreed by the tenderer and the employer during this process of offer and acceptance, are contained in the schedule of deviations attached to and forming part of this agreement. No amendments to or deviations from said documents are valid unless contained in this schedule.

The Contractor shall within two weeks after receiving a completed copy of this agreement, including the schedule of deviations (if any), contact the Service manager (to be confirmed) to arrange the delivery of any bonds, guarantees, proof of insurance and any other documentation to be provided in terms of the conditions of contract identified in the contract data. Failure to fulfil any of these obligations in accordance with those terms shall constitute a repudiation of this agreement.

Notwithstanding anything contained herein, this agreement comes into effect on the date when the tenderer receives one fully completed original copy of this document, including the schedule of deviations (if any). Unless the tenderer (now Contractor) within five working days of the date of such receipt notifies the employer in writing of any reason why he cannot accept the contents of this agreement, this agreement shall constitute a binding contract between the parties.

for the Employer

Signature	Date
Name	Capacity

**Airports Company South Africa,
King Phalo Airport
66 Settlersway
Greenfields
East London
5201**

Name and signature of witness

Schedule of Deviations

- 1 Subject
- Details
-
-
-
- 2 Subject
- Details
-
-
-
- 3 Subject
- Details
-
-
-
- 4 Subject
- Details
-
-
-
- 5 Subject
- Details
-
-
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By the duly authorised representatives signing this agreement, the employer and the Contractor agree to and accept the foregoing schedule of deviations as the only deviations from and amendments to the documents listed in the tender data and addenda thereto as listed in the tender schedules, as well as any confirmation, clarification or changes to the terms of the offer agreed by the tenderer and the employer during this process of offer and acceptance.

It is expressly agreed that no other matter whether in writing, oral communication or implied during the period between the issue of the tender documents and the receipt by the tenderer of a completed signed copy of this Agreement shall have any meaning or effect in the contract between the parties arising from this agreement.

C1.2 Contract Data**Part one - Data provided by the *Employer***

Clause	Statement	Data
1	General	
	The <i>conditions of contract</i> are the core clauses and the clauses for main Option: dispute resolution Option: and secondary Options:	A: Priced contract with price list W1: Dispute resolution procedure X1: Price Adjustment for inflation X2: Changes in the law X17: Low service damages (as amended in Option Z) X18: Limitation of Liability (as amended in Option Z) X19: Task Order Z: Additional conditions of contract
	of the NEC3 Term Service Contract (April 2013)	
10.1	The <i>Employer</i> is (Name): Address	Airports Company South Africa SOC Limited King Phalo Airport 66 Settlersway Greenfields East London 5201
10.1	The <i>Service Manager</i> is:	Mr. Samkelo Luyenge for King Phalo Airport.
11.2(1)	The <i>Accepted Plan</i> is	Included in Part C3 of this document, including Annexes thereto as submitted by the Contractor and accepted by the Service Manager.
11.2(2)	The <i>Affected Property</i> is	King Phalo Airport,

11.2(13)	The <i>Service</i> is	Request for a Service Provider for Alien and Invasive Vegetation Monitoring and Eradication for a Period of Three (3) Years at King Phalo Airport (KPA) as set out in Part C3 <i>Service Information</i>.
11.2(14)	The following matters will be included in the Risk Register	Public liability insurance and Indemnity. Health and safety. The method statement, Planned maintenance work Relevant Legislation
11.2(15)	The <i>Service Information</i> is in	The section titled <i>Service Information</i> included as Part C3 of this document.
12.2	The <i>law of the contract</i> is the law of	The Republic of South Africa
13.1	The <i>language of this contract</i> is	English
13.3	The <i>period for reply</i> is	7 calendar days
21.1	The period within which the Contractor provides the Contractor's Plan	14 calendar days from Contract Date
2	The Contractor's main responsibilities	Detailed in Part C3 (<i>Service Information</i>)
3	Time	
30.1	The <i>starting date</i> is	On signing of the contract by both parties
30.2	The <i>Service Period</i> is	Three (3) years from the <i>starting date</i>
4	Testing and Defects	No data is required for this section of the <i>conditions of contract</i>
5	Payment	
50.1	The <i>assessment interval</i> is on the	15th day of each successive month
51.1	The <i>currency of this contract</i> is the	South African Rand (ZAR)
51.2	The period within which payments are made is	30 days
51.4	The <i>interest rate</i> is	The prime lending rate of the Nedbank Bank, as determined from time to time.

6	Compensation events	No data is required for this section of the conditions of contract.
7	Title	No data is required for this section of the conditions of contract.
8	Risks and insurance	Refer to Part C1.4
83.2	The minimum amounts of cover or minimum limits of indemnity required for the insurance table	Refer to Part C1.4
9	Termination	No data is required for this section of the conditions of contract.
10	Data for main Option clause	
A	Priced contract with price list	Refer to Part C2
11	Data for Option W1	
W1.1	The Adjudicator is	The person appointed jointly by the parties from the list of adjudicators contained below
W1.2	The Adjudicator nominating body is	The current Chairman of Johannesburg Advocate's Bar Council
W1.4	The tribunal is	Arbitration
W1.4	If the tribunal is arbitration, the arbitration procedure is	The arbitration procedure is set out in The Rules for the Conduct of Arbitrations 2013 Edition, 7th Edition, published by The Association of Arbitrators, (Southern Africa)
W1.4	The place where arbitration is to be held is	Johannesburg, South Africa.

W1.4	The person or organisation who will choose an arbitrator	The Arbitrator is the person selected by the Parties as and when a dispute arises in terms of the relevant Z Clause, from the Panel of Arbitrators provided under the relevant Z clause if the arbitration procedure does not state who selects an arbitrator. The Arbitrator nominating body is the Chairman of the Johannesburg Advocates Bar Council.
12	Data for secondary Option	
X1	Price Adjustment for inflation	The index referred to in this clause shall be deemed to refer to the CPI index on the <i>starting date</i> as stated under section 30.1. Price adjustment for inflation shall only take place on contract anniversary
X2	Changes in the law	No data is required for this secondary option.
X18	Limitation of liability	
X18.1	The Contractor's liability to the Employer for indirect or consequential loss is limited to	Nil - Neither Party is liable to the other for any consequential or indirect loss, including but not limited to loss of profit, loss of income or loss of revenue
X18.2	For any one event, the Contractor's liability to the Employer for loss of or damage to the Employer's property is limited to	The total of the Prices
X18.3	The Contractor's total liability to the Employer for defects due to his design which are not listed on the Defects Certificate is limited to	The total of the Prices

X18.4	The Contractor's total liability to the Employer for all matters arising under or in connection with this contract, other than excluded matters, is limited to	<p>The Contractor's total direct liability to the Employer for all matters arising under or in connection with this contract, other than the excluded matters, is limited to the total of the Prices and applies in contract, tort or delict and otherwise to the extent allowed under the law of the contract.</p> <p>The excluded matters are amounts payable by the Contractor as stated in this contract for:</p> <ul style="list-style-type: none"> - Loss of or damage to the Employer's property, - Defects liability, - Insurance liability to the extent of the Contractor's risks - death of or injury to a person; infringement of an intellectual property right - Accidental Damage to the property of the employer by contractor, while rendering services as stipulated in the scope of works.
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Z	The <i>Additional conditions of contract</i> are	Z1 – Z19
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Amendments to the Core Clauses

Z1	Interpretation of the law
Z1.1	<p>This contract is the entire agreement between the parties.</p> <p>Any extension, concession, waiver or relaxation of any action stated in this contract by the Parties, the <i>Service Manager</i>, the <i>Supervisor</i>, or the <i>Adjudicator</i> does not constitute a waiver of rights and does not give rise to an estoppel unless the Parties agree otherwise and confirm such agreement in writing.</p>

Z2	Providing the Service:
Z2.1	<p>Delete core clause 20.1 and replace with the following:</p> <p>The <i>Contractor</i> provides the Service in accordance with the Service Information and warrants that the results of the Service, when complete, shall be fit for their intended purpose.</p>

Z5	Termination
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- Z5.1** Add the following to core clause 91.1, at the second main bullet, fifth sub-bullet point, after the words “assets or”: “business rescue proceedings are initiated, or steps are taken to initiate business rescue proceedings”.

Amendment to the Secondary Option Clauses

Z7 **Limitation of liability:**

Insert the following new clause as Option X18.6:

- Z7.1** The *Employer's* liability to the *Contractor* for the *Contractor's* indirect or consequential loss is limited to R0.00
- Z7.2** Notwithstanding any other clause in this contract, any proceeds received from any insurances or any proceeds which would have been received from any insurances but for the conduct of the *Contractor* shall be excluded from the calculation of the limitations of liability listed in the contract

Additional Z Clauses

Z8 **Cession, delegation and assignment**

- Z8.1** The *Contractor* shall not cede, delegate or assign any of its rights or obligations to any person without the written consent of the *Employer*, which consent shall not be unreasonably withheld. This clause shall be binding on the liquidator/business rescue practitioner /trustee (whether provisional or not) of the *Contractor*
- Z8.2** The *Employer* may cede and delegate its rights and obligations under this contract to any person or entity

Z9 **Joint and several liability**

- Z9.1** If the *Contractor* constitutes a joint venture, consortium or other unincorporated grouping of two or more persons, these persons are deemed to be jointly and severally liable to the *Employer* for the performance of the Contract.
- Z9.2** The *Contractor* shall, within 1 week of the Contract Date, notify the *Service Manager* and the *Employer* of the key person who has the authority to bind the *Contractor* on their behalf.
- Z9.3** The *Contractor* does not materially alter the composition of the joint venture, consortium or other unincorporated grouping of two or more persons without prior written consent of the Employer.

Z10 **Ethics**

- Z10.1** The *Contractor* undertakes:

- Z10.1.1** not to give any offer, payment, consideration, or benefit of any kind, which constitutes or could be construed as an illegal or corrupt practice, either directly or indirectly, as an inducement or reward for the award or in execution of this contract;
- Z10.1.2** to comply with all laws, regulations or policies relating to the prevention and combating of bribery, corruption and money laundering to which it or the *Employer* is subject, including but not limited to the Prevention and Combating of Corrupt Activities Act, 12 of 2004.
- Z10.2** The *Contractor's* breach of this clause constitutes grounds for terminating the *Contractor's* obligation to Provide the Works or taking any other action as appropriate against the *Contractor* (including civil or criminal action). However, lawful inducements and rewards shall not constitute grounds for termination.
- Z10.3** If the *Contractor* is found guilty by a competent court, administrative or regulatory body of participating in illegal or corrupt practices, including but not limited to the making of offers (directly or indirectly), payments, gifts, gratuity, commission or benefits of any kind, which are in any way whatsoever in connection with the contract with the *Employer*, the *Employer* shall be entitled to terminate the contract in accordance with the procedures stated in core clause 92.2. the amount due on termination is A1.

Z11 Confidentiality

- Z11.1** All information obtained in terms of this contract or arising from the implementation of this contract shall be treated as confidential by the *Contractor* and shall not be used or divulged or published to any person not being a party to this contract, without the prior written consent of the *Service Manager* or the *Employer*, which consent shall not be unreasonably withheld.
- Z11.2** If the *Contractor* is uncertain about whether any such information is confidential, it is to be regarded as such until otherwise notified by the *Service Manager*.
- Z11.3** This undertaking shall not apply to –
- Z11.3.1** Information disclosed to the employees of the *Contractor* for the purposes of the implementation of this agreement. The *Contractor* undertakes to procure that its employees are aware of the confidential nature of the information so disclosed and that they comply with the provisions of this clause;
- Z11.3.2** Information which the *Contractor* is required by law to disclose, provided that the *Contractor* notifies the *Employer* prior to disclosure so as to enable the *Employer* to take the appropriate action to protect such information. The *Contractor* may disclose such information only to the extent required by law and shall use reasonable efforts to obtain assurances that confidential treatment will be afforded to the information so disclosed;
- Z11.3.3** Information which at the time of disclosure or thereafter, without default on the part of the *Contractor*, enters the public domain or to information which was already in the possession of the *Contractor* at the time of disclosure (evidenced by written records in existence at that time);

Z11.4 The taking of images (whether photographs, video footage or otherwise) of the works or any portion thereof, in the course of Providing the Works and after Completion, requires the prior written consent of the *Service Manager*. All rights in and to all such images vests exclusively in the *Employer*

Z11.5 The *Contractor* ensures that all his Subcontractors abide by the undertakings in this clause.

Z12 ***Employer's Step-in rights***

Z12.1 If the *Contractor* defaults by failing to comply with his obligations and fails to remedy such default within 2 weeks of the notification of the default by the *Service Manager*, the *Employer*, without prejudice to his other rights, powers and remedies under the contract, may remedy the default either himself or procure a third party (including any subcontractor or supplier of the *Contractor*) to do so on his behalf. The reasonable costs of such remedial works shall be borne by the *Contractor*

Z12.2 The *Contractor* co-operates with the *Employer* and facilitates and permits the use of all required information, materials and other matter (including but not limited to documents and all other drawings, CAD materials, data, software, models, plans, designs, programs, diagrams, evaluations, materials, specifications, schedules, reports, calculations, manuals or other documents or recorded information (electronic or otherwise) which have been or are at any time prepared by or on behalf of the *Contractor* under the contract or otherwise for and/or in connection with the works) and generally does all things required by the *Service Manager* to achieve this end.

Z13 **Liens and Encumbrances**

Z13.1 The *Contractor* keeps the Equipment used to Provide the Services free of all liens and other encumbrances at all times. The *Contractor*, vis-a-vis the *Employer*, waives all and any liens which he may from time to time have, or become entitled to over such Equipment and any part thereof and procures that his Subcontractors similarly, vis-a-vis the *Employer*, waive all liens they may have or become entitled to over such Equipment from time to time

Z14 **Intellectual Property**

Z14.1 Intellectual Property ("IP") rights mean all rights in and to any patent, design, copyright, trademark, trade name, trade secret or other intellectual or industrial property right relating to the Works.

Z14.2 IP rights remain vested in the originator and shall not be used for any reason whatsoever other than carrying out the *works*.

Z14.3 The *Contractor* gives the *Employer* an irrevocable, transferrable, non-exclusive, royalty free licence to use and copy all IP related to the *works* for the purposes of constructing, repairing, demolishing, operating and maintaining the works

- Z14.4** The written approval of the *Contractor* is to be obtained before the *Contractor's* IP made available to any third party which approval will not be unreasonably withheld or delayed. Prior to making any *Contractor's* IP available to any third party the *Employer* shall obtain a written confidentiality undertaking from any such third party on terms no less onerous than the terms the *Employer* would use to protect its IP
- Z14.5** The *Contractor* shall indemnify and hold the *Employer* harmless against and from any claim alleging an infringement of IP rights (“**the claim**”), which arises out of or in relation to:
- Z14.5.1** the *Contractor's* design, manufacture, construction or execution of the Works
 - Z14.5.2** the use of the *Contractor's* Equipment, or
 - Z14.5.3** the proper use of the Works.
- Z14.6** The *Employer* shall, at the request and cost of the *Contractor*, assist in contesting the claim and the *Contractor* may (at its cost) conduct negotiations for the settlement of the claim, and any litigation or arbitration which may arise from it.
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Z15 Dispute resolution:

Z15.1 Appointment of the Adjudicator

An *Adjudicator* is appointed when a dispute arises, from the Panel of Adjudicators below. The referring party nominates an Adjudicator, which nomination is either accepted or rejected by the other party. In the instance of a rejection of the nominated *Adjudicator*, the referring Party refers the appointment deadlock to the Chairman of the Johannesburg Bar Council, who appoints an *Adjudicator* listed in the Panel of Adjudicators below

The Parties appoint the *Adjudicator* under the NEC3 Adjudicator's Contract, April 2013

Name	Location	Contact details (phone & e mail)
Adv. Ghandi Badela	Gauteng	+27 11 282 3700 ghandi@badela.co.za
Mr. Errol Tate Pr. Eng.	Durban	+27 11 262 4001 Errol.tate@mweb.co.za
Adv. Saleem Ebrahim	Gauteng	+27 11 535-1800 salimebrahim@mweb.co.za
Mr. Sebe Msutwana Pr. Eng.	Gauteng	+27 11 442 8555 sebe@civilprojects.co.za
Mr. Sam Amod	Gauteng	sam@samamod.com
Adv. Sias Ryneke SC	Gauteng	083 653 2281 ryneke@duma.nokwe.co.za
Mr. Emeka Ogbugo (Quantity Surveyor)	Pretoria	+27 12 349 2027 emeka@gosiame.co.za

Z15.2 Appointment of the Arbitrator

An *Arbitrator* is appointed when a dispute arises from the Panel of Arbitrators below. The referring party nominates an Arbitrator, which nomination is either accepted or rejected by the other party. In the instance of a rejection of the nominated *Arbitrator*, the referring Party refers the appointment deadlock to the Chairman of the Johannesburg Bar Council, who appoints an *Arbitrator* listed in the Panel of *Arbitrators* below

Panel of Arbitrators

Name	Location	Contact details (phone & e mail)
Adv. Ghandi Badela	Gauteng	+27 11 282 3700 ghandi@badela.co.za
Mr. Errol Tate Pr. Eng.	Durban	+27 11 262 4001 Errol.tate@mweb.co.za
Adv. Saleem Ebrahim	Gauteng	+27 11 535-1800 salimebrahim@mweb.co.za
Mr. Sebe Msutwana Pr. Eng.	Gauteng	+27 11 442 8555 sebe@civilprojects.co.za
Mr. Sam Amod	Gauteng	sam@samamod.com
Adv. Sias Rynke SC	Gauteng	083 653 2281 reynke@duma.nokwe.co.za
Mr. Emeka Ogbugo (Quantity Surveyor)	Pretoria	+27 12 349 2027 emeka@gosiame.co.za

Z16 Notification of a compensation event

Z16.1 Delete “eight weeks” in clause 61.3 and replace with “four weeks”. Delete the words “**unless the event arises** from the Service Manager or the Supervisor giving an instruction, issuing a certificate, changing an earlier decision or correcting an assumption.

Z17 BBEE and Tax Clearance Certificates

Z17.1 The *Contractor* shall be expected to annually present a compliant BEE Certificate and a Tax clearance Certificate. Failure to adhere to these requirements shall be considered a material breach of the conditions of this Contract, the sanction for which may be a cancellation of this Contract.

Z18 Communication

Z18.1 Add a new Core Clause 14.5 and 14.6 to read as follows:

The *Service Manager* requires the written consent of the Employer if an action will result in a change to the design, scope, and Service information that is 5% or more

Z18.2 The *Service Manager* requires the written consent of the Employer if an action will result in the Completion Date being extended by more than 30 days.

Z19 Delegation

As stipulated by Section 37(2) of the Occupational Health and Safety Act No. 85 of 1993 as amended the *Contractor* agrees to the following:

Z19.1 As part of this contract the *Contractor* acknowledge that it (mandatory) is an employer in its own right with duties as prescribed in the Occupational Health and Safety Act No 85 of 1993 as amended and agree to ensure that all work being performed, or Equipment, Plant and Materials being used, are in accordance with the provisions of the said Act, and in particular with regard to the Construction Regulations.

PART C1.2b CONTRACT DATA

PART TWO – DATA PROVIDED BY THE CONTRACTOR

Clause	Statement	Data
10.1	The Contractor is (Name): Address: Telephone No. Fax No.	
11.2	The working areas are	See C3 'Service Information'
24.1	The <i>Contractor's Key people</i> are:	CV's to be appended to Tender Schedule
	Name: Job: Responsibility: Qualifications: Experience:	
	Name: Job: Responsibility: Qualifications: Experience:	
	Name: Job: Responsibility: Qualifications: Experience:	

Name:

Job:

Responsibility:

Qualifications:

Experience:

11.2 The following matters will be included in the Risk Register

Access to Site

Travelling public and ACSA stakeholders

PART C1: AGREEMENTS AND CONTRACT DATA

C1.3: OCCUPATIONAL HEALTH AND SAFETY AGREEMENT

OCCUPATIONAL HEALTH AND SAFETY AGREEMENT

AGREEMENT IN TERMS OF SECTION 37(2) OF THE OCCUPATIONAL HEALTH & SAFETY ACT (ACT 85 OF 1993) & CONSTRUCTION REGULATION 5.1(k)

OBJECTIVES

To assist Airport Company South Africa (ACSA) in order to comply with the requirements of:

1. The Occupational Health & Safety (Act 85 of 1993) and its regulations and
2. The Compensation for Occupational Injuries & Diseases Act (Act 130 of 1993) also known as the (COID Act).

To this end an Agreement must be concluded before any Contractor/ subcontracted work may commence

The parties to this Agreement are:

Name of Organisation:

**AIRPORTS COMPANY SOUTH AFRICA SOC LTD
King Phalo Airport,
66 Settlersway
Greenfields,
East London
5201**

**Physical Address:
King Phalo Airport,
66 Settlersway
Greenfields,
East London
5201**

Hereinafter referred to as "Client"

Name of organisation:

Physical Address:

Hereinafter referred to as "the Mandatary/ Principal Contractor"

MANDATORY'S MAIN SCOPE OF WORK

Request for a Service Provider for Alien and Invasive Vegetation Monitoring and Eradication for a Period of Three (3) Years at King Phalo Airport (KPA).

The services intended for this contract are:

- Inspection of the site and compile a maintenance program to control and/or eradicate all Alien and Invasive Species (AIS) within King Phalo Airport (KPA). AIS maintenance program should be easily implemented by the staff employed at King Phalo Airport (KPA) after the duration of the contract.
- Ensure that alien plants do not become dominant within the premises at King Phalo Airport (KPA).
- The control of alien and invasive species dispersal and encroachment.
- Promote re-establishment of natural indigenous species and prevent re-establishment of AIS.
- Clearing of the vegetation consists of a mixture of both alien invasive vegetation and natural and endemic vegetation.
- Clearing of indigenous vegetation that are declared obstacles.
- Material Safety Data Sheet (MSDS) - Contractor to provide these documents for all the chemicals they will be using on site during the contract.
- Herbicide Applicator/Pest Control Operators (PCOs) to have valid certificate of Agriculture, Forestry and Fisheries – P Number

List of Alien and Invasive Plant Species identified within the KPA site boundaries in December 2017

Plant name	Common name	Category
Lantana camara.	Lantana	Declared Weed (category 1b)
Cestrum laevigatum	Inkberry	Declared Weed (category 1b)
Solanum mauritianum	Bugweed	Declared Weed (category 1b)
Ricinus communis	Castor-oil plant	Declared invader (category 2)
Acacia mearnsii	Black wattle	Declared invader (category 2)
Acacia longifolia	Long-leafed wattle	Declared Weed (category 1b)
Acacia saligna	Port Jackson willow	Declared invader (category 2)
Acacia cyclops	Red eye or Rooikrans	Declared invader (category 2)
Psidium guajava	Guava	Declared invader (category 2)
Eucalyptus sp.	Gum tree	Declared invader (category 2)
Melia azedarach	Syringa	Declared invader (category 3)
Grevillea robusta	Australian Silver Oak	Declared invader (category 3)

Potential Alien and Invasive Plant Species which may occur within KPA site boundaries in future.

Plant name	Common name	Category
Datura Stranomium	Downy thorn apple	Declared Weed (category 1b)
Pennisetum clandestinum	Kikuyu	Declared Weed (category 1b)
Cirsium vulgare (Asteraceae)	Spear thistle	Declared Weed (category 1b)
Nicotiana glauca (Solanaceae)	Wild tobacco	Declared Weed (category 1b)
Pinus pinaster	Cluster pine	Declared invader (category 2)
Sesbania punicea (Fabaceae)	Red sesbania	Declared Weed (category 1b)
Senna didymobotrya (Fabaceae)	Peanut butter cassia	Declared Weed (category 1b)
Jacaranda mimosifolia (Bignoniaceae)	Jacaranda	Declared invader (category 3)

Category	Management Requirements	NEMBA National Environmental Management: Biodiversity Act No. 10 of 2004
Category 1a	<ul style="list-style-type: none"> The landowner must take immediate steps to combat or eradicate. The landowner must allow an authorized official from the Department to enter the land to monitor and/or assist. 	Invasive species requiring compulsory control. Remove and destroy. Any specimens of Category 1a listed species need, by law, to be eradicated from the environment. No permits will be issued to keep these species.
Category 1b	<ul style="list-style-type: none"> The landowner must control listed AIS according to a developed Management Plan. The landowner must allow an authorized official from the Department to enter the land to monitor and/or assist. 	Invasive species requiring compulsory control as part of an invasive species control program. Remove and destroy. These plants are deemed to have such a high invasive potential that infestations can qualify to be placed under a government sponsored invasive species management program. No permits will be issued to keep these species.
Category 2	<ul style="list-style-type: none"> Include species which require a permit to carry out a restricted activity within an area specified in the Notice or permit. The landowner or permit holder must ensure that the specimens of the species do not spread outside of the area specified. Becomes a Category 1b species. 	Invasive species regulated by area. A demarcation permit is required to import, possess, grow, breed, move, sell, buy or accept as a gift any plants listed as Category 2 plants. No permits will be issued for Cat 2 plants to exist in riparian zones.
Category 3	<ul style="list-style-type: none"> Include species which are subject to exemptions and prohibitions as specified in the Notice. Species that occur in riparian areas must be considered to be a Category 1b species. 	Invasive species regulated by activity. An individual plant permit is required to undertake any of the following restricted activities (import, possess, grow, breed, move, sell, buy or accept as a gift) involving a Category 3 species. No permits will be issued for Cat 3 plants to exist in riparian zones

There are a few possible methods which can be used to control alien invasive species; these include:

- Mechanical Control Methods – Hand Pulling, Ring Barking, Frill, Fell and Cut Stump Treatment.
- Chemical Control Methods – Basal Stem Treatment, Foliar Sprays and Frilling or Partial Frilling.
- Biological Control Methods - Biological control is not a feasible option for this site, and is thus not discussed further.
- Integrated Control Methods - Integrated control involves a combination of at least two of the primary elements of control - mechanical, chemical and biological.

Following the Working for Water guidelines for effective alien vegetation removal (DAAF, 2009), the alien removal programme should consist of the following three phases:

- Initial control - Clearing and eradication of alien invasive stands to drastically reduce the existing population.
- Follow up control - Control of re-growth, including seedlings, root suckers and coppice growth, which should be conducted annually.

- Maintenance control - Eliminate additional alien plants with on-going annual monitoring for the duration of the project, and if necessary, implement additional control methods to avoid reestablishment of alien invasive stands.

Refer to Annexure A for a detailed area-based scope of works

GENERAL INFORMATION FORMING PART OF THIS AGREEMENT

1. The Occupational Health & Safety Act comprises of SECTION 1-50 and all unrepealed REGULATIONS promulgated in terms of the former Machinery and Occupational Safety Act No.6 of 1983 as amended as well as other REGULATIONS which may be promulgated in terms of the Act and other relevant Acts pertaining to the job in hand.
2. "Mandatory" is defined as including as agent, a principal Contractor or a Contractor for work, but WITHOUT DEROGATING FROM HIS/HER STATUS IN HIS/HER RIGHT AS AN EMPLOYER or user of the plant
3. Section 37 of the Occupational Health & Safety Act potentially punishes Employers (PRINCIPAL CONTRACTOR) for unlawful acts or omissions of Mandatories (CONTRACTORS) save where a Written Agreement between the parties has been concluded containing arrangements and procedures to ensure compliance with the said Act BY THE MANDATARY.
4. All documents attached or refer to in the above Agreement form an integral part of the Agreement.
5. To perform in terms of this agreement Mandatories must be familiar and conversant with the relevant provisions of the Occupational Health & Safety Act 85 of 1993 (OHS Act) and applicable Regulations.
6. Mandatories who utilise the services of their own Mandatories (Contractors) must conclude a similar Written Agreement with them.
7. Be advised that this Agreement places the onus on the Mandatory to contact the CLIENT in the event of inability to perform as per this Agreement.
8. This Agreement shall be binding for all work the Mandatory undertakes for the client.
9. All documentation according to the Safety checklist including a copy of the written Construction Manager appointment in terms of construction regulation 8, must be submitted 7 days before work commences.

THE UNDERTAKING

The Mandatory undertakes to comply with:

INSURANCE

1. The Mandatory warrants that all their employees and/or their Contractor's employees if any are covered in terms of the COID Act, which shall remain in force whilst any such employees are present on the Client's premises. A letter is required prior commencing any work on site confirming that the Principal Contractor or Contractor is in good standing with the Compensation Fund or Licensed Insurer.
2. The Mandatory warrants that they are in possession of the following insurance cover, which cover shall remain in force whilst they and /or their employees are present on the Client's premises, or which shall remain in force for that duration of their contractual relationship with the Client, whichever period is the longest.
 - a. Public Liability Insurance Cover as required by the Subcontract Agreement.
 - b. Any other Insurance cover that will adequately makes provision for any possible losses and/or claims arising from their and /or their Subcontractors and/or their respective employee's acts and/or omissions on the Client's premises.

COMPLIANCE WITH THE OCCUPATIONAL HEALTH & SAFETY ACT 85 OF 1993

The Mandatory undertakes to ensure that they and/or their subcontractors if any and/or their respective employees will at all times comply with the following conditions:

1. All work performed by the Mandatory on the Client's premises must be performed under the close supervision of the Mandatory's employees who are to be trained to understand the hazards associated with any work that the Mandatory performs on the Client's premises.
2. The Mandatory shall be assigned the responsibility in terms of Section 16(1) of the OHSAct 85 of 1993, if the Mandatory assigns any duty in terms of Section 16(2), a copy of such written assignment shall immediately be forwarded to the Client.
3. The Mandatory shall ensure that he/she familiarise himself/herself with the requirements of the OHSAct 85 of 1993 and that s/he and his/her employees and any of his subcontractors comply with the requirements.
4. The Mandatory shall ensure that a baseline risk assessment is performed by a competent person before commencement of any work in the Client's premises. A baseline risk assessment document will include identification of hazards and risk, analysis and evaluation of the risks and hazards identified, a documented plan and safe work procedures to mitigate, reduce or control the risks identified, and a monitoring and review plan of the risks and hazards.
5. The Mandatory shall appoint competent persons who shall be trained on any Occupational Health & Safety aspect pertaining to them or to the work that is to be performed.
6. The Mandatory shall ensure that discipline regarding Occupational Health & Safety shall be strictly enforced.
7. Any personal protective equipment required shall be issued by the Mandatory to his/her employees and shall be worn at all times.
8. Written safe working practices/procedures and precautionary measures shall be made available and enforced and all employees shall be made conversant with the contents

of these practises.

9. No unsafe equipment/machinery and/or articles shall be used by the Mandatary or Contractor on the Client's premises.
10. All incidents/accidents referred to in OHSAct shall be reported by the Mandatary to the Provincial Director: Department of Labour as well as to the Client.
11. No user shall be made by the Mandatary and/or their employees and or their subcontractors of any of the Client's machinery/article/substance/plant/personal protective equipment without prior written approval.
12. The Mandatary shall ensure that work for which the issuing of permit is required shall not be performed prior to the obtaining of a duly completed approved permit.
13. The Mandatary shall ensure that no alcohol or any other intoxicating substance shall be allowed on the Client's premises. Anyone suspected to be under the influence of alcohol, or any other intoxicating substance shall not be allowed on the premises. Anyone found on the premises suspected to be under the influence of alcohol or any other intoxicating substance shall be escorted off the said premises immediately.
14. Full participation by the Mandatary shall be given to the employees of the Client if and when they inquire into Occupational Health & Safety.

FURTHER UNDERTAKING

1. Only a duly authorised representative appointed in terms of Section 16.2 of the OHS Act is eligible to sign this agreement on behalf of the Mandatary. The signing power of this representative must be designated in writing by the Chief Executive Officer of the Mandatary. A copy of this letter must be made available to the Client.
2. The Mandatary confirms that he has been informed that he must report to the Client's management, in writing anything he/she deems to be unhealthy and /or unsafe. He has versed his employees in this regard.
3. The Mandatary warrants that he/she shall not endanger the health & safety of the Client's employees and other persons in any way whilst performing work on the Client's premises.
4. The Mandatary understands that no work may commence on the Client's premises until this procedure is duly completed, signed and received by the Client.
5. Non-compliance with any of the above clauses may lead to an immediate cancellation of the contract.

ACCEPTANCE BY MANDATARY

In terms of section 37(2) of the Occupational Health & Safety Act 85 of 1993 and section 5.1(k) of the Construction Regulations 2014,

Ia duly authorised 16.2 Appointee acting for and on behalf of(company name) undertake to ensure that the requirements and the provision of the OHSAct 85 of 1993 and its regulations are complied with.

Mandatory – WCA/ Federated Employers Mutual No.....

Expiry date

SIGNATURE ON BEHALF OF MANDATARY
(Warrant his authority to sign)

DATE

SIGNATURE ON BEHALF OF THE CLIENT
AIRPORT COMPANY SOUTH AFRICA

DATE

PART C1: AGREEMENTS AND CONTRACT DATA

C1.4: ACSA INSURANCE CLAUSES

Summary of Terms and other Matters Applicable to Employer Provided Insurance

The successful bidder must source the following insurance cover, which is the deductible in the ACSA insurance cover:

- Aviation liability insurance cover for an indemnity limit not less than R300 000 (three hundred thousand rands).
- Submit proof of insurance to ACSA before the work starts, and annually for the duration of the project.

PART C2: PRICING DATA

C2.1 Pricing Assumptions

The intended pricing strategy to be followed in this tender is according to the activity schedule.

The Contract Data, Service information, drawings and any other documents relevant to this tender must be read in conjunction with the Activity Schedule. The Contractor must plan the work in this contract as a set of activities. These should be the same activities as he shows on his programme. This schedule covers the items that will be measurable. A lump sum price for each activity shall be entered and no other items will be measured. Costs not covered by the items may be included in the most appropriate items listed. The Contractor has the liberty to insert items, quantities and rates of his own choosing in the said schedule as a separate line item.

The pricing schedule as completed by the Contractor shall be VAT exclusive prices and shall cover, "inter alia" all general risks, liabilities, obligations, profit, expenses, costs, bonuses, all allowances such as shift and standby allowances, sick-leave, other leave, brackets, fixings, incidentals, consumables etc. that will be required to successfully complete this contract as set forth or as implied in the documents on which this Contract is based.

The Contractor is to take note that payment is made for each activity only when it is complete. "Complete" as it is used in this schedule means the complete system or unit as specified in the particular document.

Unless a separate rate for the supply and for the installation of any item is specifically called for, the supply and installation costs of any item shall be fully included in the price.

The description of each item shall, unless otherwise stated herein, be held to include making, conveying and delivering, unloading, storing, unpacking, hoisting, setting, fitting and fixing in position, cutting and waste, patterns, models and templates, plant, temporary works, return of packaging, establishment charges, profit and all other obligations arising out of the contractual conditions.

The quantities and rates included for day work shall form part of the tender price, but Contractors shall note that this item must be regarded as provisional and will only be payable to the Contractor if and when a written order to this effect has been issued.

"Foreign" shall mean the CIF (Cost, Insurance and Freight) value.

No alterations to the original text shall be allowed. If any alterations are made, it shall be ignored, and the original wording will apply.

Variations in the scope and extent of the work shall be allowed to meet the Service Manager's requirements and shall be measured and priced at the rates entered in the Activity Schedule, where appropriate, and shall form an addition to or deduction from the total of the Accepted Contract Amount. Any items or variations for which rates have not been included in the Activity Schedule shall be agreed and priced as non-scheduled items.

All provisional sums and contingency amounts shall be expended as directed by the Employer and any balance remaining shall be deducted from the contract sum.

All items described as "provisional" shall be measured as executed and paid for according to prices in the activity schedule and any amounts not spent shall be deducted from the contract price. No work for which "provisional" items are provided shall, commence without a written instruction from the Employer.

No commitment to expending any portion of the contingency amounts and /or provisional sums are made or implied by the Employer.

The Contractor shall not be entitled to any claim in instances where provisional sums are partially or in total removed from the contract.

C2.2 The Price List

The following Activity Schedule is provided “as-is” for the benefit of the Tenderer. ACSA cannot guarantee that it is complete in all respects. The Tenderer is responsible for providing an Activity Schedule which is accurate, complete and in accordance with their proposal. Also refer to C3 (Service information) for activities that need to be priced. Only items listed in this Activity Schedule may be billed to the Employer.

Product Specification: Products used to be SABS approved

Appointed Contractor will be required to:

- Submit a fully detailed Safety file before commencing with alien vegetation monitoring and eradication.
- Provide full PPE for employees or else they won't be allowed to proceed with services.

Activity Schedule **King Phalo Airport**

Item	Description	Units	Quantity (Year 1)	Rate (per single item)	Amount
1	Insurance (ACSA required for this contract)	Months	12	R	R
2	Priority Area 1	m ²	6388.9	R	R
3	Priority Area 2	m ²	180.6	R	R
4	Priority Area 3	m ²	5000	R	R
5	Extra Over Items	m ²	55.6	R	R
6	Airport permits & parking fees (AIT & Security awareness training) See Annexure B	-	Once Off (Paid at proven cost)	R50 000.00	R 50 000.00
7	Health & Safety File	Yearly	1		R
8	Subtotal Year 1 Excluding VAT				R
9	Subtotal Year 2(12 Months) + price escalation Excluding VAT				R
10	Subtotal Year 3(12 Months) + price escalation Excluding VAT				R
11	Contract Total Sum Excluding VAT				R
12	Contract Total Sum Including VAT				R

*This amount to be carried over to Form of Offer and Acceptance

Contract values will be increased/decreased according to South Africa's Consumer Price Index (CPI) at contract anniversary. For the purposes of comparison, 6% CPI should be used in the above table. The actual CPI value to be used at contract anniversary can be obtained at any reputable institution.

Contract value

The guide above must be used in estimating the contract value. This amount must be reported as the Contract Value in the corresponding schedules. Tenderers are reminded that this amount is for illustrative purposes only and that ACSA will not be under any obligation to expend the full or any portion of this amount. Monthly contract expenditure will be strictly calculated according to the Activity Schedule as provided above.

Travelling time charges or allowances will not be paid separately and where applicable must be included in the rates above.

Labour rates and Mark-up

Rates include labour, equipment and spares used to conduct the service. No additional claims will be entertained/accepted

All rates to exclude VAT. Subject to mutual agreement between ACSA and the Contractor, the number of staff allocated to the contract may be increased/decreased to cater for special needs that may arise from time to time. Labour rates shall include all personnel insurance, holidays with pay, incentive bonuses. No labour shall be charged for travel or travelling. Labour time shall be calculated for the time spent on site only.

Detail requirements regarding staff

The Contractor shall continuously ensure that all staff is suitable, able, and competent for the duties required of them. The Contractor shall continuously ensure that all staff is knowledgeable on all equipment used to execute the work.

For all full-time staff and senior personnel dedicated to this contract, the following must be submitted in detail:

- Full Names of staff to be involved with this contract.
- Proof of previous experience gained in the field.
- Staff must be in permanent employ of the company.
- Properly trained in category of work that he or she is required to perform.
- Medically fit to execute the duties as detailed in the work scope of the contract.

Minimum qualifications of staff

Supervisor

Literate, able to read, write and speak in English. Competence in OHS act regulations applicable to the work carried out. He/she must have first aid skills. He/she must be competent in the scope of works required. Demonstrate understanding and working experience of the environmental regulations as set out in ISO 14000. OHS act for the use of chemical substances.

Labourer

- Understanding safety. Able to speak, write and read instructions in English.
- Previous work experience. Good Behaviour. No previous criminal records.

PART 3: SERVICE INFORMATION

Document reference	Title	No of pages
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	Total number of pages	

PART C3: EMPLOYER'S SERVICE INFORMATION

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1. Description of the service

1.1. Executive overview

Request for a Service Provider for Alien and Invasive Vegetation Monitoring and Eradication for a Period of Three (3) Years at King Phalo Airport (KPA).

The works comprise of the following:

- Maintenance program to control and/or eradicate all Alien and Invasive Species (AIS) within King Phalo Airport (KPA). AIS maintenance program should be easily implemented by the staff employed at King Phalo Airport (KPA) after the duration of the contract.
- Ensure that alien plants do not become dominant within the premises at King Phalo Airport (KPA).
- The control of alien and invasive species dispersal and encroachment.
- Promote and/or protect the natural re-establishment of biodiversity.
- Clearing of the vegetation consists of a mixture of both alien invasive vegetation and natural and endemic vegetation.

1.2. Employer's requirements for the service

The Contractor will be fully responsible for meeting all requirements in this document regarding the Works.

For each piece of equipment, all work will be carried out to standards as required by the Aviation regulation and safety standards as well as any applicable governing law and/or regulations. Where standards differ from those required by this document the more stringent requirement shall apply. The Contractor will be fully responsible for obtaining (and keeping up to date with) said requirements.

The Contractor will be responsible for providing staff which are sufficiently skilled and qualified for successful execution of the works. The Contractor shall comply with the Minimum Staffing Schedule at all times. This may be amended by mutual arrangement between ACSA and the Contractor from time to time.

The Contractor shall at all times remain responsible to ensure that the on-site staff compliment and maintenance regime is sufficient to maintain the service levels and system performance indicators as stipulated in the Annexes.

The Contractor will ensure that his/her staff compliment is of a sufficient quantity to allow for uninterrupted supply of labour in the event of his/her staff taking sick leave, paid leave and will allow for all staff related eventualities.

The Contractor shall continuously ensure that all staff is suitable, able and competent for the duties required of them. The Contractor shall continuously ensure that all staff is knowledgeable and trustworthy of the alien vegetation monitoring and eradication procedures in the area. The Contractor shall further ensure that any staff member reasonably suspected of partaking in criminal activities is immediately removed from site and his permit returned and/or cancelled at the ACSA Permit Office.

The Contractor shall ensure that all maintenance staff are issued with uniforms that will comply with a minimum requirement as agreed with the Service Manager from time to time. Current airport requirements are safety shoes, overalls, gloves, face shield (for grass cutting) and a uniquely numbered reflective jacket (for easy identification).

1.3. Interpretation and terminology

The following abbreviations are used in this Service Information:

Abbreviation	Meaning given to the abbreviation
OHS act	Occupational Health and Safety act
ACSA	Airports Company South Africa
ICAO	International Civil Aviation Organization
ISO	International Standards Organization

2. Management strategy and start up.

2.1. The Contractor's plan for the service

The service will be carried out during normal hours from (08h00 until 16h00), Monday till Friday.

Together with the submitted plan, the Contractor shall provide a Schedule of equipment and tool, which will be used on this contract. The list will form part of the tender return schedules. The equipment will be judged in conjunction with the Contractor's Plan for the service to understand whether or not the bidder has fully understood his obligations and whether he is able to do the work.

2.2. Management meetings

Contract performance meetings will be set up from time to time as/when needed between the Contractor and the Employer's Service Contract Manager. The scheduling of these meetings will be at the discretion of each airport as and when required. The meeting will be conducted formally where contract KPI's will be discussed. The Contract needs to ensure the availability of the representative with a delegated authority to attend these meetings. The meeting minutes will be recorded and distributed to the Contractor electronically for record keeping and auctioning of the agreed activities.

Regular meetings of a general nature may be convened as/when needed and chaired by the *Services Manager* as follows:

Title and purpose	Approximate time & interval	Location	Attendance by:
Risk registers and compensation events	Weekly on Wednesdays at 10h00	King Phalo Airport	<i>Employer, Contractor</i>
Overall contract progress and feedback	Monthly on Wednesdays at 10h00	King Phalo Airport	<i>Employer, Contractor</i>

Meetings of a specialist nature may be convened as specified elsewhere in this Service Information or if not so specified by persons and at times and locations to suit the parties, the nature and the progress of the *service*. Records of these meetings shall be submitted to the *Service Manager* by the person convening the meeting within five days of the meeting.

All meetings shall be recorded using minutes or a register prepared and circulated by the person who convened the meeting. Such minutes or register shall not be used for the purpose of confirming actions or instructions under the contract as these shall be done separately by the person identified in the *conditions of contract* to carry out such actions or instructions.

2.3. Contractor's management, supervision and key people

A schedule of key personnel to this Contract (as per the Schedules) will be provided to the Service Manager at commencement of this Contract. This will, as a minimum, include all persons from Supervision level to the Labourers. For the full duration of this Contract, none of these persons will be replaced by a person of lesser ability or qualification.

Whilst the Contractor (all staff and sub-contractors) is active within the contract's physical boundaries and timeframes, all their representatives will adhere to the following:

1. Wear a clearly marked (company name and type of services, i.e. Surface Maintenance Contractor) reflector jacket or vest.
2. Comply with all ACSA Safety and Environment procedures.
3. Comply with all ACSA AVSEC and ARFF procedures
4. Behave in a professional and lawful conduct
5. Be courteous to all ACSA customers and stakeholders

2.4. Documentation control

The communication document will be introduced in the inaugural meeting at King Phalo Airport. Such document will be used as a standard communication document and will be attached electronically via E-mail for record keeping and circulation.

The contract deliverables will interact extensively with ACSA's CMMS system, which will produce scheduled PM and WO (documentation) that must be completed within the agreed timeframes. The work orders will have unique reference numbers. All additional specific / specialized inspection and maintenance sheets must be attached to the appropriate work order and submitted to the ACSA CMMS coordinator.

Monthly progress reports should be submitted timeously by no later than the 3rd day of the following month, where reference must be made of all completed PM's and WO's.

2.5. Invoicing and payment

Include a list of information which is to be shown on an invoice as per the example given below.

Within one week of receiving a payment certificate from the *Service Manager* in terms of core clause 51.1, the *Contractor* provides the *Employer* with a tax invoice showing the amount due for payment equal to that stated in the *Service Manager's* payment certificate.

The *Contractor* shall address the tax invoice to Finance Department and include on each invoice the following information:

Name and address of the *Contractor* and the *Service Manager*;
 The contract number, Blanket Purchase Order Number and title ;
Contractor's VAT registration number;
 The *Employer's* VAT registration number 4930138393;
 Description of service provided for each item invoiced based on the Price List;
 Total amount invoiced excluding VAT, the VAT and the invoiced amount including VAT;

2.6. Insurance provided by the Employer

Please refer to C1.4

3. Health and safety, the environment and quality assurance

3.1. Health and safety risk management

The Contractor shall be fully responsible for compliance to the Occupational Health and Safety Act for all its employees on site, equipment and installations relating to this Contract. The Contractor is expected to sign the undertaking in this regard as attached in the annexes.

It shall be the Contractor's responsibility to ensure that all relevant labour, safety legislation and applicable compliance is adhered to in this contract. Regulations as set out in the Airside induction shall be obeyed at all times.

The Contractor employees on site shall obey all health and safety rules, procedures and practices. In particular, NO SMOKING signs and the prohibition of the carrying of smoking materials in designated areas shall always be obeyed. A copy of the Safety Rules booklet is available on request from the ACSA Safety Department.

All the applicable requirements of the Occupational Health and Safety Act (1993) and Regulations and any amendments thereto, shall be met. Where the OHS Act prescribes certification of competency of persons performing certain tasks, proof of such certification shall be provided to the Service Manager.

The Contractor's Workmen's Compensation fees must be up to date. A copy of the Contractor's WCA registration shall be produced on request.

The following areas in the company are declared as "HOT WORKS PERMIT" areas:

All airside areas

All areas accessible to the public

All enclosed areas

The Terminal building

Any process in the above-mentioned areas involving open flames, sparks, or heat shall be authorised by the issue of a permit to work - obtainable from the ACSA Safety department. Any work done under the protection of a permit to work shall be in strict compliance with every prescription regarding the permit.

Safety equipment shall be used where applicable (e.g. safety, goggles, boots, harness, etc.) The Contractor, at his/her own expense shall provide such equipment, for his/her employees. The Contractor shall apply the necessary discipline and control to ensure compliance by his workers.

All Contractors must ensure that his/her employees are familiar with the existing emergency procedures, emergency assembly points and must co-operate in any drills or exercises, which might be held. Emergency / fire equipment and extinguishers shall not be obstructed at any time

No person shall perform an unsafe / unhygienic act or operation whilst on Company premises.

No unsafe/dangerous equipment or tools may be brought onto or used on Company premises. The Company reserves the right to inspect all equipment/tools at any time and to prevent/prohibit their use, without any penalty to the Company and without affecting the terms of the Contract in any way.

The Company reserves the right to act in any way to ensure the safety/security of any persons, equipment or goods on its premises and will not be liable for any costs or loss evoked by the action. This includes the right to search all vehicles and persons entering, leaving or on the premises and to

inspect any parcel, package, handbag, and pockets. Persons who are not willing to permit such searches may not bring any such items or vehicles onto the premises.

The Contractor shall maintain good housekeeping standards in the area where he is working for the duration of the contract.

At no time must the Contractor interfere with, or put at risk, the functionality of any Sprinklers and/or fire prevention system. Care must also be taken so as to prevent fire hazards.

The Contractor is required to issue all staff with standard uniforms. This shall as a minimum include safety shoes, overalls (clearly marked with Contractor's company logo) and numbered reflective jackets (as per Airport requirements). All costs relating to uniforms shall be for the Contractor's account.

Use of cell phones on airside is not permitted unless the user is in possession of an appropriate Airport permit for the device. Cell phone permit issuing authority lies with the ACSA Security department.

3.2. Environmental constraints and management

The Contractor will keep noise and dust levels to a minimum. At no time shall his/her work result in nuisance, interference, or danger to the public or any other person working at the Airport.

At no time shall the Contractor:

- allow any pollutive or toxic substance to be released into the air or storm water systems
- interfere with, or put at risk, the functionality of any system or service
- cause a fire or safety hazard

King Phalo Airport aspire to or are registered with an ISO 14000 rating. This will need to be maintained at all times by ensuring that Environmental legislation is followed and adhered to.

3.3. Quality assurance requirements

The Contractor shall ensure that works are carried out as per the Airport Company South Africa procedures.

4. Procurement

4.1. People

4.1.1. Minimum requirements of people employed

A schedule of key personnel to this Contract (as per the Schedules) will be provided to the Service Manager at commencement of this Contract. This will, as a minimum, include all persons from Labourer level to Supervision level. For the full duration of this Contract, none of these persons will be replaced by a person of lesser ability or qualification. All on-site staff leaves shall be reported and agreed with the Service Manager.

Key Personnel including but not limited to:

- Herbicide Applicator/s
- Site Manager/ Forman
- Health and Safety Officer
- General Labourers

4.1.2 BBEE and preferencing scheme

In order to qualify for B-BBEE recognition, ACSA will only accept B-BBEE certificates from SANAS accredited verification agencies and IRBA approved auditors as proof of B-BBEE status

4.2. Subcontracting

4.2.1. Preferred subcontractors

No part of this Contract may be subcontracted unless with written approval from ACSA. ACSA shall be under no obligation to grant such approval. Should any part of this Contract be subcontracted the Contractor will be responsible for all Works (or failure to affect the Works) as if it was done so by the Contractor.

4.3. Plant and Materials

4.3.1. Specifications

Ensure that all activities (installation + equipment & spares) are completed according to the applicable legislation and standards and acceptable quality of the Airports Company SA – which is detailed, but not limited to, the list below:

- Occupational Health & Safety (OHS) Act (act 85 of 1993)
- SABS approved product.

Note that the maximum allowances to be made provision for is indicated in the activity schedule. However, only actual quantities will be invoiced for. Should you feel, based on expertise and experience, that the listed allowance is not adequate – please indicate so on the activity schedule. This implies that all prices must be indicated per applicable unit, i.e.

- Labor = Each (per activity completed in full according to applicable published standards)
- Material / Spares = per standard length; or per meter; or per square meter

4.3.2. Correction of defects

The Contractor shall report any defects on areas that the service was rendered. The Contractor shall immediately notify the Employer's Service Manager who will then advise the correct procedure to be followed to fix the defects.

4.3.3. Plant & Materials provided "free issue" by the *Employer*

The employer will provide access to the existing ablution facilities for the use by the Contractor employees.

5. Working on the Affected Property

5.1. Employer's site entry and security control, permits, and site regulations

Safety file should be submitted and approved by the Safety department prior the commencement of the service. Inspections will be conducted by the safety department on the OHS act compliance, housekeeping and Personal Protective Clothing.

5.2. People restrictions, hours of work, conduct and records

Only people with valid King Phalo Airport permits are allowed to be performing duties on the Employer's premises under the mandate of this contract. The hours of work remains 08:00 till 16:00 daily from Monday till Friday. The Contractor employees are to conduct themselves professionally during the working hours. The use of toxic substances is prohibited during the hours of work and is a dismissible offence in the company's employment policies.

The Contractor is to keep the records of the equipment inspections and servicing. As these will be required from time to time.

5.3. Health and safety facilities on the Affected Property

The Contractor shall ensure that the health and safety facilities on the affected property or lack thereof are noted in the Contractor's safety plan. The Contractor shall thereafter ensure that all the Health and Safety facilities or their alternatives are accounted for in the Contractors safety plan.

5.4. Records of Contractor's Equipment

The Contractor is to keep the records of the equipment inspections and servicing. As these will be required from time to time.

At the start of the contract period, the contractor will submit a detailed list (make, model, serial number etc.) of equipment and tools that will be taken and used on ACSA premises - for approval by the Service Manager. This list must be approved regularly as and when amendments to it, occur.

5.5. Site services and facilities

5.5.1. Provided by the Employer

The Employer will provide access to the existing ablution facilities for use by the Contractors employees.

The Contractor and his/her staff will utilise the ablution facilities at the Main gate. No ablution facilities may be used in the terminal building.

5.5.2. Provided by the Contractor

The Contractor to provide appliances to be used by its employees. Such will remain the property of the Contractor and will be used in the allocated area only.

5.6. Control of noise, dust, water and waste

The Contractor to ensure that measures are in place to control and minimize dust impact. The Contractor shall conserve the scarce resources such as water and electricity. Waste shall be disposed at the registered waste sites according to the Municipal By-Laws.

5.7. Tests and inspections

5.7.1. Description of tests and inspections

Works inspections will be carried jointly between the Service Manager of the employer and the Contractor on weekly basis to ascertain the cleanliness of the Airport.

Inspection forms must be signed off by the following ACSA representatives in order of priority based on availability:

- Service Manager
- Supervisor
- IMC Co Ordinator/Electrician
- ACSA Maintenance and engineering representative
- Other Department Manager

6. Drawings issued by the *Employer*

No drawing will be issued by the Employer under this contract.

PART C4: SITE INFORMATION

King Phalo Airport

66 Settlersway

East London

5201



Figure 1: Locality map of the KPA airside precinct



Figure 2: Priority Areas Map

ANNEXES

Title	Annexure number
Service Level Agreement	Annexure A
Permit Prices	Annexure B
Environmental Terms and Conditions	Annexure C
OHS Specifications	Annexure D

ANNEXURE A - SERVICE LEVEL AGREEMENT**Detailed Area-Based Scope of Works****The services intended for this contract are:**

- Inspection of the site and compile a maintenance program to control and/or eradicate all Alien and Invasive Species (AIS) within King Phalo Airport (KPA). AIS maintenance program should be easily implemented by the staff employed at King Phalo Airport (KPA) after the duration of the contract.
- Ensure that alien plants do not become dominant within the premises at King Phalo Airport (KPA).
- The control of alien and invasive species dispersal and encroachment.
- Promote re-establishment of natural indigenous species and prevent re-establishment of AIS.
- Clearing of the vegetation consists of a mixture of both alien invasive vegetation and natural and endemic vegetation.
- Clearing of indigenous vegetation that are declared obstacles.
- Material Safety Data Sheet (MSDS) - Contractor to provide these documents for all the chemicals they will be using on site during the contract.
- Herbicide Applicator/Pest Control Operators (PCOs) to have valid certificate of Agriculture, Forestry and Fisheries – P Number

List of Alien and Invasive Plant Species identified within the KPA site boundaries in December 2017.

Plant name	Common name	Category
Lantana camara.	Lantana	Declared Weed (category 1b)
Cestrum laevigatum	Inkberry	Declared Weed (category 1b)
Solanum mauritianum	Bugweed	Declared Weed (category 1b)
Ricinus communis	Castor-oil plant	Declared invader (category 2)
Acacia mearnsii	Black wattle	Declared invader (category 2)
Acacia longifolia	Long-leafed wattle	Declared Weed (category 1b)
Acacia saligna	Port Jackson willow	Declared invader (category 2)
Acacia cyclops	Red eye or Rooikrans	Declared invader (category 2)
Psidium guajava	Guava	Declared invader (category 2)
Eucalyptus sp.	Gum tree	Declared invader (category 2)
Melia azedarach	Syringa	Declared invader (category 3)
Grevillea robusta	Australian Silver Oak	Declared invader (category 3)

Potential Alien and Invasive Plant Species which may occur within KPA site boundaries in future.

Plant name	Common name	Category
Datura Stranomium	Downy thorn apple	Declared Weed (category 1b)
Pennisetum clandestinum	Kikuyu	Declared Weed (category 1b)
Cirsium vulgare (Asteraceae)	Spear thistle	Declared Weed (category 1b)
Nicotiana glauca (Solanaceae)	Wild tobacco	Declared Weed (category 1b)
Pinus pinaster	Cluster pine	Declared invader (category 2)
Sesbania punicea (Fabaceae)	Red sesbania	Declared Weed (category 1b)
Senna didymobotrya (Fabaceae)	Peanut butter cassia	Declared Weed (category 1b)
Jacaranda mimosifolia (Bignoniaceae)	Jacaranda	Declared invader (category 3)

Category	Management Requirements	NEMBA National Environmental Management: Biodiversity Act No. 10 of 2004
Category 1a	<ul style="list-style-type: none"> • The landowner must take immediate steps to combat or eradicate. • The landowner must allow an authorized official from the Department to enter the land to monitor and/or assist. 	Invasive species requiring compulsory control. Remove and destroy. Any specimens of Category 1a listed species need, by law, to be eradicated from the environment. No permits will be issued to keep these species.
Category 1b	<ul style="list-style-type: none"> • The landowner must control listed AIS according to a developed Management Plan. • The landowner must allow an authorized official from the Department to enter the land to monitor and/or assist. 	Invasive species requiring compulsory control as part of an invasive species control program. Remove and destroy. These plants are deemed to have such a high invasive potential that infestations can qualify to be placed under a government sponsored invasive species management program. No permits will be issued to keep these species.
Category 2	<ul style="list-style-type: none"> • Include species which require a permit to carry out a restricted activity within an area specified in the Notice or permit. • The landowner or permit holder must ensure that the specimens of the species do not spread outside of the area specified. Becomes a Category 1b species. 	Invasive species regulated by area. A demarcation permit is required to import, possess, grow, breed, move, sell, buy or accept as a gift any plants listed as Category 2 plants. No permits will be issued for Cat 2 plants to exist in riparian zones.
Category 3	<ul style="list-style-type: none"> • Include species which are subject to exemptions and prohibitions as specified in the Notice. • Species that occur in riparian areas must be considered to be a Category 1b species. 	Invasive species regulated by activity. An individual plant permit is required to undertake any of the following restricted activities (import, possess, grow, breed, move, sell, buy or accept as a gift) involving a Category 3 species. No permits will be issued for Cat 3 plants to exist in riparian zones

There are a few possible methods which can be used to control alien invasive species; these include:

- Mechanical Control Methods – Hand Pulling, Ring Barking, Frill, Fell and Cut Stump Treatment.
- Chemical Control Methods – Basal Stem Treatment, Foliar Sprays and Frilling or Partial Frilling.
- Biological Control Methods - Biological control is not a feasible option for this site, and is thus not discussed further
- Integrated Control Methods - Integrated control involves a combination of at least two of the primary elements of control - mechanical, chemical and biological.

Following the Working for Water guidelines for effective alien vegetation removal (DWAF, 2009), the alien removal programme should consist of the following three phases:

- Initial control - Clearing and eradication of alien invasive stands to drastically reduce the existing population.
- Follow up control - Control of re-growth, including seedlings, root suckers and coppice growth, which should be conducted annually.

- Maintenance control - Eliminate additional alien plants with on-going annual monitoring for the duration of the project, and if necessary, implement additional control methods to avoid reestablishment of alien invasive stands.

Visual manual for easy identification of alien invasive plant species and specific species control methods

The following tables provide a guide to the alien invasive plant species identified on site at the King Phalo Airport (KPA) and the species-specific control methods. Each species is described in terms of how it looks, timing of flowering and/or fruiting, its invasive status.

General measures during the contract

- All workers are to wear suitable protective clothing and equipment as specified by manufacturers of mechanical equipment and general safety requirements of Occupational Health and Safety Act, Act 85 of 1993.
- The bidder will need to provide at least one (1) vehicle with 4x4 to operate on site, as well as vehicles necessary for the completion of the project. Further to this the vehicle needs to comply with the following requirements while operating on the airside:
 - The vehicle age cannot be more than seven (7) years and must be road-worthy.
 - The vehicle needs to display identification signage.
 - A low-intensity amber strobe light must be installed and utilized at all times.
- Felled material shall not be allowed to block or impede watercourses.
- Branches carrying seed to be stockpiled on the identified site.
- The Service provider must ensure that they familiarize themselves with all KPA issued permits and licences that is applicable to this scope of work.
- The Service providers must be aware that fines may be imposed by relevant authorities should the service provider temper with indigenous plants, fauna, and cause environmental damage such as pollution, erosion etc. during the alien clearing project.
- In the event of destruction or damage of the indigenous specimen, the service provider will be required to report this to the Service Manager as soon as practicably possible.

Erosion control

- The Service provider shall under no circumstances damage indigenous vegetation or soil around trees. The service provider shall not make any cuts, roads, or tracks unless these are approved by the Service Manager, in writing prior to any tracks being made.
- The Service provider is to remove all their litter and ensure good housekeeping is maintained within their working environment.
- The Service provider is to ensure that the supervisors have the knowledge and experience to identify alien invasive species.
- It will be the responsibility of the Service provider to ensure that he or she is fully informed of the extent of all alien vegetation to be cleared.
- No open fires will be allowed on site.
- When operating on the airside, clearing can only take place once necessary airside requirements are met, e.g. trainings and permits acquired.

Burning

- Burning must take place in the identified areas and must comply with the specifications of suitably experienced service provider and must be undertaken to the satisfaction and approval of ACSA's ARRF, H&S department and relevant authorities.
- Burning will occur once during the project.

Occupational Health and Safety

- All work on site must comply with OHS Act regulations. It is the Service provider's responsibility to ensure that all necessary documentation and procedures, as required by ACSA Occupational Health and Safety Department, are in accordance with the OHS Act.



Approval for completion of works

- For approval of the completion of clearing on site, the Service Manager will require that all alien plants are dead and disposed of accordingly and if required, burning of the identified areas has taken place.



Special note

- The follow-up for each area that has undergone alien vegetation eradication must be done to ensure that any re-growth is treated. Therefore, the Service provider must ensure he/she works methodically to ensure that each area receives clearing and at least one (1) follow up.
- The Service provider shall keep an accurate monthly verifiable log of areas cleared for verification of the contract period between alien clearing and follow-up session. The service provider shall keep an updated register of alien invasive plants noted in each area.



Guideline to *Lantana camara* (Lantana)

Scientific name	<i>Lantana camara</i>
Common name(s)	Lantana
Description	Compacts, floriferous shrub or untidy scrambler up to 2 m or higher; stems often four-angled, usually covered with short, stiff hairs and recurved prickles, but sometimes unarmed.
Invasive status	(Category 1b). Transformer. Declared Weed Herbicide registration.
Leaves	Dark green, paler below, rough, hairy becoming ± glabrous, strong smelling when crushed
Flowers	Pink, red, crimson, orange, yellow or white in compact flat-topped heads, often with several colours in one head. All year flowering
Fruits	Glossy green turning purplish-black, one-seeded, fleshy drupes
	
Proposed control methods	
Seedlings	Hand pull or hoe over small areas Foliar spray
Mature or large plants	Foliar spray Cut stump and herbicide


Guideline to *Cestrum laevigatum* (Inkberry)

Scientific name	<i>Cestrum laevigatum</i>
Common name(s)	Inkberry
Description	Sparsely hairy, evergreen shrubs 1-2 m high or trees up to 15 m on the coast; leaves and stems bruise easily, emitting an unpleasant smell.
Invasive status	(Category 1b). Transformers. Declared weed Herbicide registration
Leaves	Light or dark green, mainly along the distal ends of branches.
Flowers	Greenish yellow in axillary clusters Flowering from October to May
Fruits	Berries 10 mm long, green turning purple black
	
Proposed control methods	
Seedlings	Hand pull
Large trees	Single stemmed: Basal stem and herbicide All: Cut stump and herbicide


Guideline to *Solanum mauritianum* (Bugweed)

Scientific name	<i>Solanum mauritianum</i>
Common name(s)	Bugweed
Description	Unarmed, branched shrub or small tree 2-4 (-10) m high; all parts except older stems covered with a whitish-felty hairs
Invasive status	(Category 1b). Transformer. Declared weed Herbicide registration.
Leaves	Dull green and velvety above, white-felty beneath, up to 205 mm long x 100 mm wide, emit a strong smell when bruised; stipules ovate, 20 mm long.
Flowers	Purple in compact terminal clusters, on dense felty stalks up to 100 mm long. Flowering all year
Fruits	Globose berries 10 mm across, green turning yellow, in compact terminal clusters
	
	
Proposed control methods	
Seedlings and saplings	Hand pull Foliar spray
Big trees	Cut down and spray coppice Cut stump and herbicide Frill or ring-bark



Guideline to Ricinus communis (Castor-oil)

Scientific name	Ricinus communis
Common name(s)	Castor-oil plant
Description	Annual herb, softly woody shrub or small tree up to 4 m high, sap is not milky, leaf and flowering stalks often with a grey bloom
Invasive status	(Category 2) Declared invader.
Leaves	Shiny, dark green or reddish, paler below, large up to 300 mm wide, palmately five to nine-lobed, margins closely serrated, petioles up to 300 mm
Flowers	Reddish (upper), cream (lower), on stalks up to 150 mm long. Flowering August- April (-all year)
Fruits	Green, brown or reddish, three-lobed capusules, 10-15 mm long, covered with soft spines, seeds silvery mottled-brown "beans"
	
Proposed control methods	Cut stump and poison with an herbicide.


Guideline to *Acacia mearnsii* (Black wattle)

Scientific name	<i>Acacia mearnsii</i>
Common name(s)	Black wattle
Description	Unarmed, evergreen tree 5-15 m high; branchlets shallowly ridged; all parts finely hairy, bipinnate; leaflets short (1.5-4.0 mm) and crowded; raised glands occur at and between the junctions of pinnae pairs
Invasive Status	(Category 2). Transformer. Declared invader Herbicide registration.
Leaves	
Flowers	Pale yellow or cream, globular flowerheads in large, fragrant sprays. Flowering from August to September.
Fruits	Dark brown pods, finely hairy, usually markedly constricted
	
Proposed control methods	
Seedlings and saplings	Hand pull or hoe Foliar spray
Young trees	Foliar spray
Big trees	Cut stump Frill Stem treatment
Inaccessible trees	Stem treatment



Guideline to *Acacia longifolia* (Long-leafed wattle)

Scientific name	<i>Acacia longifolia</i>
Common name(s)	Long-leafed wattle
Invasive Status	(Category 1b). Transformer. Declared weed Herbicide registration
Description	Long-leafed evergreen shrub or spreading tree 2-6m high, with long bright green leaves that have prominent longitudinal veins.
Leaves	Bright green, up to 180mm long, with 2-5 prominent longitudinal veins.
Fruits	Fruit/seeds: Pale brown pods.
Flowers	Bright yellow, cylindrical flowerheads, from July to September.
 	
Proposed control methods	
Seedlings and saplings	Hand pull or hoe Foliar spray
Trees up to 2m tall	Cut low down Foliar spray
Large trees	Cut low down and treat coppice Cut stump Frill



Guideline to *Acacia saligna* (Port Jackson)

Scientific name	<i>Acacia saligna</i>
Common name(s)	Port Jackson
Description	An evergreen tree, growing 3-7m high, with blue green turning bright green leaves
Invasive Status	(Category 2). Transformer. Declared invader Herbicide registration
Leaves	Blue green turning bright green, up to 200mm long and 10-50mm wide
Fruits	Brown pods with hardened, whitish margins
Flowers	Bright yellow, globe-shaped flowers bloom from August to November.
	
Proposed control methods	
Seedlings and saplings	Hand pull or hoe Foliar spray
Saplings and young trees	Hand pull or hoe Foliar spray
Large trees	Cut stump Frill


Guideline to Acacia cyclops (Red eye or Rooikrans)

Scientific name	Acacia cyclops
Common name(s)	Red eye or Rooikrans
Description	Unarmed, evergreen, rounded shrub or small tree 1.5-4 (- 6) m high; sometimes very low and wind clipped at the coast
Invasive Status	(Category 2). Transformer. Declared invader. Herbicide registration
Leaves	Phyllodes, bright green, nearly straight
Fruits	Brown pods, as broad as leaves, 8-12 mm wide, not constricted, curved and finally twisted, persisting after seeds shed; seeds are encircled by a double row of bright red or orange fleshy stalks
Flowers	Bright yellow, globular flowerheads Sporadic flowering, October- February (- all year)
 	
Proposed control methods	
Seedlings and saplings	Hand pull or hoe Foliar spray
Trees up to 2m tall	Cut low down Foliar spray
Large trees	Cut low down Frill




Guideline to Psidium guajava (Guava)

Scientific name	Psidium guajava
Common name(s)	Guava
Description	Evergreen shrub or small tree 2-5 (-10) m high; branchlets four-angled and hairy
Invasive Status	(Category 2). Transformer. Declared invader. Herbicide registration
Leaves	Bronze turning light green, ovate to oblongelliptic; often broad and rounded at both ends, with a small, pointed apex
Fruits	Edible. Many seeded berries, with a musky penetrating odour
Flowers	White, in groups of 1-3 Flowering from October- December
	
Proposed control methods	
All trees	Cut stump and herbicide





Guidelines to Eucalyptus sp.

Scientific name	Eucalyptus sp. (most likely Eucalyptus camaldulensis)
Common name(s)	Bluegum or Red River gum
Description	Evergreen tree 18-40 m high with a spreading crown and smooth, mottled, white or grey bark, often tinged red in very cold localities
Invasive Status	(Category 2). Transformer. Declared invader. Herbicide registration
Leaves	Pale, dull green; adult leaves 120-220mm long, narrow, pendulous; juvenile leaves smaller and broader; twigs and petioles red
Flowers	Cream with long-exserted stamens, buds conical, egg-shaped or beaked to 10 mm long. Flowering September-January (-all year)
Fruits	Brown to reddish-brown capsules 7-8 mm long, with prominent rims and protruding triangular valves
	
Proposed control methods	
Seedlings	Hand pull
Coppice	Foliar spray
Felled trees	Cut stump and herbicide Frill

Guideline to Melia azedarach (Syringa)

Scientific name	Melia azedarach
Common name(s)	Syringa
Description	Deciduous, spreading tree up to 23 m high; bark on young stems reddish-brown and smooth
Invasive Status	(Category 3). Transformer. Declared invader Herbicide registration.
Leaves	Deep green, glossy above, turning yellow in autumn; odd-pinnate, leaflets serrated and sometimes lobed
Fruits	Berries, green turning yellow, thinly fleshy, becoming wrinkled and persisting after leaves fall
Flowers	Lilac, +/-10 mm long, with purplish central column, in large, terminal, heavily perfumed sprays Flowering September-November
	
	
Proposed control methods	
Seedlings	Hand remove
All trees	Cut stump and herbicide Frill

Guideline to *Grevillea robusta* (Australian Silver Oak)

Scientific name	<i>Grevillea robusta</i>
Common name(s)	Australian Silver Oak
Description	A large, evergreen tree 18-30m high with a straight trunk and moderately spreading crown.
Invasive Status	(Category 3). Transformer. Declared invader. Herbicide registration.
Leaves	Dark green above and greyish-white or rusty-silk beneath and have a fern-like profile.
Fruits	Brownish-black, leathery fruits containing up to two flat-winged seeds
Flowers	Golden-orange flowers in terminal, bottle brushlike sprays from September to November.
	
	
Proposed control methods	
Seedlings	Hand remove
All trees	Cut stump and herbicide Frill

ANNEXURE B - PERMIT PRICES

Permit Costs

Type of permit/ Course	Amount Incl VAT	Amount Excl VAT
	EFF 1ST JULY 2014 (Hayley Grimley)	
VEHICLE ADD ON VPAF	R 4,082.39	R 3,581.04
VEHICLE PERMIT 1 YEAR	R 1,213.75	R 1,055.44
	R 5,296.14	R 4,636.48
PERMANENT PERMIT 2YRS	R 259.56	225.71
AVOP PERMIT 2 YRS	R 72.76	63.27
TEMPORARY PERMITS 1 DAY	R 36.17	R 31.45
TEMPORARY PERMITS 2 - 5 DAYS	R 50.37	43.8
TEMPORARY PERMIT 6 DAYS AND OVER	R 259.56	225.71
TEMPORARY VEHICLE PERMIT 1 DAY	R 43.61	37.92
TEMPORARY VEHICLE PERMIT 2 DAYS	R 81.90	71.22
TEMPORARY VEHICLE PERMIT 3 DAYS	R 120.21	104.53
1 - 3 MONTHS TEMPORARY VEHICLE PERMIT	R 303.17	263.63
4 - 6 MONTHS TEMPORARY VEHICLE PERMIT	R 598.90	520.79
6 - 12 MONTHS TEMPORARY VEHICLE PERMIT	R 1,213.75	1055.44
AIT COURSE 2 YRS	R 378.97	329.54
AVOP COURSE 2 YRS	R 378.97	329.54
AIT REFRESHER COURSE 2 YRS	R 265.28	230.68
AVOP REFRESHER COURSE 2 YRS	R 265.28	230.68
NON ATTENDANCE OF AIT & AVOP COURSE	R 3,550.75	
DAMAGED PERMIT - REPRINT	R 145.52	126.54
CATEGORY UPGRADE	R 145.52	126.54
CELL PHONE PERMIT	61.17	53.19
LOST PERMIT1st	404.24	351.51
LOST PERMIT2nd	585.06	508.75

ANNEXURE C – ENVIRONMENTAL TERMS AND CONDITIONS

ACSA Service & Maintenance Contractors

Environmental Terms and Conditions to Commence Work - EMS 048

The following Environmental Terms and Conditions shall be strictly adhered to by all Contractors when conducting works for ACSA. ACSA shall audit Contractor activities, products and services on an ad hoc basis to ensure compliance to these environmental conditions. Any pollution clean-up costs shall be borne by the Contractor.

ISSUE	REQUIREMENT
Environmental Policy	ACSA's Environmental Policy shall be communicated, comprehended and implemented by all ACSA appointed Contractor staff.
Storm water, Soil and Groundwater Pollution	<ul style="list-style-type: none"> • No solid or liquid material may be permitted to contaminate or potentially contaminate storm water, soil or groundwater resources. • Any pollution that risks contamination of these resources must be cleaned up immediately. Spills must be reported to ACSA immediately. Contractors shall supply their own suitable clean-up materials where required. • Washing, maintenance and refuelling of equipment shall only be allowed in designated service areas on ACSA property. It is the Contractor's responsibility to determine the location of these areas. • No leaking equipment or vehicles shall be permitted on the airport.
Air Pollution	<ul style="list-style-type: none"> • Dust: Dust resulting from work activities that could cause a nuisance to employees, or the public shall be kept to a minimum. • Odours and emissions: All practical measures shall be taken to reduce unpleasant odours and emissions generated from work related activities. • Fires: No open fires shall be permitted on site.
Noise Pollution	<ul style="list-style-type: none"> • All reasonable measures shall be taken to minimise noise generated on site as a result of work operations. • The Contractor shall comply with the applicable regulations with regard to noise.
Waste Management	<ul style="list-style-type: none"> • Waste shall be separated as general or hazardous waste. • General and hazardous waste shall be disposed of appropriately at a permitted landfill site should recycling or re-use of waste not be feasible. • Under no circumstances shall solid or liquid waste be dumped, buried or burnt. • Contractors shall maintain a tidy, litter free environment at all times in their work area. • Contractors must keep on file: <ol style="list-style-type: none"> 1. The name of the contracting waste company 2. Waste disposal site used 3. Monthly reports on quantities – separated into general, hazardous and recycled 4. Maintained file of all Waste Manifest Documents and Certificates of Safe Disposal 5. Copy of waste permit for disposal site

	This information must be available during audits and inspections.
Handling & Storage of Hazardous Chemical Substances (HCS)	<ul style="list-style-type: none"> • All HCS shall be clearly labelled, stored and handled in accordance with Materials Safety Data Sheets. • Materials Safety Data Sheets shall be stored with all HCS. • All spillages of HCS must be cleaned up immediately and disposed of as hazardous waste. (HCS spillages must be reported to ACSA immediately). • All Contractors shall be adequately informed with regards to the handling and storage of hazardous substances. • Contractors shall comply with all relevant national, regional and local legislation with regard to the transport, storage, use and disposal of hazardous substances.
Water and Energy Consumption	ACSA promotes the conservation of water and energy resources. The Contractor shall identify and manage those work activities that may result in water and energy wastage.
Training & Awareness	The conditions outlined in this permit shall be communicated to all Contractors and their employees prior to commencing works at the airport.

Penalties

Penalties shall be imposed by ACSA on Contractors who are found to be infringing these requirements and/or legislation. The Contractor shall be advised in writing of the nature of the infringement and the amount of the penalty. The Contractor shall take the necessary steps (e.g. training/remediation) to prevent a recurrence of the infringement and shall advise ACSA accordingly.

The Contractor is also advised that the imposition of penalties does not replace any legal proceedings, the Council, authorities, landowners and/or members of the public may institute against the Contractor.

Penalties shall be between R200 and R20 000, depending upon the severity of the infringement. The decision on how much to impose will be made by ACSA’s Airport Environmental Management Representative in consultation with the Airport Manager or his/her designate and will be final.

In addition to the penalty, the Contractor shall be required to make good any damage caused as a result of the infringement at his/her own expense.

I, _____ (name & surname) of _____

_____ (company) agree to the above conditions and acknowledge ACSA’s right to impose penalties should I or any of my employees or sub-Contractors fail to comply with these conditions.

Signed: _____ on this date: _____ (dd/mm/yyyy)

at: _____ (airport name).

ANNEXURE D – OSHE SPECIFICATIONS

Contractor/Stakeholder Name:		Contract Number	
Project Manager:		Airport:	
Area where work is to be performed:		Dated	
Scope of Work			
No.	Document requested	Status received (Yes/ No/N/A)	Compliance Status/ Comments
1.	Mandatory OHS appointments		Required
	Section 16(1), 16(2) & 8(2)		Required
	SHE Representative		Required
	First Aider(s) (Must have formal competency)		Required
	Fire Marshall	n/a	
	Supervisors		Required
	Lifting supervisor		Required
	Construction 5(k)	n/a	
	CR 8(1) Construction work Manager (Must have formal competency)	n/a	
	CR 8(2) Assistant Construction work Manager	n/a	
	CR 8(5) Construction H&S Officer (Must have formal competency)	n/a	
	CR 8(7) Construction work Supervisor	n/a	
	CR 8(8) Assistant Supervisor (Must have formal competency)	n/a	
	Fall protection planner (Must have formal competency)		Required
	CR 13(1)(a) Excavation Supervisor (Must have formal competency)	n/a	
	Risk Assessor (Must have formal competency)		Required
	Incident Investigator		Required
	CR 16(1) /SANS 085 Scaffolding Inspector (Must have formal competency)	n/a	
	CR 18(1) Rope Access Supervisor (Must have formal competency)		Required
	CR 24 & EMR 9 Electrical Tool Inspector	n/a	
	CR 29(H) Fire Fighting Equipment Supervisor (Must have formal competency)	n/a	
	CR 23 Construction Vehicles & Mobile Plant Operator	n/a	
	GSR 13 Ladder Inspect		Required
	Portable (Hand) Tool inspector		Required
	CR 28(a) Stacking and Storage Supervisor (Must have formal competency)	n/a	
	HCS Supervisor (HCS Regulations)		Required
	OHSA 19 SHE Committee Members (If more than 2 SHE Reps on site)	n/a	
	Covid-19 compliance officer	n/a	
2.	Scope of work		Required
3.	Covid-19 Policy	n/a	
4.	Risk assessments		Required
5.	Equipment and tools list		Required

