



**COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION**  
**REQUEST FOR QUOTATION "RFQ"**

The National Office of the CCMA invites service providers to submit quotations based on the specification attached:

RFQ NO:	RQN00000206052		
DESCRIPTION OF SERVICES REQUIRED:	CCMA would like to appoint a service provider to provide Virtual Training on Oracle Audit Vault and Database Firewall (Oracle AVDF) course for One (01) CCMA Official.		
PUBLICATION DATE:	03 December 2024		
CLOSING DATE:	TIME:	11h00	DATE: 11 December 2024
<b><i>DETAILED SPECIFICATION ATTACHED BELOW</i></b>			
QUOTATION VALIDITY PERIOD:	90 days		
CONTACT PERSON:	Khathutshelo Mukwevho at 011 377 6998		
DELIVERY OR SUBMISSION INSTRUCTIONS FOR RFQ:	The submissions of the proposals must be emailed to: <a href="mailto:RFQ1@CCMA.org.za">RFQ1@CCMA.org.za</a> only. All quotations need to be on an official letterhead (All cost included)		
DISQUALIFICATION	Quotations not submitted to <a href="mailto:RFQ1@CCMA.org.za">RFQ1@CCMA.org.za</a> will be disqualified.		
EVALUATION OF QUOTATIONS	<ul style="list-style-type: none"> <li>• All quotations above R2000 will be evaluated on pricing and preferential points using the 80/20 preference points system.</li> <li>• The 80 points is for request for quotations up to the rand value of R1 million.</li> <li>• The 20 points will be allocated to promote this goal and points will be allocated in terms of the CCMA Preference points.</li> </ul>		

<b>UNIT STANDARD TITLE</b>	<b>Oracle Accredited</b>
----------------------------	--------------------------

## **1. BACKGROUND, OVERVIEW AND SCOPE OF REQUIREMENTS**

### **1.1 Background of service or goods required**

The Commission for Conciliation, Mediation and Arbitration (CCMA) is an independent and autonomous organization that was established by the Labour Relations Act of 1995 (LRA) to deliver dispute prevention and resolution services to the people of South Africa. The core mandate of the CCMA, as one of the organizations charged with implementing the LRA, is derived from the purpose of the LRA which, amongst others, is to advance economic development, social justice, labour peace and the democratization of the workplace.

**One CCMA Official** to receive training on **Oracle Audit Vault and Database Firewall (Oracle AVDF)** course. The training will be held virtually on December 2024/ January 2025.

The appointed service provider must note the duration of the training required and the request to pitch the training session at the appropriate level considering the type of attendees who will be in attendance. The training/workshop must cover the topics under overview below:

### **1.2 Overview on RFQ**

It is vitally important that the service provider produces a highly effective, practical and innovative **Oracle Audit Vault and Database Firewall (Oracle AVDF)** course, which will enable the participant to demonstrate their understanding and application of the requisite methodology correctly.

#### **1.2.1 The Oracle Audit Vault and Database Firewall (Oracle AVDF) course is designed to equip participants with comprehensive expertise in securing and monitoring databases. This course delves into the core concepts of database security, real-time monitoring, and advanced threat detection using Oracle AVDF and below are the objectives:**

1.2.1.1 Introduction to Oracle Audit Vault and Database Firewall

1.2.1.2 Performing Administrative Tasks

1.2.1.3 Creating Audit Policies for Oracle Databases

1.2.1.4 Creating Database Firewall Policies

1.2.1.5 Oracle AVDF Reports

1.2.1.6 Managing Entitlements

1.2.1.7 Creating Alerts

### 1.3 RFQ specifications

1.3.1 The service provider should consider the following:

1.3.1.1 The quotation should include a detailed training outline.

1.3.1.2 To provide facilitated and interactive virtual training to one official.

1.3.1.3 The training and the accompanying manuals/materials must be practical to the CCMA and must be of high quality.

1.3.2 The service provider must submit a training report to ETD within 30 days after the workshop.

1.3.3 Training/workshop will be held virtually on December 2024/ January 2025.

1.3.4 The training material must be made available before the session to allow ample time for preparation and same (material) must show an understanding of the CCMA and the environment that it functions within.

### 1.4 RFQ evaluation criteria

1.4.1 The quotations will be evaluated using 80/20 system according to PPPFA Act regulations 2022.

### 1.5 RFQ FUNCTIONAL REQUIREMENTS

CRITERION	WEIGHT
<b>FUNCTIONALITY:</b>  <b>1.1 Course outline and Accreditation Certificates.</b> The bidder is therefore required to supply CCMA with detailed course outline. <b>30 points</b> Failure to provide a detailed course outline. <b>0 points</b>  Company must be Oracle Accredited to Facilitate Training. <b>10 points</b> Failure to provide company accreditation certificates to facilitating training. <b>0 points</b>	<b>40</b>
<b>1.2 Company Experience in the Training Environment Indicated on the Company Profile.</b> 5 years or more experience 10 points 4 but less than 5 years' experience 8 points 3 but less than 4 years' experience 6 points 2 years but less than 3 years' experience 4 points 1 year but less than 2 years' experience 1 point Less than 1-year experience 0 point	<b>10</b>
<b>1.3 Level of expertise and Post Graduate qualifications of facilitators.</b> A CV of the facilitator must be attached to demonstrate the qualifications with at least 3 years of experience conducting training or workshops.	<b>20</b>
Post graduate qualification (s)	10
Less than post graduate qualification	0

3 years' experience providing the same services.		10
Less than 3 years' experience		0
<b>1.4 Referencing - Attach Attendance Registers/Reference Letters of the Implemented/Executed Trainings.</b> The bidder must provide three (3) reference letters/attendance registers, and each reference is to be based on a project of the same nature. The reference letter/attendance register must include: company name, contact name, address, phone number, on a company letterhead.		30
<b>Number of references</b>	<b>30 maximum points</b>	
3 reference letters	30	
2 reference letters	15	
1 reference letters	5	
No reference letter	0	
<b>Total points for Functionality</b>		<b>100</b>
<b>A minimum requirement for functionality out of 100 is</b>		<b>70</b>
<b>2. Price</b>		
2.1.	Points allocated for price	80
<b>3. Specific Goals Status Points</b>		
3.1	Points allocated for Specific Goals	20
<b>TOTAL FOR PRICE and SPECIFIC GOALS POINTS</b>		<b>100</b>

Bidders with a total functionality score of less than 70 points for functionality will be disqualified.

# POPIA CONSENT FORM

POPIA CONSENT FORM



**COMMISSION FOR  
CONCILIATION,  
MEDIATION &  
ARBITRATION**

**TO THE CCMA**

**PROTECTION OF PERSONAL INFORMATION ACT, 4 OF 2013**

By signing this form;

- a) I/we hereby grant my/our voluntary consent that my/our personal information may be processed, collected, used and disclosed in compliance with the Protection of Personal Information Act, 4 of 2013.
- b) I/we furthermore agree that my/our personal information may be used for the lawful and reasonable purposes in as far as the CCMA (responsible party) must use my/our information in the performance of its public legal duty.
- c) I/we understand that my/our personal information may be disclosed to a third party in as far as the CCMA must fulfil its public legal duty.
- d) I/we furthermore understand that there are instances in terms of abovementioned Act where my express consent is not necessary to permit the processing of personal information, which may be related to litigation or when the information is publicly available. Further details are available on the CCMA website.

**SIGNED AT \_\_\_\_\_ ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_ 2024**

**COMPANY NAME: \_\_\_\_\_**

**INITIAL AND SURNAME OF REPRESENTATIVE OF THE COMPANY: \_\_\_\_\_**

**SIGNATURE OF REPRESENTATIVE OF THE COMPANY: \_\_\_\_\_**

SBD 4

SBD 4

## BIDDER'S DISCLOSURE

### 1. PURPOSE OF THE FORM

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

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

### 2. Bidder's declaration

- 2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest<sup>1</sup> in the enterprise, employed by the state? **YES/NO**

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

Full Name	Identity Number	Name of State institution

- 2.2 Do you, or any person connected with the bidder, have a relationship

---

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

with any person who is employed by the procuring institution? **YES/NO**

2.2.1 If so, furnish particulars:

.....  
 .....

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

2.3.1 If so, furnish particulars:

.....  
 .....

### **3 DECLARATION**

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

- 3.1 I have read and I understand the contents of this disclosure;
- 3.2 I understand that the accompanying bid will be disqualified if this disclosure is found not to be true and complete in every respect;
- 3.3 The bidder has arrived at the accompanying bid independently from, and without consultation, communication, agreement or arrangement with any competitor. However, communication between partners in a joint venture or consortium<sup>2</sup> will not be construed as collusive bidding.
- 3.4 In addition, there have been no consultations, communications, agreements or arrangements with any competitor regarding the quality, quantity, specifications, prices, including methods, factors or formulas used to calculate prices, market allocation, the intention or decision to submit or not to submit the bid, bidding with the intention not to win the bid and conditions or delivery particulars of the products or services to which this bid invitation relates.
- 3.4 The terms of the accompanying bid have not been, and will not be, disclosed by the bidder, directly or indirectly, to any competitor, prior to the date and time of the official bid opening or of the awarding of the contract.
- 3.5 There have been no consultations, communications, agreements or arrangements made by the bidder with any official of the procuring

---

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

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

- 3.6 I am aware that, in addition and without prejudice to any other remedy provided to combat any restrictive practices related to bids and contracts, bids that are suspicious will be reported to the Competition Commission for investigation and possible imposition of administrative penalties in terms of section 59 of the Competition Act No 89 of 1998 and or may be reported to the National Prosecuting Authority (NPA) for criminal investigation and or may be restricted from conducting business with the public sector for a period not exceeding ten (10) years in terms of the Prevention and Combating of Corrupt Activities Act No 12 of 2004 or any other applicable legislation.

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

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

.....	.....
Signature	Date
.....	.....
Position	Name of bidder

SBD 6.1

SBD 6.1

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

This preference form must form part of all tenders invited. It contains general information and serves as a claim form for preference points for Specific Goal(s).

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

### 1. GENERAL CONDITIONS

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

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

1.2 **To be completed by the organ of state**

- a) The applicable preference point system for this tender is the 80/20 preference point system.
- b) The 80/20 preference point system will be applicable in this tender. The lowest/highest acceptable tender will be used to determine the accurate system once tenders are received.

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

- (a) Price; and
- (b) Specific Goal(s).

1.4 **To be completed by the organ of state:**

The maximum points for this tender are allocated as follows:

	POINTS
Price	80
Specific Goal(s)	20
<b>Total points for Price and Specific Goals</b>	<b>100</b>

- 1.5 Failure on the part of a tenderer to submit proof or documentation required in terms of this tender to claim points for Specific Goal(s) with the tender, will be interpreted to mean that preference points for Specific Goal(s) are not claimed.
- 1.6 The organ of state reserves the right to require of a tenderer, either before a tender is adjudicated or at any time subsequently, to substantiate any claim in regard to preferences, in any manner required by the organ of state.

## 2. DEFINITIONS

- (a) **“tender”** means a written offer in the form determined by an organ of state in response to an invitation to provide goods or services through price quotations, competitive tendering process or any other method envisaged in legislation;
- (b) **“price”** means an amount of money tendered for goods or services, and includes all applicable taxes less all unconditional discounts;
- (c) **“rand value”** means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes;
- (d) **“tender for income-generating contracts”** means a written offer in the form determined by an organ of state in response to an invitation for the origination of income-generating contracts through any method envisaged in legislation that will result in a legal agreement between the organ of state and a third party that produces revenue for the organ of state, and includes, but is not limited to, leasing and disposal of assets and concession contracts, excluding direct sales and disposal of assets through public auctions; and
- (e) **“the Act”** means the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000).

## 3. FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES

### 3.1. POINTS AWARDED FOR PRICE

#### 3.1.1 THE 80/20 OR 90/10 PREFERENCE POINT SYSTEMS

A maximum of 80 or 90 points is allocated for price on the following basis:

$$\begin{array}{ccc}
 \mathbf{80/20} & \mathbf{or} & \mathbf{90/10} \\
 \\
 \mathbf{Ps} = \mathbf{80} \left( \mathbf{1} - \frac{\mathbf{Pt} - P_{min} \square}{P_{min} \square} \right) & \mathbf{or} & \mathbf{Ps} = \mathbf{90} \left( \mathbf{1} - \frac{\mathbf{Pt} - P_{min} \square}{P_{min} \square} \right)
 \end{array}$$

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmin = Price of lowest acceptable tender

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

#### 3.2.1. POINTS AWARDED FOR PRICE

A maximum of 80 or 90 points is allocated for price on the following basis:

$$\begin{array}{ccc} \mathbf{80/20} & \mathbf{or} & \mathbf{90/10} \\ \mathbf{Ps = 80 \left( 1 + \frac{Pt - P_{max}}{P_{max}} \right)} & \mathbf{or} & \mathbf{Ps = 90 \left( 1 + \frac{Pt - P_{max}}{P_{max}} \right)} \end{array}$$

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmax = Price of highest acceptable tender

### 4. POINTS AWARDED FOR SPECIFIC GOAL(S)

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

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

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

(b) any other invitation for tender, that either the 80/20 or 90/10 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system, then the organ of state must indicate the points allocated for Specific goal(s) for both the 90/10 and 80/20 preference point system.

Table 1: Specific Goal(s) for the tender and points claimed are indicated per the table below.

*(Note to organs of state: Where either the 90/10 or 80/20 preference point system is applicable, corresponding points must also be indicated as such.)*

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

Ownership verification will be conducted in line with the Central Suppliers Database by National Treasury. Ownership verification will also be verified through the BBBEE scorecard/ sworn affidavits attributes	<b>80/20 Preference points system</b>	<b>90/10 Preference Points system</b>
<b>Price</b>	<b>80</b>	<b>90</b>
<i>Women Owned Entities</i>	<i>08</i>	<i>04</i>
<i>Youth Owned Entities</i>	<i>06</i>	<i>03</i>
<i>Black Owned Entities</i>	<i>04</i>	<i>02</i>
<i>PWD Owned Entities</i>	<i>02</i>	<i>01</i>
<b>Total points for Price and Specific Goals</b>	<b>100</b>	<b>100</b>

#### TENDERERS WILL BE AWARDED POINTS AS FOLLOWS:

The points must be allocated and awarded as follows:

i.	Total Tendered Price	:	80 points	
ii.	Women Owned Entities	:	08 points	} <b>Specific Goals (Maximum Points)</b>
iii.	Youth Owned Entities	:	06 points	
iv.	Black Owned Entities	:	04 points	
v.	Persons with Disability Owned Entities	:	02 points	
	<b>Total</b>	:	<b>100 points</b>	

4.3 The points scored for specific goals will be added to the points scored for price and the total must be rounded off to the nearest 2 decimal places.

## 5 TENDER PRICE

The following formula will be used to calculate the points out of 80 for price in respect of tender with a rand value not exceeding R 50 million (inclusive of all applicable taxes). the lowest acceptable tender must score 80 points for price, and other tenders which are high in price must score fewer points, on pro rata basis.

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

where -

Ps = points scored (awarded) for price of tender under consideration  
 Pt = price of tender under consideration; and  
 Pmin = price of the lowest acceptable tender

## 6 SPECIFIC GOALS

### 6.1 % OWNED BY PEOPLE WHO ARE WOMEN (WO)

A maximum of eight (08) points will be awarded to a tenderer who is a woman. equity ownership for women will be determined by the % of the enterprise owned by such a person or by the % of shares owned by member/s who are actively involved in the day-to-day management of the company or enterprise.

% of enterprise owned by women -----%

thus, points awarded:   $8 \times \frac{\% WO}{100} =$

**proof of ownership must be attached in the form of:**

- a) Copy of the ID;
- b) Copy of the founding documentation of the company with which the ownership is listed i.e. CIPC etc.

### 6.2 % OWNED BY YOUTH PEOPLE (YO)

A maximum of six (06) points will be awarded to a tenderer who is a youth. Equity ownership for youth will be determined by the % of the enterprise owned by such a person or by the % of shares owned by members who are actively involved in the day-to-day activities of the company or enterprise.

% of enterprise owned by youth person(s).....%

thus, points awarded:   $6 \times \frac{\% YO}{100} =$

**Proof of ownership must be attached in the form of:**

- a) Copy of ID;
- b) Copy of the founding documentation on the company with which the ownership is listed i.e. CIPC etc.

### 6.3 % OWNED BY BLACK PEOPLE (BO)

A maximum of four (4) points will be awarded to a tenderer who is black people % of enterprise.

% owned by black people -----%

thus, points awarded:   $4 \times \frac{\% BO}{100} =$

**proof of ownership must be attached in the form of:**

- a) Copy of ID;
- b) Copy of the founding documentation on the company with which the ownership is listed  
i.e. CIPC etc.

### 6.4 % OWNED BY PERSONS WITH DISABILITY (PWD)

A maximum of two (2) points will be awarded to a tenderer who is disabled. equity ownership for persons with disability youth will be determined by the % of the enterprise owned by such a person or by the % of shares owned by members who are actively involved in the day-to-day activities of the company or enterprise.

% of enterprise owned by persons with disability.....%

thus, points  awarded:  $2 \times \frac{\% PWD}{100} =$

**proof of ownership must be attached in the form of:**

- a) Copy of ID;
- b) Copy of the founding documentation on the company with which the ownership is listed  
i.e. CIPC etc;
- c) Proof of Medical certificate confirming disability

*(To be completed by bidder)*

**TABLE B: OWNERSHIP**

NAME AND SURNAME /ENTITY NAME	GENDER (MALE OR FEMALE)	AGE i.e., 32	CITIZENSHIP (RSA, OR SPECIFY OTHER)	ETHNIC GROUP (BLACK, WHITE, ETC.)	NUMBER OF SHARES PER SHAREHOLDER	PERCENTAGE OF OWNERSHIP (%) PER SHAREHOLDER
<b>Total</b>						

(To be completed by bidder)

**TABLE- C: SPECIFIC GOALS**

OWNERSHIP	TOTAL PERCENTAGE OF OWNERSHIP	SPECIFIC GOALS POINTS CLAIMED
Woman ownership- WO		
Black Ownership- BO		
Youth Ownership- YO		
Persons with Disability-PWD		
<b>Total</b>		

**DECLARATION WITH REGARD TO COMPANY/FIRM**

4.3. Name of company/firm.....

4.4. Company registration number: .....

4.5. TYPE OF COMPANY/ FIRM

- ☐ Partnership/Joint Venture / Consortium
- ☐ One-person business/sole propriety
- ☐ Close corporation
- ☐ Public Company
- ☐ Personal Liability Company
- ☐ (Pty) Limited
- ☐ Non-Profit Company
- ☐ State Owned Company

[TICK APPLICABLE BOX]

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

- i) The information furnished is true and correct;
- ii) The preference points claimed are in accordance with the General Conditions as indicated in paragraph 1 of this form;
- iii) In the event of a contract being awarded as a result of points claimed as shown in paragraphs 1.4 and 4.2, the contractor may be required to furnish documentary proof to the satisfaction of the organ of state that the claims are correct;
- iv) If the Specific Goal(s) have been claimed or obtained on a fraudulent basis or any of the conditions of contract have not been fulfilled, the organ of state may, in addition to any other remedy it may have –
  - (a) disqualify the person from the tendering process;
  - (b) recover costs, losses or damages it has incurred or suffered as a result of that person's conduct;
  - (c) cancel the contract and claim any damages which it has suffered as a result of having to make less favourable arrangements due to such cancellation;
  - (d) recommend that the tenderer or contractor, its shareholders and directors, or only the shareholders and directors who acted on a fraudulent basis, be restricted from obtaining business from any organ of state for a period not exceeding 10 years, after the *audi alteram partem* (hear the other side) rule has been applied; and
  - (e) forward the matter for criminal prosecution, if deemed necessary.

.....	
<b>SIGNATURE(S) OF TENDERER(S)</b>	
<b>SURNAME AND NAME:</b>	.....
<b>DATE:</b>	.....
<b>ADDRESS:</b>	.....
	.....
	.....
	.....