



## COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION

### National Office

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### REQUEST FOR QUOTATIONS "RFQ"

<b>RFQ NO:</b>	RQN 210851 Job Profiling, Job Grading, Remuneration Benchmarking & Annual Salary Surveys			
<b>DESCRIPTION OF SERVICES REQUIRED:</b>	To source a service provider to provide Job Profiling, Job Grading, Remuneration Benchmarking & Annual Salary Surveys			
<b>ISSUING DATE:</b>	16 July 2025			
<b>DELIVERY ADDRESS</b>	CCMA National Office, 13 <sup>th</sup> Floor, 28 Harrison Street, JCI Building, Marshalltown, Johannesburg			
<b>CONTRACT DURATION</b>	24 Months (start on 1 August 2025 to 31 July 2027)			
<b>CLOSING:</b>	<b>TIME:</b>	10H00am	<b>DATE:</b>	22 July 2025
<b>PLEASE ENSURE THAT THE QUOTATION HAVE THE TOTAL FIXED AMOUNT STATED IN ORDER FOR CCMA TO BE ABLE TO EVALUATE YOUR PRICE AND PRICE MUST INCLUDE ALL APPLICABLE TAXES</b>				
<b>QUOTATION VALIDITY PERIOD:</b>	90 days			
<b>CONTACT PERSON:</b>	Avelile Vutha 011 377 6733			
<b>DELIVERY OR SUBMISSION INSTRUCTIONS FOR RFQ:</b>	The submissions of the quotations must be emailed to: <a href="mailto:Rfq6@ccma.org.za">Rfq6@ccma.org.za</a> only <b>All quotations need to be on an official letterhead (All cost included)</b>			
<b>DISQUALIFICATION</b>	Quotations not submitted to the <a href="mailto:Rfq6@ccma.org.za">Rfq6@ccma.org.za</a> will be disqualified.			
<b>EVALUATION OF QUOTATIONS</b>	<ul style="list-style-type: none"> <li>All quotations above R2000 will be evaluated on pricing and CCMA preferential points using the 80/20 system.</li> <li>The 80 points are for requests 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</li> </ul>			
	<ul style="list-style-type: none"> <li><b>NB: Supplier must attach the following documents when responding to this RFQ:</b></li> </ul>			

	<ul style="list-style-type: none"> <li>• <b>Proof of ownership must be attached in the form of:</b></li> <li>• Copy of the founding documentation of the company with which the ownership is listed i.e. CIPC etc;</li> <li>• ➤ Copy of the id-document (s) of the owner (s).</li> <li>• ➤ Proof of Medical certificate confirming disability of the owner (s).</li> <li>• <b>Failure to adhere to the above will result in the non-allocation</b></li> <li>• <b>of preferential points.</b></li> </ul>
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## 1. BACKGROUND, OVERVIEW AND SCOPE OF REQUIREMENTS:

### A. 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 66 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 organisations 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 democratisation of the workplace.

The CCMA employs approximately 872 Full-Time employees and utilises the services of almost 600 Part-Time Commissioners. The CCMA National Office is in Johannesburg with eight Provincial Offices delivering services to users in the nine Provinces.

The CCMA needs to enlist the services of a Service Provider to provide Job Profiling, Job Grading, Remuneration Benchmarking & Annual Salary Survey services.

### B. OBJECTIVES

By using an experienced Job Profiling, Job Grading, Remuneration Benchmarking & Annual Salary Survey service provider, the CCMA will achieve the following objectives:

- a) Clarity of roles and role hierarchy in the Organisational Structure.
- b) Alignment of developmental plans to the Performance Management process.

- c) Alignment of remuneration, attraction and retention practices to the market.

### **C. RFQ SPECIAL CONDITIONS**

- a) The successful service provider should have a proven track record of successful delivery of the services required in other medium sized public entities/ private sector organisations. Proof needs to be delivered in the form of written confirmation and comments from other organizations.
- b) A high level of expertise is expected of all personnel dealing with this project. Proof of expertise, experience and qualifications in respect of such personnel needs to be submitted in the form of a short resume. The role in the project of each person for whom a resume is submitted must be clearly stated.
- c) The quotations will be evaluated using 80/20 system according to PPPFA Act regulations Act. No 5 of 2000 and preferential procurement regulations (PPR 2022. Provisions that have specific goals as contemplated in Section 2 (1) and (d) of the Act, where 80 points are allocated for price and 20 points to promote CMMA goal 1 (specific goals). The functionality threshold will be 100 points.
- d) The CCMA does not bind itself to accept the lowest quote and reserves the right to accept any quote or portion of a quote
- e) Quotes that are late, incomplete, unsigned will not be accepted.
- f) All quotations are to remain valid for a period of ninety days (90 days) from the closing date of the submission.
- g) A current Tax Pin Certificate (an original SARS certificate) must be submitted with the response document in order to be considered.

### **D. RFQ SPECIFICATIONS: SERVICES TO CCMA**

At the request of the CCMA, the service provider/s will provide the following Services to the CCMA in relation Job Profiling, Job Grading, Remuneration Benchmarking & Annual Salary Surveys:

- a) Provide and implement an automated system to conduct job profiling and job grading on an ongoing basis (one system) for new and existing roles within the CCMA. The CCMA job profiles and job grades are based on the Peromnes system.
- b) Provide CCMA with benchmarked remuneration thresholds/practices as well as salary surveys in the public sector and/or general market as and when required. The benchmarks and salary surveys must co-relate to CCMA job profiles and job grade.

## E. EVALUATION CRITERIA

This RFQ will be evaluated in two stages.

- Stage 1 Functionality
- Stage 2 Price and Specific Goals

## F. FUNCTIONALITY/ TECHNICAL EVALUATION

Bidders who score a minimum threshold of **70 out of 100 points** on the evaluation criteria will be considered for further evaluation on Price and Specific Goals

Functionality Criteria		Weight
<b>Track record (References)</b>  A. Prospective bidders are required to provide five (5) contactable references from organisations that have more than 500 employees (five (5) references per service criteria and indicated in <b>D: RFQ SPECIFICATIONS: SERVICES TO CCMA above</b> ), where previous experience and proof of similar work was successfully implemented.  <b>The reference letters from bidders’ previous clients must include: Company details including number of employees on a letterhead, contactable references, and projects successfully completed in the past 3 years relevant to the scope of work.</b>		<b>30</b>
<b>Track record (References): Scoring Matrix</b>		
<b>Amount of References</b>	<b>Points</b>	
1 reference	6	
2 references	12	
3 references	18	
4 references	24	
5 references  (No additional points will be allocated for additional references)	30	

<ul style="list-style-type: none"> <li><b>Experience of relevant personnel and facilitators.</b></li> </ul> <p>Bidder to provide evidence that they have sufficient personnel with relevant industry experience (experience relevant to all service criteria and indicated in <b>D: RFQ SPECIFICATIONS: SERVICES TO CCMA above</b>), where previous experience and proof of similar work was successfully implemented. Bidder to provide detailed CV's of their project team as well as certified copy of highest qualifications. <b>Completion of ANNEXURE A is compulsory. Omission to submit Annexure A will result in points not being allocated.</b></p>		30
<b>Relevant Industry Experience of Consultants assigned to the CCMA:</b> Bidder to provide evidence that they have sufficient personnel with relevant experience as either a Reward Administrator, Reward Analyst or Reward Specialist. Bidder to provide detailed CV's of their project team. <b>Scoring Matrix</b>		
<b>Amount of References</b>	<b>Points</b>	20
Less than 1 year	0	
1 to 2 years	4	
Above 2 years, up to 5 years	8	
Above 5 years, up to 8 years	12	
Above 8years, up to 15 years	16	
Above 15 years	20	
<b>Should a team comprise of more than one member the number of years of experience will be averaged.</b>		

<ul style="list-style-type: none"><li>• <b>Qualifications of personnel and facilitators.</b></li></ul> Bidder to provide evidence that Consultants to be assigned to the CCMA possess tertiary qualifications (Certificate/ Diploma /Degree). Certified copy of highest qualification is required			
<b>Qualifications of relevant personnel: Scoring Matrix</b>			
<b>Amount of References</b>	<b>Points</b>	10	
Certificate (NQF 5)	2		
Diploma (NQF 6)	4		
Bachelor’s degree or equivalent (NQF 7)	6		
Honour’s or equivalent degree (NQF 8)	8		
Master’s degree or equivalent and above (NQF 9 and above)	10		
<b>Should a team comprise of more than one member the qualifications will be averaged.</b>			
<b>*The resources attached in the proposal, must be one that will be providing the services.</b>			
<b>Project plan -The prospective bidder to supply a detailed project plan</b>			<b>40</b>
Project plan provided with the following criterion:			
Detailed Project plan (The Project plan should address the following): <ul style="list-style-type: none"><li>○ Milestone</li><li>○ Responsibility Matrix</li><li>○ Duration</li><li>○ Salary Survey Methodology</li></ul> No points will be allocated if the plan does not fully address all the above.		40	
If there is no project plan provided		0	
Total points for Functionality			<b>100</b>
<b>Minimum threshold</b>			<b>70</b>
<b>2. Price</b>			
2.1. Points allocated for price			<b>80</b>
<b>3. Promote specific goals)</b>			
3.1 20 points for (specific goals).			<b>20</b>
<b>TOTAL POINTS FOR PRICE</b>			<b>100</b>

Bidders who score a minimum threshold of **70 out of 100 points** on the evaluation criteria will be considered for further evaluation on Price and CCMA Specific Goals who fail to attain the required minimum threshold will not be evaluated further.

## G. PRICE AND SPECIFIC GOALS

The proposals will be evaluated in terms of the 80/20 evaluation system in line with PPPFA Act regulations Act. No 5 of 2000 and preferential procurement regulations (PPR 2022).

### Pricing Schedule

Item No	Description	Quoted rates Year 1 (Inclusive of VAT)	Quoted rates Year 2 (Inclusive of VAT)
1	<b>Job Profiling</b> <b>Executive and Non-Executive Job Profiling</b> <ul style="list-style-type: none"> <li>Review and Update of an existing Job Profile: to be used when the existing Job Description represents the job well and only requires some updating and alignment, based on changes to the job</li> <li>Inclusive of a one-hour interview with Subject Matter Experts</li> </ul> <b>Executive and Non-Executive Job Profiling</b> <ul style="list-style-type: none"> <li>Compile and develop a completely new Job Profile from scratch</li> <li>Inclusive of a one-hour interview with Subject Matter Experts</li> </ul>	Quote rate per job per batch size 1 to 10 jobs per batch 11 to 30 jobs per batch 31 to 50 jobs per batch 51 to 70 jobs per batch >70 jobs per batch  Quote rate per job per batch size 1 to 10 jobs per batch 11 to 30 jobs per batch 31 to 50 jobs per batch 51 to 70 jobs per batch >70 jobs per batch	Quote rate per job per batch size 1 to 10 jobs per batch 11 to 30 jobs per batch 31 to 50 jobs per batch 51 to 70 jobs per batch >70 jobs per batch  Quote rate per job per batch size 1 to 10 jobs per batch 11 to 30 jobs per batch 31 to 50 jobs per batch 51 to 70 jobs per batch >70 jobs per batch
2	<b>Job Grading Evaluation</b> <b>Independent Job Evaluation (without an Interview):</b> <ul style="list-style-type: none"> <li>For Job Description being written in the same batch request</li> <li>Completed Virtually only</li> </ul> Or Independent Job Evaluation (without an Interview): <ul style="list-style-type: none"> <li>Entails a <i>desktop only</i> evaluation of an existing Job Profile and the application of the Peromnes Job Evaluation Methodology</li> </ul>	Quote rate per batch 1 to 10 jobs per batch 11 to 30 jobs per batch 31 to 50 jobs per batch 51 to 70 jobs per batch >70 jobs per batch	Quote rate per batch 1 to 10 jobs per batch 11 to 30 jobs per batch 31 to 50 jobs per batch 51 to 70 jobs per batch >70 jobs per batch
3	<b>Job Grading System Annual Licence fee (If applicable)</b>		
4	<b>General Salary Survey</b> (General Market and Public Sector)	Do not quote per job – this is a general survey for all jobs	Do not quote per job – this is a general survey for all jobs
5	<b>Salary Survey</b> (Executive)		
6	<b>Once-Off Bespoke Remuneration Salary Benchmarking</b> (Public Sector)		
7	<b>Any other value-add services</b>		
<b>GRAND TOTAL RATES FOR 24 MONTHS</b>			

# ANNEXURE A

## RFQ Service provider to provide Job Profiling, Job Grading, Remuneration Benchmarking & Annual Salary Surveys

Name of Team Member	Role in the Team to service CCMA	Highest Qualification		Years of Experience as a Reward Administrator, Analyst or Specialist (Show in different rows where experience is applicable to more than one criteria, e.g. where team member has experience as Analyst and Specialist)
		Description of Qualification	NQF Level	

### Note:

1. Certified copy of highest qualification must be attached as proof
2. Detailed CV of each team member setting out years of experience as claimed must be attached.





## 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 \_\_\_\_\_ 2025**

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

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

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

## 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

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<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.

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

2.2.1 If so, furnish particulars:

.....  
 .....

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

2.3.1 If so, furnish particulars:

.....  
 .....

### 3 DECLARATION

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

- 3.1 I have read and I understand the contents of this disclosure;
- 3.2 I understand that the accompanying bid will be disqualified if this disclosure is found not to be true and complete in every respect;
- 3.3 The bidder has arrived at the accompanying bid independently from, and without consultation, communication, agreement or arrangement with any competitor. However, communication between partners in a joint venture or 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.

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<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.

- 3.5 There have been no consultations, communications, agreements or arrangements made by the bidder with any official of the procuring institution in relation to this procurement process prior to and during the bidding process except to provide clarification on the bid submitted where so required by the institution; and the bidder was not involved in the drafting of the specifications or terms of reference for this bid.
- 3.6 I am aware that, in addition and without prejudice to any other remedy provided to combat any restrictive practices related to bids and contracts, bids that are suspicious will be reported to the Competition Commission for investigation and possible imposition of administrative penalties in terms of section 59 of the Competition Act No 89 of 1998 and or may be reported to the National Prosecuting Authority (NPA) 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

## 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:

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

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:

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

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. Company Registration Documents and the owner/s identity documents	80/20 Preference points system	90/10 Preference Points system
<b>Price</b>	<b>80</b>	<b>90</b>
<i>Black Owned Entities</i>	<i>08</i>	<i>04</i>
<i>Women Owned Entities</i>	<i>06</i>	<i>03</i>
<i>Youth 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.	Black Owned Entities	:	08 points	} <b>Specific Goals (Maximum Points)</b>
iii.	Women Owned Entities	:	06 points	
iv.	Youth 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.

$$Ps = 80 \left( 1 - \frac{Pt - Pmin}{Pmin} \right)$$

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 BLACK PEOPLE (BO)

A maximum of eight (8) points will be awarded to a tenderer who is black people % of enterprise. Equity ownership for black people 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.

% owned by black people -----%

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

**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.

### 6.2 % OWNED BY PEOPLE WHO ARE WOMEN (WO)

A maximum of six (06) 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:   $6 \times \frac{\% WO}{100} =$

**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.

### 6.3 % OWNED BY YOUTH PEOPLE (YO)

A maximum of four (04) 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:   $4 \times \frac{\% \text{ yo}}{100} =$

**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.

### 6.4 % 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:  $2 \times \frac{\% \text{ PWD}}{100} =$

**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
<b>Black ownership- BO</b>		
<b>Women Ownership- WO</b>		
<b>Youth Ownership- YO</b>		
<b>Persons with Disability-PWD</b>		
<b>Total</b>		

## 7. DECLARATION WITH REGARD TO COMPANY/FIRM

7.1. Name of company/firm.....

7.2. Company registration number: .....

7.3. 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]

7.4. 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>	.....
	.....
	.....
	.....