



## **employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

### **MINIMUM REQUIREMENTS CONTRACT SECURITY SPECIFICATION**

**DELWC02/2025  
CENTRAL KAROO CLUSTER**

- **BEAUFORT WEST LABOUR CENTRE**
- **OUTDSHOORN LABOUR CENTRE**

**DURATION: 36 MONTHS**

**ALL PAGES MUST BE COMPLETED AND SIGNED (WHERE SIGNATURE IS APPLICABLE) BY THE BIDDER**

**1. LIST OF DOCUMENTS TO BE SUBMITTED WITH THE BID DOCUMENT**

|     |                                                                                                                                                                  |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | COID Letter of good standing within validity period/tender letter.                                                                                               |
| 2.  | Certified ID copy of the owner/ director of the company not older than 6 months.                                                                                 |
| 3.  | Valid PSIRA certificates: <ul style="list-style-type: none"> <li>• the owner of the company,</li> <li>• the company</li> <li>• <b>security guards</b></li> </ul> |
| 4.  | Valid PSIRA good standing certificate.                                                                                                                           |
| 5.  | A fully completed, initialled and signed tender document.                                                                                                        |
| 6.  | Company Profile                                                                                                                                                  |
| 7.  | Recent CSD report                                                                                                                                                |
| 8.  | UIF- Proof of Registration                                                                                                                                       |
| 9.  | Valid Tax Pin Page                                                                                                                                               |
| 10. | Valid BBBEE Certificate                                                                                                                                          |

**2. DURATION AND CONDITIONS OF THE BID**

**2.1 DURATION**

This agreement shall start upon the commencement date and shall endure for a period of **36 months** and **automatically terminate** on the termination date by effluxion of time, unless terminated earlier in terms of the provisions of the Service Level Agreement.

### 3. REQUIREMENTS

| ITEM NO.                                                                                | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------|----------------------------|---------------------------------------------------------------------------------------|-----------------------------|------------------------------------|------------|----------------------------------------------------------------------------------------|--|------------------------------------|
| 3.1                                                                                     | CENTRAL KAROO CLUSTER                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| 3.1.1                                                                                   | Rendering of Security/Guarding Service for a period of <b>36 months</b> on the following premises:<br><br>CENTRAL KAROO CLUSTER<br><br>Beaufort West, Oudtshoorn                                                                                                                                                                                                                                                                    |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| 3.1.2                                                                                   | <table> <tr> <th>Item</th><th>Number</th></tr> <tr> <td>3.1.2.1</td><td>Security Officer — Grade C <u>unarmed</u> Day Shift (Monday to Sunday: 06h00 — 18h00)</td></tr> <tr> <td></td><td>Beaufort West x1<br/>Oudtshoorn x 1</td></tr> <tr> <td></td><td>Security Officers Grade C <u>unarmed</u> Night Shift (Monday to Sunday: 18h00 — 06h00)</td></tr> <tr> <td></td><td>Beaufort West x1<br/>Oudtshoorn x 1</td></tr> </table> | Item                                                                                    | Number                             | 3.1.2.1                    | Security Officer — Grade C <u>unarmed</u> Day Shift (Monday to Sunday: 06h00 — 18h00) |                             | Beaufort West x1<br>Oudtshoorn x 1 |            | Security Officers Grade C <u>unarmed</u> Night Shift (Monday to Sunday: 18h00 — 06h00) |  | Beaufort West x1<br>Oudtshoorn x 1 |
| Item                                                                                    | Number                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
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|                                                                                         | Beaufort West x1<br>Oudtshoorn x 1                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
|                                                                                         | Security Officers Grade C <u>unarmed</u> Night Shift (Monday to Sunday: 18h00 — 06h00)                                                                                                                                                                                                                                                                                                                                              |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
|                                                                                         | Beaufort West x1<br>Oudtshoorn x 1                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| 3.1.3                                                                                   | Security aids                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| 3.1.3.1                                                                                 | <table> <tr> <td>(a) Portable hand held 2 way radios (to be programmed to successful bidder's frequency)</td><td>Beaufort West x1<br/>Oudtshoorn x 1</td></tr> <tr> <td>(b) Torches(Re-chargeable)</td><td>1 per site</td></tr> <tr> <td>(c) Handheld metal detector</td><td>Beaufort West x1<br/>Oudtshoorn x 1</td></tr> <tr> <td>(d) Batons</td><td>Beaufort West x1<br/>Oudtshoorn x 1</td></tr> </table>                       | (a) Portable hand held 2 way radios (to be programmed to successful bidder's frequency) | Beaufort West x1<br>Oudtshoorn x 1 | (b) Torches(Re-chargeable) | 1 per site                                                                            | (c) Handheld metal detector | Beaufort West x1<br>Oudtshoorn x 1 | (d) Batons | Beaufort West x1<br>Oudtshoorn x 1                                                     |  |                                    |
| (a) Portable hand held 2 way radios (to be programmed to successful bidder's frequency) | Beaufort West x1<br>Oudtshoorn x 1                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| (b) Torches(Re-chargeable)                                                              | 1 per site                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| (c) Handheld metal detector                                                             | Beaufort West x1<br>Oudtshoorn x 1                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |
| (d) Batons                                                                              | Beaufort West x1<br>Oudtshoorn x 1                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                         |                                    |                            |                                                                                       |                             |                                    |            |                                                                                        |  |                                    |

FOR CENTRAL KAROO CLUSTER

PROVIDING OF SECURITY SERVICES FOR A PERIOD OF THIRTY SIX (36) MONTHS

Bid No:.....

Name of Bidder:.....

|  |                                                                                                               |                                    |
|--|---------------------------------------------------------------------------------------------------------------|------------------------------------|
|  | (e) Pocket books and pens(each per security officer)                                                          | Beaufort West x1<br>Oudtshoorn x 1 |
|  | (f) Handcuffs                                                                                                 | 1 per site                         |
|  | (g) Serviceable cellular phones with camera and <b>sufficient</b> <b>airtime</b> .                            | 1 per site                         |
|  | (h) Pepper spray                                                                                              | Beaufort West x2<br>Oudtshoorn x 2 |
|  | (I) Whistle                                                                                                   | Beaufort West x2<br>Oudtshoorn x 2 |
|  | (j) Occurrence book to be provided for the period of contract                                                 | 1 per site                         |
|  | (k) Flushable Mobile Toilet with sink, toilet paper, soap, water and hand towel.<br><b>(night shift only)</b> | Beaufort West x1<br>Oudtshoorn x 1 |
|  | (l) Mobile Guard Hut of good quality with lockable door and window <b>(night shift only)</b>                  | Beaufort West x1<br>Oudtshoorn x 1 |



#### 4. OPERATIONS

##### 4.1 Private Security Industry Regulatory Authority

- 4.1.1 The organisation and owners must be registered in terms of the Private Security Industry Regulatory Act (Act 56 of 2001).

**As proof thereof, certified copies of valid registration certificates must be attached with the bid**

- 4.1.2 All Security officers employed by the service provider to render this service must be registered as Security Officers in terms of The Private Security Industry.

##### 4.2 Supervision of Emergency Assistance

- 4.2.1 The bidder must operate a fully functional and well-equipped control room that is staffed 24 hours a day to ensure continuous security monitoring and response.
- 4.2.2 The bidder must furnish details of equipment which is available in the security control room.

**NB: The Department holds the right to inspect such control room.**

- 4.2.3 The Supervisor and Security Officers are prohibited from reading confidential operational documents or records in offices or the unnecessary handling thereof. No information concerning the departmental activities may be furnished to the public or media by the successful bidder or any of his/her employees.
- 4.2.4 **No visitors will be allowed in the guard room.**
- 4.2.5 All security personnel, Directors and the Company itself shall be subjected to vetting by the State Security Agency.
- 4.2.6 **A designated supervisor must conduct an on-site visit at least once per week alternating between day and night shift to ensure compliance with service standards.**
- 4.2.7 A monthly meeting must be held between the Departmental Representative and the Successful Bidder or their designated representative.

Bid No:.....

Name of Bidder:.....

## **5. GENERAL**

### **5.1 The following general requirements apply:**

- 5.1.1 At all times Security Officers must present an acceptable image and appearance which implies, that they may not sit, lounge about, smoke, eat or drink while attending to employees of the Department and public.
- 5.1.2 The Supervisors and Security Officers must at all times present a professional dedicated attitude. A professional dedicated attitude approach shall imply, inter alia, that there shall be no unnecessary arguments with visitors / staff or discourteous behaviour towards them.
- 5.1.3 The Supervisors and Security Officers must be physically healthy and medically fit for the execution of their duties.
- 5.1.4 The Department retains the right to ascertain from the Private Security Industry Regulatory Authority as to whether the Supervisors and Security Officers are in good standing with the Private Security Industry Regulatory Authority.

### **5.2 Uniforms and identification**

- 5.2.1 The successful bidder shall undertake to ensure that each member of his/her security personnel will at all times when on duty be fully equipped in respect of:
  - (a) A neat and clearly identifiable uniform of the company, which will include matching rain coats and overcoats for personnel performing duties outside the building.
  - (b) The valid identification card issued by the Private Security Industry regulatory Authority must be displayed at all times.



### 5.3 Records on Security personnel

- 5.3.1 Bidders must keep proper files as well as appropriate documents of all security personnel, who are employed for rendering the service to the Department available for inspection by representatives of the Department. The appropriate documents shall include, inter alia, the following; Scholastic, training, registration and medical certificates.

### 5.4 Registers to be utilized and maintained

- 5.4.1 The successful bidder must ensure that the Occurrence Register, Asset register and Access Control Register / Forms, which are available on the site, is utilized and maintained as required:
- 5.4.2 All registers will be retained by the Department at the end of the contract.
- 5.4.3 **Occurrence Register** - The purpose of this register is to keep record of all incidents, occurrences, or observations made by the Security Officer's whilst on duty for later reference.
- 5.4.3.1 Compulsory Entries: All listed routine procedures such as patrols undertaken, handing over of shifts, etc., the procedures followed, by whom and the time of commencement. These entries must all be made clearly legible, in black ink.
- 5.4.3.2 All occurrence/events however important, slight or unusual, with reference to the correct time and relevant actions taken must be noted in a clearly legible black ink.
- 5.4.3.3 All security personnel activities - especially deviations in respect of the duty list - indicating particulars of the personnel and relevant times.
- 5.4.3.4 The issue and/or receipt of keys, indicating the time and by whom they were received and delivered.
- 5.4.3.5 The unlocking/locking of doors/gates, indicating the time and by whom they were locked/unlocked.
- 5.4.3.6 The handing over of shifts, mentioning all names of all shift personnel and accompanying equipment and aids. In this case personnel taking over as well as personnel handing-over must sign the entries.
- 5.4.3.7 Occurrence register - Read: After handing-over of the shifts, the personnel who has come on shift must make an entry that he / she has read the occurrence register in order to acquaint himself / herself with events that occurred during the previous shift.
- 5.4.3.8 All shifts by Supervisors and Management: These entries must be done in legible red ink.
- 5.4.3.9 Officials of the Department shall pass on in writing, all additional requests in respect of the rendering of the service.

Bid No:.....

Name of Bidder:.....

- 5.4.3.10 Under no circumstances may an entry in the occurrence register be erased, painted out with correction fluid or totally deleted. It shall only be crossed out by a single line and initialled at the side.

#### 5.4.4 Pocket Book

- 5.4.4.1 Apart from the occurrence register mentioned above the pocket book must be utilized by the Security Officers in rendering service to the Department of Employment and Labour.
- 5.4.4.2 Purpose: The purpose of the pocket book is to note down all incidents occurring or observations made by a security guard / officer during a turn of duty, for later reference.
- 5.4.4.3 Requirement: During their turns of duty all security personnel must have a pocket book on their possession.
- a) All occurrence / events, however important, slight or unusual, referring to the following:
- i. Reporting on and off duty.
  - ii. Nature of the incident.
  - iii. Extent of occurrence or event.
  - iv. The Security Officer should record any incident taking place during the execution of the duty.
  - v. Supervisor visiting the site should sign in the Security Officers pocket book to ensure that he / she visited the officers on site. Supervisor's entry should be in a red pen.
  - vi. The pocket book also helps the Security Officer with his / her performance evaluation.

#### 5.4.5 Shift Rosters

- 5.4.5.1 Purpose: The purpose of the shift roster is to serve as proof, at all reasonable times that all personnel who should be on duty per shift, are indeed on duty.
- 5.4.5.2 Drawing up a shift roster: Daily, weekly, monthly shift roster of all security personnel must be drawn up by the successful bidder and kept on site where the service is rendered.
- 5.4.5.3 Changes to the shift roster: Any changes to the shift roster shall be crossed out by a single line, initialled, dated and noted in the occurrence register.
- 5.4.5.4 **Duty sheet** - The purpose of the duty sheet is to ensure that all security personnel on duty are familiar with their duties as required for the contract
- 5.4.5.5 The successful bidder must have a fully expounded duty sheet available at each duty point of the site.

Bid No:.....

Name of Bidder:.....

**5.4.6 Access control register:** The purpose of the access control register is to record all visitors entering the premises, all departmental officials without identification cards, register all officials working after hours. This register is also applied during weekends and public holidays, and the following information should be recorded:

- a) Date and time of visit and departure
- b) Surname and initials of the visitor
- c) Proof of Identification
- d) Car registration number if applicable
- e) Purpose of visit and person to be visited
- f) Contact Details of the visitor

The Security Officer on duty must ensure that all persons complete the register correctly. This means that the Security Officer ensures that the correct time and signature of the persons is entered correctly

Access to the building after hour must be checked and recorded correctly with full details of the officials.



Bid No:.....

Name of Bidder:.....

5.4.7 **Asset register:** The purpose of asset register is to keep record of all asset movements, by recording the serial numbers, model and make of the assets including time, date the asset was moved from and into the premises.

5.4.8 **Two-way radios and cellular phone:** - The purpose of the two-way radio phone is to ensure that there is immediate communication between the various duty points on the site and with the successful bidder's control room.

5.4.9 **Hand held 2 way radios and cellular phones:** The hand held radios and cellular phone must be in good working condition at all times and they must be handed to the Security Officer patrolling the site for immediate communication with the base station.

## 5.5 Patrols

5.5.1 The purpose of patrolling is to ensure that the site is inspected according to instructions and any deviation is immediately reported to supervisors and addressed accordingly.

## 5.6 Contact with Departmental Representative

5.6.1 The Site Manager or Supervisor must immediately report any abnormal and or noteworthy incident to the Departmental Representative.

5.6.2 A meeting, where formal discussions can be held between the Departmental Representative and Successful Bidders Supervisor / Manager or Successful bidder himself / herself, must be held at least once a month. The Department will keep the minutes of the meeting.

5.6.3 The successful bidders shall furnish a monthly and quarterly report of the security service, incidents, etc. which transpired in the previous month to the responsible manager or delegated official in the Department of Employment and Labour.

## 5.7 Maximum shift hours

5.7.1 No security personnel may be allowed to work a daily shift longer than (12) twelve hours.

## 5.8 Lost articles

5.8.1 **Definition:** Lost articles found at the site and of which the ownership could not immediately be established.

5.8.2 All lost articles must immediately be handed in at the security control room/ management on site for safekeeping and recorded in the occurrence register. Thereafter it must be handed to the Departmental Representative.

## 5.9 Inspections

5.9.1 A thorough inspection of the service rendered shall be performed by Departmental officials as well as the successful bidder at least once monthly.

Bid No:.....

Name of Bidder:.....

- 5.9.2 The Department retains the right to inspect the service rendered by the successful bidder at any time, in order to ensure that the service is rendered in accordance with the conditions of the contract and the site specification.
- 5.9.3 The Department retains the right to require from the successful bidder, that any of his / her employees be replaced, should justifiable reasons exist, in which case the employee must leave the site immediately. The Department will not be held responsible for any damages or claims which may arise. The successful bidder indemnifies the Department against any such claims and legal expenses.

**NB:** The Department's representative will have the right to check at any given time whether sufficient personnel are available on site in terms of the conditions and request replacement.

#### 5.10 Labour unrest incidents

- 5.10.1 Labour unrest on site: If the service is interrupted / or temporary deferred because of any unrest on site, labour dispute, civilian disorder, a local or national disaster or any other cause beyond the control of the successful bidder, the parties must come to an agreement on methods to ensure continuation of the security service. The contingency plan of the Department will be in place.

#### 5.11 General

- 5.11.1 The successful bidder's personnel must at all-time refrain from littering and they must keep the grounds / building / work area occupied by them clean, hygienic and neat.
- 5.11.2 Under no circumstances will any security personnel be allowed to trade on the premises.

#### 5.12 Additional requirements

- 5.12.1 A direct line of communication must be established between the security control room (on-site) and the control room of the successful bidder.
- 5.12.2 The contract is valid for a period of thirty-six months (36) and the Department reserves the right to terminate the contract with immediate effect if the Successful bidder is not rendering the service in terms of the contract and service level agreement. This will be done in line with the policies of the Department of Employment and Labour.
- 5.12.3 The contractor must provide at least **3 reference letters** from previous clients for security services rendered on their official letterhead.



## 6. LEGISLATIVE REQUIREMENTS

Bidders must comply with the following Legislations:

|      |                                                                                                                                                                                                            |
|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6.1  | All the prescribed conditions as per the Basic Conditions of Employment Act 75 of 1997 and as set out by National Bargaining Council for the Private Security Sector must be adhered to e.g. minimum wage. |
| 6.2  | All the requirements as per Labour Relations Act no 66 of 1995                                                                                                                                             |
| 6.3  | The Compensation for Occupational Injuries and Diseases Act no 130 of 1993.                                                                                                                                |
| 6.4  | The Unemployment Insurance Contributions Act, No. 4 of 2002                                                                                                                                                |
| 6.5  | The Unemployment Insurance Act no 63 of 2001                                                                                                                                                               |
| 6.6  | The requirements of Private Security Industry Regulatory Act 56 (PSIRA) Of 2001                                                                                                                            |
| 6.7  | The Occupational Health and Safety Act 85 of 1993                                                                                                                                                          |
| 6.8  | Employment Services Act,4 of 2014                                                                                                                                                                          |
| 6.9  | Employment Equity Act 55 of 1998                                                                                                                                                                           |
| 6.10 | National Minimum Wage Act 9 of 2018                                                                                                                                                                        |
| 6.11 | POPI Act.                                                                                                                                                                                                  |
| 6.12 | Access to Public Premises on Vehicles Act.53 of 1985                                                                                                                                                       |
| 6.13 | Immigration Act 13 Of 2002                                                                                                                                                                                 |



## 7. OBLIGATIONS OF THE SUCCESSFUL BIDDER

- 7.1 To oversee all security activities performed by security personnel.
- 7.2 To handle all problems experienced by security personnel on site.
- 7.3 To attend all problems regarding payments of Security Officers.
- 7.4 To ensure that there is always security equipment required on site according to the specification.
- 7.5 To ensure that Security Officers are given continuous training.
- 7.6 To train personnel at the site in respect of the application of the guidelines of the emergency plan applicable for the specific site.
- 7.7 To liaise with the Provincial representative responsible for security services and where applicable with the department's representative on-site.
- 7.8 To provide adequate security personnel as required by the Department of Employment and Labour for the successful rendering of security service as stipulated in the contract.
- 7.9 Shortage of security personnel should be recorded in the occurrence book by the supervisor. Department of Employment and Labour shall also keep their own record with regard to shortage of Security Officers and recoveries will be done.
- 7.10 Ensures that successful bidder's security personnel are familiar and knowledgeable on how to handle emergency situations.
- 7.11 Ensures that registers are neat, legible and updated at all times.
- 7.12 Ensures that Security Officers are always in uniform and display their PSIRA registration cards.
- 7.13 Holds weekly meetings with his / her supervisor.
- 7.14 A monthly meeting must be held between the Departmental Representative and the Bidder or their designated representative.
- 7.15 Ensures that all security staff understands the needs and expectation of the secondary clients (e.g. visitors) and primary clients (e.g. employees) of the Department of Employment and Labour.
- 7.16 Ensures that all security staff understands the Batho Pele principles and apply at all times and present themselves well to the staff members and to the public.
- 7.17 The successful bidder must, at his own expense, take out sufficient insurance cover against any claims, costs, loss and / or damage ensuing from his obligations and he must ensure that such insurance remains operative for the duration of this agreement.

Bid No:.....

Name of Bidder:.....

- 7.18 A copy of such insurance contract shall be handed to the departmental representative on commencement of the service and every quarter for the duration of the contract.
- 7.19 The successful bidder may not, unless otherwise specified, make use of any of the State's equipment, aids and / or property, for purposes of compliance with the conditions, which equipment, aids and / or property include, inter alia, vehicles, stationery, rooms and furniture.
- 7.20 The successful bidder shall not erect or display any sign, printed material, painting, name plates, advertisement, and article or object of any nature whatsoever, in or against State buildings or sites or any part thereof without written consent from Department of Employment and Labour.
- 7.21 **The Bidder must ensure that the security officers do the following:**
- 7.21.1 Practice Access Control procedures in terms of the Control of Access to Public Premises and Vehicles Act (Act 53 of 1985).
- 7.21.2 The Security Officers shall be responsible for the protection of State property on the site, and the protection of the said property against theft, fire and vandalism.
- 7.21.3 The protection of the State's officials against any injuries, threat of any offences, including offences referred to in Schedule 1 of the Criminal Procedure Act, (Act 51 of 1977).
- 7.21.4 Protect State information against any espionage and/or leakage of information into the wrong hands.
- 7.21.5 Controlling or reporting on the movement of persons or vehicles through checkpoints or gates.
- 7.21.6 Conduct searches on staff members, members of the public, if necessary, Patrol the premises of Department of Employment and Labour.
- 7.21.7 React to emergency situations.
- 7.21.8 Ensure that security registers are up to date and kept legible and neat at all times.
- 7.21.9 Check and record all movement of assets in and out of the site.
- 7.21.10 Security Officers shall report for duty on time as requested by the Department of Employment and Labour.
- 7.21.11 Security Officers found guilty of any offence stipulated in this agreement shall be removed from site immediately and replaced.
- 7.21.12 Security Officers should avoid any conflicts with the staff members or members of the public.
- 7.21.13 Security officers shall report any lost and found goods and articles to supervisors.



Bid No:.....

Name of Bidder:.....

- 7.21.14 Security officers who are under the influence of any intoxicating substance cannot be allowed on site.
- 7.21.15 Report all incidents related to emergencies to the Departmental representative immediately.
- 7.21.16 All incidents/events must be recorded in an occurrence book and reported to their central control room (including Public Holidays and weekends).
- 7.21.17 Regular reports to be made by radio to the security control room.
- 7.21.18 The Security Guard should refrain from disclosing any information.
- 7.21.19 Security Guards must not be allowed to access Departmental IT networks, registers and communication networks.
- 7.21.20 Key control must also not form part of their responsibilities.
- 7.21.21 Inspect the premises and the vehicles parked on the premises together with the relevant officials of the Department of Employment and Labour in the mornings and in the afternoons during shift changes.
- 7.21.22 Signing over of all equipment and registers during shift changes.
- 7.21.23 To patrol the premises concerned and exercise crowd control (personnel protection included).
- 7.21.24 All patrol points should be visited.
  - a) Time and route must be rotated and recorded.
- 7.21.25 During patrols the Security Officer should ensure that.
- 7.21.26 All outside doors to the building must be closed.
- 7.21.27 If there are any windows open special attention should be given to these windows.
- 7.21.28 All vehicles doors are locked, windows are properly closed, boots are locked and that the spare wheels are not missing where fitted underneath vehicles.
- 7.21.29 Act as an authorized officer in terms of the Access to Public Premises and Vehicles Act. 1985 (Act 53 of 1985).



Bid No:.....

Name of Bidder:.....

**8. INDEMNITY**

- 8.1 The successful bidder will be held liable for any damages or loss suffered by the department, as a result of the successful bidder's own or his employees' negligence or intent, which originated on the site.
- 8.2 The Department shall not be liable for any loss or damage of any nature to any of the successful bidder's properties or any items kept at the department's sites, even in cases where the loss originated as a result of negligence or intent on the part of the department.
- 8.3 The Department is indemnified against any loss, expense or damage which may be sustained by any third party, as well as any claim or legal proceedings and legal expenses, including attorney and client costs, that may be instituted against or incurred by the Successful bidder, and which arise from or are the result of any act or Omission by the Successful bidder or an employee or agent of the Successful bidder in connection with the execution of the services in terms of this contract which may result in the following cases:
- 8.3.1 Loss of life or injuries which may be sustained by the security personnel during the execution of their duties.
  - 8.3.2 Damages to or destruction of any equipment or property of the successful bidder during the execution of their duties.
  - 8.3.3 Any claims and legal costs which may ensue from the failure by or acts committed by security personnel against third persons, which acts include.

Bid No:.....

Name of Bidder:.....

8.3.4 Illicit frisking, arrests and other illicit or wrongful deeds. The successful bidder shall be notified in writing of the particulars of each claim he is liable for.

8.3.5 Request further information from any bidder after the closing date of the bid (within 7 days)

8.3.6 Reserve the right to award the bid to a bidder who did not score the highest points.

8.3.7 Not make an award.

8.3.8 Cancel the contract, if it is satisfied that any person (being an employee, partner, director or shareholder of the bidder or a person acting on behalf of or the knowledge of the bidder), firm of company (the expression "person, firm or company" shall include an authorised employee or agent of such a person, firm or company):

- a) Is executing a contract with government unsatisfactorily?
- b) Has offered, promised or given a bribe or other gift or remuneration to any officer or employee in the Department in connection with obtaining or executing a contract.
- c) Has acted in a fraudulent manner or in bad faith or in any other unsatisfactory manner in obtaining a contract with any government department, provincial administration, public body, company or person, or that he has managed his affairs in such a way that he has in consequence there-of being found guilty of criminal offence.
- d) Has approached an office or an employee in the Department before or after bids have called for, to influence the award of the contract in his favour.
- e) Has withdrawn or amended his/her bid after the time set for the receipt and opening of the bid.
- f) When advised that his bid has been conditional accepted, has given notice of his inability to execute or sign the contract or furnish any security required.
- g) Has entered into an agreement or arrangement, whether legally binding or not, with any other person firm or company to refrain from bidding for this contract, or as to the amount of the bid to be submitted by either party.
- h) Has disclosed to any other person, firm or company the exact or appropriate amount of his proposed bid except where disclosure, in confidence, was necessary to obtain insurance premium quotations for the preparation for the bid; the Department of Employment and Labour may, in addition to any other legal recourse which it may have, cancel the contract between the department and such person, or firm or company and or resolve that no bid from such a person, firm or company will favourable considered for a specific period.



## 9. PRICING STRUCTURE TEMPLATE (ANNEXURE B)

**N.B. ALL Bid Price Proposals must be completed in line with the following requirements:**

9.1 Bidders must submit their financial proposal taking into account any price escalations during the period of the contract in the attached pricing schedule (**Annexure B**)

9.2 There will be no price adjustments on the first 12 months. The price adjustment must not occur more than once in every 12 months, on the second and third year of the service.

Bidders must split their total bid price in three years, i.e.

- the total price for the first year.
- the total price for the second year.
- The total price for the third year inclusive of the price adjustment (projections) as the total bid price will be firm for the duration of the contract.

**The bidders should also take note of the CPI clause from the Statistics South Africa's website and also consider the Security officer's annual increase in the Sectoral Determination/Bargaining Council.**

9.3 **CENTRAL KAROO CLUSTER** Bid price proposal must be based on **ALL OF THE BID SPECIFICATIONS AND NOTHING MUST BE LEFT OUT.**

9.4 A Bid Price Proposal excluding some of the required services (as outlined in the bid specifications) shall not be accepted.

9.5 The labour costs for the security staff (Supervisor and security guards) **must not be below the approved sectorial wage determination as determined by the National Minimum Wage Act (Act 9 Of 2018) as amended. Read in conjunction with the Bargaining Council Regional Determination.**

9.6 All bids must be VAT inclusive and presented in accordance with the stipulations of the VAT Act (89 of 1991). Where a supplier is not VAT registered at the point of the award, the bidder must be registered for VAT within twenty-one (21) days of the award. During the contract period, the contractually agreed prices will not be allowed to increase. NO VAT payments will be made to a supplier that quoted VAT that cannot prove its VAT registration at the point of invoicing.

9.7 Prices must be firm for the duration of the contract and must reflect all costs i.e. administration



# 10. CRITERIA THAT WILL BE CONSIDERED IN EVALUATING THE BIDS: 80/20

- Bids will be evaluated on 2 phases. The first phase will be administrative compliance, in order to proceed to the second phase bidders **must meet all criteria** as stipulated under the administration compliance phase.
- The last phase of evaluation will be based on price and Specific goals using the 80/20 preference point system. A bidder that scores the highest number of points will be awarded the bid.

## 10.1 PHASE 1 ADMINISTRATIVE COMPLIANCE

| NO | ELIGIBILITY CRITERIA                        | PROFILE OF EVIDENCE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | YES/NO |
|----|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 1. | PSIRA Registration – Company                | Certified copy of a valid PSIRA certificate and Letter of Good Standing                                                                                                                                                                                                                                                                                                                                                                                                                                        |        |
| 2. | PSIRA Certificates                          | <ul style="list-style-type: none"> <li>• <b>Provide PSIRA Grade A or B certificates</b> for the Manager/Supervisor of the company.</li> <li>• <b>Provide PSIRA Grade C certificates</b> for the security guards, ensuring the number of certificates matches the required number of guards per site</li> </ul>                                                                                                                                                                                                 |        |
| 3. | CIPC Company Registration                   | Copy of Company registration certificate                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |
| 4. | Registration with Central Supplier Database | Central Supplier Database report                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |        |
| 5. | Tax Registration (SARS)                     | Copy of Valid Tax Pin Page                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |        |
| 6. | BBBEE Registration                          | <p>Bidders are required to submit a certified, valid <b>SANAS accredited BBBEE Status Level Verification Certificates/Sworn affidavit</b> that is <b>signed and stamped by the commissioner of oaths</b> to substantiate their BBBEE rating claims. If copies are not certified by the commissioner of oaths, BBBEE certificate will not be considered.</p> <p><b>A trust, consortium or joint venture must submit a consolidated B-BBEE Status Level Verification Certificate for every separate bid.</b></p> |        |

Bid No:.....

Name of Bidder:.....

|     |                                              |                                                                                                                                                                                                                                                                     |  |
|-----|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 7.  | Briefing Session                             | Briefing Session Attendance Register (Compulsory)                                                                                                                                                                                                                   |  |
| 8.  | Previous Experience of the Company           | Bidders must submit proof of security service contracts to a minimum of three (3) years' experience.<br><br>In cases where multiple contracts are submitted to meet this requirement each individual contract must reflect a service period of no less than 1 year. |  |
| 9.  | Proof of Registration with Compensation Fund | Letter of good standing, this letter must be valid as at the closing date of the bid/Tender letter.                                                                                                                                                                 |  |
| 10. | Proof of UIF Registration                    | UIF registration confirmation letter.                                                                                                                                                                                                                               |  |

## 10.2 Phase 2: APPLICATION OF PREFERENTIAL POINT SYSTEM 80/20

In terms of the Preferential Procurement Regulations (PPR), 2022 pertaining to the Preferential Procurement Policy Framework Act (PPPFA), 2000 (Act 5 of 2000), responsive bids will be adjudicated by the Department on the 80/20 preference point system in terms of which points are awarded to bidders on the basis of:

- Bid price (maximum 80 points)
- Specific goals (maximum 20 points) will be allocated as per the table below.

### Bidders who wish to claim points for Specific Goals must:

- Complete the attached SBD 6.1
- Failure by the tenderer to submit the required proof or documentation to claim the points for specific goals will be deemed as a waiver of those preference points.

Points for specific goals shall be allocated as follows:

### Calculation of points for Specific goals:

Points will be awarded to a bidder for attaining the specific goals in accordance with the table below:

## PHASE 2: APPLICATION OF PREFERENCE POINT SYSTEMS

A maximum of 80 points shall be allocated for price and a maximum of 20 points shall be allocated for Specific Goals. Bidders are required to complete SBD 6.1. Points for Specific Goals shall be allocated as follows:



PRICE AND ALLOCATION OF SPECIFIC GOALS

CRITERIA

POINTS

Price and Specific Goals

80/20

Price Points

80 Points

Specific Goals

20 Points

Below are the Specific Goals allocated in terms of this tender:

Number of Points

Number of points claimed (80/20 system) To be completed by the tenderer)

Proof Documentation Required to substantiate claiming of points on SBD 6.1 (Copy of the Documents MUST be certified)

1. Western Cape Based Suppliers: Within the Central Karoo District Municipality = 12

12

Within Western Cape but outside Central Karoo District Municipality = 8

Outside Western Cape = 6

Municipal utility bill statement/ Valid Lease agreement/ Letter from traditional authority in bidder's name or the company director's name/ Letter from the councillor.

2. Women owned entities  
100% owned = 5  
60% to 99% = 3  
59% and below = 2  
0% women owned=0

5

Identity Documents and CIPRO/CIPC for the company Director/s

3. Entities owned by people with disabilities  
100% disabled owned=3  
1-99% = 2  
0% disabled owned=0

3

Confirmation from a registered medical doctor in respect of the Director/s

Total Points for Price and Specific Goals

100

- NB: Specific goals with 100% ownership will receive full points. Where ownership is less than 100% points will be allocated on a pro-rata basis according to ownership percentage.



**11. GOVERNMENT GENERAL CONDITIONS OF CONTRACT**

The Government General Conditions of Contract (CCC) as outlined by National Treasury will be applicable for this Bid and will remain in force for the duration of the contract

| <b>12.</b> | <b>SPECIAL CONDITIONS OF THE BID</b>                                                                                                                                                                                                                               |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12.1       | In case the office move, the prospective service provider will move the services without any additional charge to the department;                                                                                                                                  |
| 12.2       | All security personnel, Directors and the Company itself shall be subjected to vetting;                                                                                                                                                                            |
| 12.3       | Consent that all Managing Directors, Shareholders of the company and Site Managers, Supervisors and Security officers assigned to the site will be subjected to pre-screening before they can resume duties with the Department of Employment and Labour;          |
| 12.4       | Security clearances of security personnel when requested by Department of Employment and Labour;                                                                                                                                                                   |
| 12.5       | Consent of their employees that they do not object to signing a Declaration of Secrecy;                                                                                                                                                                            |
| 12.6       | Proof of Liability Insurance Cover to be provided before the commencement of the contract to a minimum amount of R2 500 000.00 (R2.5 million)                                                                                                                      |
| 12.7       | Bidders must fully complete <b>Annexure A</b> to declare compliance for the remuneration of employees as per NBCPSS issued by Department of Employment and Labour. Bidders must comply with the specific area for <b>Central Karoo Region in terms of pricing.</b> |
| 12.8       | Bidders must fully complete <b>Annexure B</b> to ensure compliance with the special conditions stipulated above.                                                                                                                                                   |

**13 OTHER CONDITIONS**

- 13.1 Any proposals received in response to this bid remain the (intellectual) property of the Department of Employment and Labour.
- 13.2 **The successful bidder shall be required to provide relief security personnel to ensure uninterrupted security services during lunch breaks or any other periods of absence (e.g., sick leave, annual leave) of the assigned security officers. This requirement is compulsory and non-negotiable.**
- 13.3 The successful bidder will be required to sign a Service Level Agreement (SLA) and a contract.
- 13.4 Prospective bidders must be registered on CSD and must have a corresponding commodity; **if the relevant commodity is not registered on CSD the bid will be disqualified.**
- 13.5 Bidders must ensure compliance on tax matters. If a bidder is a VAT vendor, he/she must indicate VAT portion in the bid before the grand total and add it up with the total to get the grand total of the bid. (All bid prices must be inclusive of 15% Value added Tax(VAT), except in the case of a bidder that is not registered as a VAT Vendor in terms of Value Added Tax Act, 1991 (Act No. 89 of 1991).
- 13.6 Bidders who are non functional (emerging companies), must attach a letter for tender purposes for UIF and COID in their bid document. Failure to attach will invalidate the bid.
- 13.7 The Department of Employment and Labour will work strictly according to the work schedule and if tasks indicated on the work schedule are not performed on time that will constitute a breach of contract and penalties will be levied.
- 13.8 Penalties will be negotiated and agreed on with the successful bidder at the beginning of the contract.
- 13.9 Bidders of existing companies must attach a valid letter of good standing from COID and valid proof of UIF registration. Failure to attach will invalidate the bid.
- 13.10 Bidders shall ensure that there are no missing or duplicated pages. The Department shall not accept liability in regard to claims by bidders that pages are missing or duplicated.
- 13.11 Bidders are requested to submit one original bid proposal.
- 13.12 Bidders are advised to visit the office by appointment prior to bidding.
- 13.13 **A compulsory briefing session will be held at a stipulated time and date. Non-attendance of the briefing session will lead to disqualification. The details are as follows:**

**Date: 22 August 2025**

**Venue: George Labour Centre, George Lily Centre, Simon Van Der Stel Plain Square, George CBD.**

Bid No:.....

Name of Bidder:.....

Time: 10:00

- 13.14 Potential bidders may seek clarity through email correspondence until three (3) days before the closing date of the bid.
- 13.15 Bids received after the closing date and time, at the address indicated will not be accepted for consideration. Where practical these will be returned unopened to the bidder(s)

All communication or correspondence concerning this bid should be directed as follows:

| With regards to Terms of Reference                                                                            | With regards to SCM information                                                                             |
|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Contact details of the end-user <ul style="list-style-type: none"> <li>DOLQUOTATIONS@labour.gov.za</li> </ul> | Contact details of SCM official <ul style="list-style-type: none"> <li>rhona.jacks@labour.gov.za</li> </ul> |

- 13.16 Bids should be held valid for a period of 120 days.

Name of bidder: .....

Signature: .....

Date: .....

The specification is approved by SBAC on 11 August 2025.



## CHECKLIST OF BIDDING DOCUMENTS BEFORE SUBMISSION

**NB: HAVE THE FOLLOWING FORMS BEEN COMPLETED, SIGNED AND SUBMITTED WITH YOUR BID?**

| FORM NO                                                     | CHECKED BY<br>BIDDER | CHECKED BY SCM<br>(DEPARTMENT USE<br>ONLY) | REMARKS<br>(DEPARTMENT USE<br>ONLY) |
|-------------------------------------------------------------|----------------------|--------------------------------------------|-------------------------------------|
| SBD 1                                                       |                      |                                            |                                     |
| SBD 3.3                                                     |                      |                                            |                                     |
| SBD 4                                                       |                      |                                            |                                     |
| SBD 6.1                                                     |                      |                                            |                                     |
| CERTIFIED COPY OF VALID<br>PSIRA CERTIFICATE FOR<br>COMPANY |                      |                                            |                                     |
| PSIRA LETTER OF GOOD<br>STANDING FOR COMPANY                |                      |                                            |                                     |
| PSIRA CERTIFICATES FOR<br>SECURITY GUARDS                   |                      |                                            |                                     |
| PSIRA CERTIFICATES FOR<br>SUPERVISOR/MANAGER                |                      |                                            |                                     |
| COPY OF COMPANY<br>REGISTRATION<br>CERTIFICATE              |                      |                                            |                                     |
| CENTRAL SUPPLIER<br>DATABASE REPORT (CSD)                   |                      |                                            |                                     |
| BBBEE CERTIFICATE<br>(SANAS)                                |                      |                                            |                                     |
| VALID SARS TAX PIN PAGE                                     |                      |                                            |                                     |
| SERVICE LEVEL<br>CONTRACTS                                  |                      |                                            |                                     |
| COID LETTER OF GOOD<br>STANDING                             |                      |                                            |                                     |
| UIF PROOF OF<br>REGISTRATION                                |                      |                                            |                                     |
| CERTIFIED ID COPIES OF<br>OWNER                             |                      |                                            |                                     |
| COMPANY PROFILE                                             |                      |                                            |                                     |
| BRIEFING SESSION<br>ATTENDANCE REGISTER<br>SIGNED           |                      |                                            |                                     |
| TENDER DOCUMENT SIGNED                                      |                      |                                            |                                     |
| TENDER DOCUMENT INITIAL<br>EACH PAGE                        |                      |                                            |                                     |

**NB:**

**PLEASE TAKE NOTE THAT ALL STANDARD BIDDING (SBD) FORMS MUST BE COMPLETED, SIGNED AND SUBMITTED WITH YOUR PROPOSAL.**

**FAILURE TO DO SO MAY INVALIDATE YOUR BID.**

**PART A  
INVITATION TO BID**

**YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE DEPARTMENT OF EMPLOYMENT AND LABOUR  
CENTRAL KAROO CLUSTER**

|             |                             |               |            |               |       |
|-------------|-----------------------------|---------------|------------|---------------|-------|
| BID NUMBER: | DELWC02-2025                | CLOSING DATE: | 16/09/2025 | CLOSING TIME: | 11:00 |
| DESCRIPTION | 36 MONTHS SECURITY SERVICES |               |            |               |       |

**The bidders must be registered on the Central Supplier Database(CSD) and attaché such proof (i.e. MAAA number)  
The successful bidder will be required to fill in and sign a written contract form (SBD7).**

**BID RESPONSE DOCUMENTS MAY BE DEPOSITED IN THE  
BID BOX SITUATED AT**

**George Labour Centre, George Lilly Centre, Simon van der Stel Plain Square, George**

**Post to: PO BOX 872, CAPE TOWN, 8000**

**SUPPLIER INFORMATION**

|                                                                                                                  |                              |                                                                                   |                                     |                              |  |
|------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------------------------------------------------------------------|-------------------------------------|------------------------------|--|
| NAME OF BIDDER                                                                                                   |                              |                                                                                   |                                     |                              |  |
| POSTAL ADDRESS                                                                                                   |                              |                                                                                   |                                     |                              |  |
| STREET ADDRESS                                                                                                   |                              |                                                                                   |                                     |                              |  |
| TELEPHONE NUMBER                                                                                                 | CODE                         |                                                                                   | NUMBER                              |                              |  |
| CELLPHONE NUMBER                                                                                                 |                              |                                                                                   |                                     |                              |  |
| FACSIMILE NUMBER                                                                                                 | CODE                         |                                                                                   | NUMBER                              |                              |  |
| E-MAIL ADDRESS                                                                                                   |                              |                                                                                   |                                     |                              |  |
| VAT REGISTRATION NUMBER                                                                                          |                              |                                                                                   |                                     |                              |  |
|                                                                                                                  |                              |                                                                                   |                                     |                              |  |
|                                                                                                                  | TCS PIN:                     |                                                                                   | OR                                  | CSD No:                      |  |
| B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE [TICK APPLICABLE BOX]                                               | <input type="checkbox"/> Yes |                                                                                   | B-BBEE STATUS LEVEL SWORN AFFIDAVIT | <input type="checkbox"/> Yes |  |
| IF YES, WHO WAS THE CERTIFICATE ISSUED BY?                                                                       | <input type="checkbox"/> No  |                                                                                   |                                     | <input type="checkbox"/> No  |  |
| AN ACCOUNTING OFFICER AS CONTEMPLATED IN THE CLOSE CORPORATION ACT (CCA) AND NAME THE APPLICABLE IN THE TICK BOX | <input type="checkbox"/>     | AN ACCOUNTING OFFICER AS CONTEMPLATED IN THE CLOS CORPORATION ACT (CCA)           |                                     |                              |  |
|                                                                                                                  | <input type="checkbox"/>     | A VERIFICATION AGENCY ACCREDITED BY THE SOUTH AFRICA ACCREDITATION SYSTEM (SANAS) |                                     |                              |  |
|                                                                                                                  | <input type="checkbox"/>     | A REGISTERED AUDITOR                                                              |                                     |                              |  |
|                                                                                                                  |                              | NAME:                                                                             |                                     |                              |  |

**[A B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE/SWORN AFFIDAVIT(FOR EMEs& QSEs) MUST B SUBMITTED IN ORDER TO QUALIFY FOR PREFERENCE POINTS FOR B-BBEE]**

|                                                                                                                          |                                                                                                                                                          |                                                                          |                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES /WORKS OFFERED?                            | <input type="checkbox"/> Yes <input type="checkbox"/> No<br>[IF YES ENCLOSE PROOF]                                                                       | ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES /WORKS OFFERED? | <input type="checkbox"/> Yes <input type="checkbox"/> No<br>[IF YES ANSWER PART B:3 BELOW ] |
| SIGNATURE OF BIDDER                                                                                                      | .....                                                                                                                                                    | DATE                                                                     |                                                                                             |
| CAPACITY UNDER WHICH THIS BID IS SIGNED (Attach proof of authority to sign this bid; e.g. resolution of directors, etc.) |                                                                                                                                                          |                                                                          |                                                                                             |
| TOTAL NUMBER SECURITY GUARDS                                                                                             |                                                                                                                                                          | TOTAL BID PRICE (ALL INCLUSIVE)                                          |                                                                                             |
| <b>BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO:</b>                                                                   |                                                                                                                                                          | <b>TECHNICAL INFORMATION MAY BE DIRECTED TO:</b>                         |                                                                                             |
| DEPARTMENT/ PUBLIC ENTITY                                                                                                | Department of Employment and Labour                                                                                                                      | CONTACT PERSON                                                           | Mr Gerhard Roos                                                                             |
| CONTACT PERSON                                                                                                           | Ms Rhona Jacks                                                                                                                                           | TELEPHONE NUMBER                                                         | 021 441 8184                                                                                |
| TELEPHONE NUMBER                                                                                                         | 021 441 8101                                                                                                                                             | FACSIMILE NUMBER                                                         | N/A                                                                                         |
| FACSIMILE NUMBER                                                                                                         | N/A                                                                                                                                                      | E-MAIL ADDRESS                                                           | gerhard.roos@labour.gov.z                                                                   |
| E-MAIL ADDRESS                                                                                                           | <a href="mailto:rhona.jacks@labour.gov.za">rhona.jacks@labour.gov.za</a><br><a href="mailto:DOLQUOTATIONS@labour.gov.za">DOLQUOTATIONS@labour.gov.za</a> |                                                                          |                                                                                             |



**PART B**  
**TERMS AND CONDITIONS FOR BIDDING**

|                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. BID SUBMISSION:</b>                                                                                                                                                                                                                                                                                                                           |
| 1.1. BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. <b>LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.</b>                                                                                                                                                                                                                 |
| 1.2. ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED-(NOT TO BE RE-TYPED) OR ONLINE                                                                                                                                                                                                                                                       |
| 1.3. BIDDERS MUST REGISTER ON THE CENTRAL SUPPLIER DATABASE (CSD) TO UPLOAD MANDATORY INFORMATION NAMELY: ( BUSINESS REGISTRATION/ DIRECTORSHIP/ MEMBERSHIP/IDENTITY NUMBERS; TAX COMPLIANCE STATUS; AND BANKING INFORMATION FOR VERIFICATION PURPOSES). B-BBEE CERTIFICATE OR SWORN AFFIDAVIT FOR B-BBEE MUST BE SUBMITTED TO BIDDING INSTITUTION. |
| 1.4. WHERE A BIDDER IS NOT REGISTERED ON THE CSD, MANDATORY INFORMATION NAMELY: (BUSINESS REGISTRATION/ DIRECTORSHIP/ MEMBERSHIP/IDENTITY NUMBERS; TAX COMPLIANCE STATUS MAY NOT BE SUBMITTED WITH THE BID DOCUMENTATION. B-BBEE CERTIFICATE OR SWORN AFFIDAVIT FOR B-BBEE MUST BE SUBMITTED TO BIDDING INSTITUTION.                                |
| 1.5. THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT 2000 AND THE PREFERENTIAL PROCUREMENT REGULATIONS, 2017, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER LEGISLATION OR SPECIAL CONDITIONS OF CONTRACT.                                                                                        |
| <b>2. TAX COMPLIANCE REQUIREMENTS</b>                                                                                                                                                                                                                                                                                                               |
| 2.1 BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.                                                                                                                                                                                                                                                                                      |
| 2.2 BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VIEW THE TAXPAYER'S PROFILE AND TAX STATUS.                                                                                                                                                                     |
| 2.3 APPLICATION FOR TAX COMPLIANCE STATUS (TCS) OR PIN MAY ALSO BE MADE VIA E-FILING. IN ORDER TO USE THIS PROVISION, TAXPAYERS WILL NEED TO REGISTER WITH SARS AS E-FILERS THROUGH THE WEBSITE <a href="http://WWW.SARS.GOV.ZA">WWW.SARS.GOV.ZA</a> .                                                                                              |
| 2.4 BIDDERS MAY ALSO SUBMIT A PRINTED TCS TOGETHER WITH THE BID.                                                                                                                                                                                                                                                                                    |
| 2.5 IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED, <b>EACH PARTY MUST SUBMIT A SEPARATE PROOF OF TCS / PIN / CSD NUMBER.</b>                                                                                                                                                                                              |
| 2.6 WHERE NO TCS IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.                                                                                                                                                                                                                   |
| <b>3. QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS</b>                                                                                                                                                                                                                                                                                                |
| 3.1. IS THE BIDDER A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)?<br><input type="checkbox"/> YES <input type="checkbox"/> NO                                                                                                                                                                                                                    |
| 3.2. DOES THE BIDDER HAVE A BRANCH IN THE RSA?<br><input type="checkbox"/> YES <input type="checkbox"/> NO                                                                                                                                                                                                                                          |
| 3.3. DOES THE BIDDER HAVE A PERMANENT ESTABLISHMENT IN THE RSA?<br><input type="checkbox"/> YES <input type="checkbox"/> NO                                                                                                                                                                                                                         |

3.4. DOES THE BIDDER HAVE ANY SOURCE OF INCOME IN THE RSA?

☐ YES ☐ NO

IF THE ANSWER IS "NO" TO ALL OF THE ABOVE, THEN, IT IS NOT A REQUIREMENT TO OBTAIN A TAX COMPLIANCE STATUS / TAX COMPLIANCE SYSTEM PIN CODE FROM THE SOUTH AFRICAN REVENUE SERVICE (SARS) AND IF NOT REGISTER AS PER 2.3 ABOVE.

NB: FAILURE TO PROVIDE ANY OF THE ABOVE PARTICULARS MAY RENDER THE BID INVALID.

**PRICING SCHEDULE**  
**(Security Services)**

NAME OF BIDDER: \_\_\_\_\_ BID NO.: **DELWC02/2025**

**CLOSING TIME 11:00 ON THE 16/09/2025**

OFFER TO BE VALID FOR **120 DAYS** FROM THE CLOSING DATE OF BID.

ITEM: \_\_\_\_\_

DESCRIPTION: \_\_\_\_\_

BID PRICE IN RSA CURRENCY: \_\_\_\_\_

**INCLUSIVE OF VALUE ADDED TAX:** \_\_\_\_\_

1. Rendering of Security Services at the Department of Employment and Labour: **Central Karoo Cluster** for a period of three years from the date as per order/acceptance of bid and in accordance with attached specifications and special conditions.

- Required by: Department of Employment and Labour: **Central Karoo Cluster**

At:

- Beaufort West Labour Centre
- Oudtshoorn Labour Centre

***NB: BID DOCUMENTS WILL BE UPLOADED ON THE DEPARTMENTAL WEBSITE AND ON NATIONAL TREASURY E-TENDER PORTAL***

Briefing Session:

***Place: George Labour Centre, George Lilly Centre, Simon van der Stel, Plain Square George***

***Time: 10h00 am***

***Date: 22 August 2025***

***Contact Person: Rhona Jacks 072 463 5201 / Gerhard Roos 021 441 8184***

1. The accompanying information must be used for the formulation of proposals. See attached questionnaire. (Annexure to SBD 3.3)
2. Bidders are required to indicate a Total Price per Month including all expenses inclusive of VAT.

R \_\_\_\_\_ /month

3. The rates quoted must be firm for the full period of contract?



\_\_\_\_\_

4. Is offer strictly to specification?

\*YES/NO

4.1 If not to specification, please state deviation.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Any enquiries regarding bidding procedures may be directed to the –

Rhona Jacks – rhona.jacks@labour.gov.za

9 Long Street

Cape Town

8000

TELEPHONE: 021 441 8101

**NOTE:** All delivery and/or transporting costs must be included in the Bid price.

IMPORTANT: Have forms SBD 1, SBD 3.3, SBD 4, SBD 6.1, been completed in all respects and signed.

Have the contents thereof been noted by the bidder?

\* YES / NO

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

2.2.1 If so, furnish particulars:

.....  
 .....

<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.

- 2.3 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 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.

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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.



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

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

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

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

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#### **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
- 1.2 **To be completed by the organ of state**  
*(delete whichever is not applicable for this tender).*
- a) The applicable preference point system for this tender is the 80/20 preference point system.
  - b) Either 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 Goals.

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

The maximum points for this tender are allocated as follows:

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

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

2. **DEFINITIONS**

- (a) **"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:

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

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:

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

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 GOALS

- 4.1. In terms of Regulation 4(2); 5(2); 6(2) and 7(2) of the Preferential Procurement Regulations, preference points must be awarded for specific goals stated in the tender. For the purposes of this tender the tenderer will be allocated points based on the goals stated in table 1 below as may be supported by proof/ documentation stated in the conditions of this tender:
- 4.2. In cases where organs of state intend to use Regulation 3(2) of the Regulations, which states that, if it is unclear whether the 80/20 or 90/10 preference point system applies, an organ of state must, in the tender documents, stipulate in the case of—
- (a) an invitation for tender for income-generating contracts, that either the 80/20 or 90/10 preference point system will apply and that the highest acceptable tender will be used to determine the applicable preference point system; or
  - (b) any other invitation for tender, that either the 80/20 or 90/10 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system,

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

**Table 1: Specific goals 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.)*

| The specific goals allocated points in terms of this tender | Number of points allocated (90/10 system)<br>(To be completed by the organ of state) | Number of points allocated (80/20 system)<br>(To be completed by the organ of state) | Number of points claimed (90/10 system)<br>(To be completed by the tenderer) | Number of points claimed (80/20 system)<br>(To be completed by the tenderer) |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| 100% Women Ownership                                        |                                                                                      | 5                                                                                    |                                                                              |                                                                              |
| 100% owned by Disabled individuals                          |                                                                                      | 3                                                                                    |                                                                              |                                                                              |
| Locality (District Municipality)                            |                                                                                      | 12                                                                                   |                                                                              |                                                                              |
| <b>TOTAL</b>                                                |                                                                                      | <b>20</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 goals as advised in the tender, qualifies the company/ firm for the preference(s) shown and I acknowledge that:

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

.....  
**SIGNATURE(S) OF TENDERER(S)**

**SURNAME AND NAME:** .....

**DATE:** .....

**ADDRESS:** .....



## 1. EVALUATION PROCESS

- Bids will be evaluated on 2 phases. The first phase will be administrative compliance, in order to proceed to the second phase bidders **must meet all criteria as stipulated under the administration compliance phase.**
- The last phase of evaluation will be based on price and Specific Goals using 80/20 preference point system. A bidder that scores the highest number of points will be awarded the bid.

### PHASE 1: MANDATORY DOCUMENTS

| No | ELIGIBILITY CRITERIA                        | PROFILE OF EVIDENCE                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | YES / NO |
|----|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1. | PSIRA Registration - Company                | Certified copy of a valid PSIRA certificate and Letter of Good Standing                                                                                                                                                                                                                                                                                                                                                                                                               |          |
| 2. | PSIRA Certificates                          | <ul style="list-style-type: none"> <li>Provide PSIRA Grade A or B certificates for Manager/Supervisor of the company</li> <li>Provide PSIRA Grade C certificates for the security guards. <b>Ensuring the number of certificates matches the required number of guards per site.</b></li> </ul>                                                                                                                                                                                       |          |
| 3. | CIPC Company registration                   | Copy of Company registration certificate                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |
| 4. | Registration with Central Supplier Database | Central Supplier Database report                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |
| 5. | Tax Registration (SARS)                     | Copy of Valid Tax Pin Page                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |
| 6. | BBBEE Registration                          | <p>Bidders are required to submit a certified valid SANAS accredited BBBEE status Level verification certificate/sworn affidavit that is signed and stamped by the commissioner of oaths to substantiate their BBBEE rating claims. If copies are not certified by the commissioner of oath, BBBEE certificate will not be considered.</p> <p>A trust, consortium or joint venture must submit a consolidated BBBEE status level verification certificate for every separate bid.</p> |          |

|     |                                              |                                                                                                                                                                                                                                                              |  |
|-----|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 7.  | Briefing Session                             | Briefing Session Attendance Register (Compulsory)                                                                                                                                                                                                            |  |
| 8.  | Previous Experience of the Company           | Bidders must submit proof of security service contracts to a minimum of three (3) years' experience. In cases where multiple contracts are submitted to meet this requirement each individual contract must reflect a service period of no less than 1 year. |  |
| 9.  | Proof of registration with Compensation Fund | Letter of Good Standing, this letter must be valid as at the closing date of the bid/Tender letter                                                                                                                                                           |  |
| 10. | Proof of UIF Registration                    | UIF registration confirmation letter                                                                                                                                                                                                                         |  |

Bidders must provide all of the documents under the phase 1 in order to advance to the second phase of evaluation.

## PHASE 2: APPLICATION OF PREFERENCE POINT SYSTEMS

A maximum of 80 points shall be allocated for price and a maximum of 20 points shall be allocated for Specific Goals. Bidders are required to complete SBD 6.1. Points for Specific Goals shall be allocated as follows:

| <b>Below are the Specific Goals allocated in terms of this tender:</b>                                                                      | <b>Number of Points</b> | <b>Number of points claimed (80/20 system)To be completed by the tenderer)</b> | <b>Proof Documentation Required to substantiate claiming of points on SBD 6.1 (Copy of the Documents MUST be certified)</b>                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Western Cape Based Suppliers: Within the Cape Winelands District Municipality = 12<br><br>Within Cape Town Municipality but outside Cape | 12                      |                                                                                | Municipal utility bill statement/ Valid Lease agreement/ Letter from traditional authority in bidder's name or the company director's name/ Letter from the councillor. |

|                                                                                                                     |            |  |                                                                                     |
|---------------------------------------------------------------------------------------------------------------------|------------|--|-------------------------------------------------------------------------------------|
| Winelands District<br>Municipality = 8                                                                              |            |  |                                                                                     |
| Outside Western Cape<br>= 6                                                                                         |            |  |                                                                                     |
| 2. Women owned entities<br>100% owned = 5<br>60% to 99% = 3<br>59% and below = 2<br>0% women owned=0                | 5          |  | Identity Documents and<br>CIPRO/CIPC for the<br>company Director/s                  |
| 3. Entities owned by<br>people with disabilities<br>100% disabled<br>owned=3<br>1% - 99% = 2<br>0% disabled owned=0 | 3          |  | Confirmation from a<br>registered medical doctor<br>in respect of the<br>Director/s |
| <b>Specific Goals</b>                                                                                               | <b>20</b>  |  |                                                                                     |
| <b>Price</b>                                                                                                        | <b>80</b>  |  |                                                                                     |
| <b>Total Points for Price and<br/>Specific Goals</b>                                                                | <b>100</b> |  |                                                                                     |

- **NB: Specific goals with 100% ownership will receive full points. Where ownership is less than 100% points will be allocated on a pro-rata basis according to ownership percentage.**

The bid shall be awarded to the bidder that scores the highest total number of points in terms of the preference point system (price and specific goals points).

#### Other Conditions

1. Any proposals received in response to this bid remain the (intellectual) property of the Department of Employment and Labour.
2. If there is tie between the bidders, SCM Practice Notes; Circulars and Regulations will be applied to determine the successful bidder.



# THE NATIONAL TREASURY

Republic of South Africa



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**GENERAL CONDITIONS OF CONTRACT**  
July 2010

**NOTES**

The purpose of this document is to:

- (i) Draw special attention to certain general conditions applicable to government bids, contracts and orders; and (ii) To ensure that clients be familiar with regard to the rights and obligations of all parties involved in doing business with government.

In this document words in the singular also mean in the plural and vice versa and words in the masculine also mean in the feminine and neuter.

- The General Conditions of Contract will form part of all bid documents and may not be amended.
- Special Conditions of Contract (SCC) relevant to a specific bid, should be compiled separately for every bid (if applicable) and will supplement the General Conditions of Contract. Whenever there is a conflict, the provisions in the SCC shall prevail.

## TABLE OF CLAUSES

1. Definitions
2. Application
3. General
4. Standards
5. Use of contract documents and information; inspection
6. Patent rights
7. Performance security
8. Inspections, tests and analysis
9. Packing
10. Delivery and documents
11. Insurance
12. Transportation
13. Incidental services
14. Spare parts
15. Warranty
16. Payment
17. Prices
18. Contract amendments
19. Assignment
20. Subcontracts
21. Delays in the supplier's performance
22. Penalties
23. Termination for default
24. Dumping and countervailing duties
25. Force Majeure
26. Termination for insolvency
27. Settlement of disputes
28. Limitation of liability
29. Governing language
30. Applicable law
31. Notices
32. Taxes and duties
33. National Industrial Participation Programme (NIPP)
34. Prohibition of restrictive practices



## General Conditions of Contract

### 1. Definitions

1. The following terms shall be interpreted as indicated:
  - 1.1 "Closing time" means the date and hour specified in the bidding documents for the receipt of bids.
  - 1.2 "Contract" means the written agreement entered into between the purchaser and the supplier, as recorded in the contract form signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.
  - 1.3 "Contract price" means the price payable to the supplier under the contract for the full and proper performance of his contractual obligations.
  - 1.4 "Corrupt practice" means the offering, giving, receiving, or soliciting of anything of value to influence the action of a public official in the procurement process or in contract execution.
  - 1.5 "Countervailing duties" are imposed in cases where an enterprise abroad is subsidized by its government and encouraged to market its products internationally.
  - 1.6 "Country of origin" means the place where the goods were mined, grown or produced or from which the services are supplied. Goods are produced when, through manufacturing, processing or substantial and major assembly of components, a commercially recognized new product results that is substantially different in basic characteristics or in purpose or utility from its components.
  - 1.7 "Day" means calendar day.
  - 1.8 "Delivery" means delivery in compliance of the conditions of the contract or order.
  - 1.9 "Delivery ex stock" means immediate delivery directly from stock actually on hand.
  - 1.10 "Delivery into consignees store or to his site" means delivered and unloaded in the specified store or depot or on the specified site in compliance with the conditions of the contract or order, the supplier bearing all risks and charges involved until the supplies are so delivered and a valid receipt is obtained.

- 1.11 "Dumping" occurs when a private enterprise abroad market its goods on own initiative in the RSA at lower prices than that of the country of origin and which have the potential to harm the local industries in the RSA.
- 1.12 " Force majeure" means an event beyond the control of the supplier and not involving the supplier's fault or negligence and not foreseeable. Such events may include, but is not restricted to, acts of the purchaser in its sovereign capacity, wars or revolutions, fires, floods, epidemics, quarantine restrictions and freight embargoes.
- 1.13 "Fraudulent practice" means a misrepresentation of facts in order to influence a procurement process or the execution of a contract to the detriment of any bidder, and includes collusive practice among bidders (prior to or after bid submission) designed to establish bid prices at artificial non-competitive levels and to deprive the bidder of the benefits of free and open competition.
- 1.14 "GCC" means the General Conditions of Contract.
- 1.15 "Goods" means all of the equipment, machinery, and/or other materials that the supplier is required to supply to the purchaser under the contract.
- 1.16 "Imported content" means that portion of the bidding price represented by the cost of components, parts or materials which have been or are still to be imported (whether by the supplier or his subcontractors) and which costs are inclusive of the costs abroad, plus freight and other direct importation costs such as landing costs, dock dues, import duty, sales duty or other similar tax or duty at the South African place of entry as well as transportation and handling charges to the factory in the Republic where the supplies covered by the bid will be manufactured.
- 1.17 "Local content" means that portion of the bidding price which is not included in the imported content provided that local manufacture does take place.
- 1.18 "Manufacture" means the production of products in a factory using labour, materials, components and machinery and includes other related value-adding activities.
- 1.19 "Order" means an official written order issued for the supply of goods or works or the rendering of a service.
- 1.20 "Project site," where applicable, means the place indicated in bidding documents.
- 1.21 "Purchaser" means the organization purchasing the goods.

1.22 "Republic" means the Republic of South Africa.

1.23 "SCC" means the Special Conditions of Contract.

1.24 "Services" means those functional services ancillary to the supply of the goods, such as transportation and any other incidental services, such as installation, commissioning, provision of technical assistance, training, catering, gardening, security, maintenance and other such obligations of the supplier covered under the contract.

1.25 "Written" or "in writing" means handwritten in ink or any form of electronic or mechanical writing.

2. **Application** 2.1 These general conditions are applicable to all bids, contracts and orders **including** bids for functional and professional services, sales, hiring, letting and the granting or acquiring of rights, but excluding

immovable property, unless otherwise indicated in the bidding documents.

2.2 Where applicable, special conditions of contract are also laid down to cover specific supplies, services or works.

2.3 Where such special conditions of contract are in conflict with these general conditions, the special conditions shall apply.

3. **General** 3.1 Unless otherwise indicated in the bidding documents, the purchaser shall not be liable for any expense incurred in the preparation and submission of a bid. Where applicable a non-refundable fee for documents may be charged.

3.2 With certain exceptions, invitations to bid are only published in the Government Tender Bulletin. The Government Tender Bulletin may be obtained directly from the Government Printer, Private Bag X85, Pretoria 0001, or accessed electronically from [www.treasury.gov.za](http://www.treasury.gov.za)

4. **Standards** 4.1 The goods supplied shall conform to the standards mentioned in the bidding documents and specifications.

5. **Use of** 5.1 The supplier shall not, without the purchaser's prior written consent, **contract** disclose the contract, or any provision thereof, or any specification, **documents** plan, drawing, pattern, sample, or information furnished by or on <sup>and</sup> behalf of the purchaser in connection therewith, to any person other <sup>information;</sup> than a person employed by the supplier in the performance of the **inspection**. contract. Disclosure to any such employed person shall be made in confidence and shall extend only so far as may be necessary for purposes of such performance.

5.2 The supplier shall not, without the purchaser's prior written consent, make use of any document or information mentioned in GCC clause 5.1 except for purposes of performing the contract.



- 5.3 Any document, other than the contract itself mentioned in GCC clause 5.1 shall remain the property of the purchaser and shall be returned (all copies) to the purchaser on completion of the supplier's performance under the contract if so required by the purchaser.
- 5.4 The supplier shall permit the purchaser to inspect the supplier's records relating to the performance of the supplier and to have them audited by auditors appointed by the purchaser, if so required by the purchaser.
6. **Patent rights** 6.1 The supplier shall indemnify the purchaser against all third-party claims of infringement of patent, trademark, or industrial design rights arising from use of the goods or any part thereof by the purchaser.
7. **Performance** 7.1 Within thirty (30) days of receipt of the notification of contract award, **security** the successful bidder shall furnish to the purchaser the performance security of the amount specified in SCC.
- 7.2 The proceeds of the performance security shall be payable to the purchaser as compensation for any loss resulting from the supplier's failure to complete his obligations under the contract.
- 7.3 The performance security shall be denominated in the currency of the contract, or in a freely convertible currency acceptable to the purchaser and shall be in one of the following forms:
- (a) a bank guarantee or an irrevocable letter of credit issued by a reputable bank located in the purchaser's country or abroad, acceptable to the purchaser, in the form provided in the bidding documents or another form acceptable to the purchaser; or
  - (b) a cashier's or certified cheque
- 7.4 The performance security will be discharged by the purchaser and returned to the supplier not later than thirty (30) days following the date of completion of the supplier's performance obligations under the contract, including any warranty obligations, unless otherwise specified in SCC.
8. **Inspections, tests and analyses**
- 8.1 All pre-bidding testing will be for the account of the bidder.
- 8.2 If it is a bid condition that supplies to be produced or services to be rendered should at any stage during production or execution or on completion be subject to inspection, the premises of the bidder or contractor shall be open, at all reasonable hours, for inspection by a representative of the Department or an organization acting on behalf of the Department.
- 8.3 If there are no inspection requirements indicated in the bidding documents and no mention is made in the contract, but during the contract period it is decided that inspections shall be carried out, the purchaser

shall itself make the necessary arrangements, including payment arrangements with the testing authority concerned.

- 8.4 If the inspections, tests and analyses referred to in clauses 8.2 and 8.3 show the supplies to be in accordance with the contract requirements, the cost of the inspections, tests and analyses shall be defrayed by the purchaser.
  - 8.5 Where the supplies or services referred to in clauses 8.2 and 8.3 do not comply with the contract requirements, irrespective of whether such supplies or services are accepted or not, the cost in connection with these inspections, tests or analyses shall be defrayed by the supplier.
  - 8.6 Supplies and services which are referred to in clauses 8.2 and 8.3 and which do not comply with the contract requirements may be rejected.
  - 8.7 Any contract supplies may on or after delivery be inspected, tested or analyzed and may be rejected if found not to comply with the requirements of the contract. Such rejected supplies shall be held at the cost and risk of the supplier who shall, when called upon, remove them immediately at his own cost and forthwith substitute them with supplies which do comply with the requirements of the contract. Failing such removal, the rejected supplies shall be returned at the suppliers cost and risk. Should the supplier fail to provide the substitute supplies forthwith, the purchaser may, without giving the supplier further opportunity to substitute the rejected supplies, purchase such supplies as may be necessary at the expense of the supplier.
  - 8.8 The provisions of clauses 8.4 to 8.7 shall not prejudice the right of the purchaser to cancel the contract on account of a breach of the conditions thereof, or to act in terms of Clause 23 of GCC.
9. **Packing** 9.1 The supplier shall provide such packing of the goods as is required to prevent their damage or deterioration during transit to their final destination, as indicated in the contract. The packing shall be sufficient to withstand, without limitation, rough handling during transit and exposure to extreme temperatures, salt and precipitation during transit, and open storage. Packing, case size and weights shall take into consideration, where appropriate, the remoteness of the goods' final destination and the absence of heavy handling facilities at all points in transit.
- 9.2 The packing, marking, and documentation within and outside the packages shall comply strictly with such special requirements as shall be expressly provided for in the contract, including additional requirements, if any, specified in SCC, and in any subsequent instructions ordered by the purchaser.
10. **Delivery** 10.1 Delivery of the goods shall be made by the supplier in accordance with **and documents** the terms specified in the contract. The details of shipping and/or other documents to be furnished by the supplier are specified in SCC.



10.2 Documents to be submitted by the supplier are specified in SCC.

**11. Insurance** 11.1 The goods supplied under the contract shall be fully insured in a freely convertible currency against loss or damage incidental to manufacture or acquisition, transportation, storage and delivery in the manner specified in the SCC.

**12. Transportation** 12.1 Should a price other than an all-inclusive delivered price be required, this shall be specified in the SCC.

**13. Incidental** 13.1 The supplier may be required to provide any or all of the following **services**, including additional services, if any, specified in SCC:

- (a) performance or supervision of on-site assembly and/or commissioning of the supplied goods;
- (b) furnishing of tools required for assembly and/or maintenance of the supplied goods;
- (c) furnishing of a detailed operations and maintenance manual for each appropriate unit of the supplied goods;
- (d) performance or supervision or maintenance and/or repair of the supplied goods, for a period of time agreed by the parties, provided that this service shall not relieve the supplier of any warranty obligations under this contract; and
- (e) training of the purchaser's personnel, at the supplier's plant and/or on-site, in assembly, start-up, operation, maintenance, and/or repair of the supplied goods.

13.2 Prices charged by the supplier for incidental services, if not included in the contract price for the goods, shall be agreed upon in advance by the parties and shall not exceed the prevailing rates charged to other parties by the supplier for similar services.

**14. Spare parts** 14.1 As specified in SCC, the supplier may be required to provide any or all of the following materials, notifications, and information pertaining to spare parts manufactured or distributed by the supplier:

- (a) such spare parts as the purchaser may elect to purchase from the supplier, provided that this election shall not relieve the supplier of any warranty obligations under the contract; and
- (b) in the event of termination of production of the spare parts:
  - (i) Advance notification to the purchaser of the pending termination, in sufficient time to permit the purchaser to procure needed requirements; and
  - (ii) following such termination, furnishing at no cost to the purchaser, the blueprints, drawings, and specifications of the spare parts, if requested.



**15. Warranty** 15.1 The supplier warrants that the goods supplied under the contract are new, unused, of the most recent or current models, and that they incorporate all recent improvements in design and materials unless provided otherwise in the contract. The supplier further warrants that all goods supplied under this contract shall have no defect, arising from design, materials, or workmanship (except when the design and/or material is required by the purchaser's specifications) or from any act or omission of the supplier, that may develop under normal use of the supplied goods in the conditions prevailing in the country of final destination.

15.2 This warranty shall remain valid for twelve (12) months after the goods, or any portion thereof as the case may be, have been delivered to and accepted at the final destination indicated in the contract, or for eighteen (18) months after the date of shipment from the port or place of loading in the source country, whichever period concludes earlier, unless specified otherwise in SCC.

15.3 The purchaser shall promptly notify the supplier in writing of any claims arising under this warranty.

15.4 Upon receipt of such notice, the supplier shall, within the period specified in SCC and with all reasonable speed, repair or replace the defective goods or parts thereof, without costs to the purchaser.

15.5 If the supplier, having been notified, fails to remedy the defect(s) within the period specified in SCC, the purchaser may proceed to take such remedial action as may be necessary, at the supplier's risk and expense and without prejudice to any other rights which the purchaser may have against the supplier under the contract.

**16. Payment** 16.1 The method and conditions of payment to be made to the supplier under this contract shall be specified in SCC.

16.2 The supplier shall furnish the purchaser with an invoice accompanied by a copy of the delivery note and upon fulfillment of other obligations stipulated in the contract.

16.3 Payments shall be made promptly by the purchaser, but in no case later than thirty (30) days after submission of an invoice or claim by the supplier.

16.4 Payment will be made in Rand unless otherwise stipulated in SCC.

**17. Prices** 17.1 Prices charged by the supplier for goods delivered and services performed under the contract shall not vary from the prices quoted by the supplier in his bid, with the exception of any price adjustments authorized in SCC or in the purchaser's request for bid validity extension, as the case may be.

**18. Contract** 18.1 No variation in or modification of the terms of the contract shall be **amendments** made except by written amendment signed by the parties concerned.

19. **Assignment** 19.1 The supplier shall not assign, in whole or in part, its obligations to perform under the contract, except with the purchaser's prior written consent.
20. **Subcontracts** 20.1 The supplier shall notify the purchaser in writing of all subcontracts awarded under this contracts if not already specified in the bid. Such notification, in the original bid or later, shall not relieve the supplier from any liability or obligation under the contract.
21. **Delays in the** 21.1 Delivery of the goods and performance of services shall be made by **supplier's** the supplier in accordance with the time schedule prescribed by the **performance** purchaser in the contract.
- 21.2 If at any time during performance of the contract, the supplier or its subcontractor(s) should encounter conditions impeding timely delivery of the goods and performance of services, the supplier shall promptly notify the purchaser in writing of the fact of the delay, its likely duration and its cause(s). As soon as practicable after receipt of the supplier's notice, the purchaser shall evaluate the situation and may at his discretion extend the supplier's time for performance, with or without the imposition of penalties, in which case the extension shall be ratified by the parties by amendment of contract.
- 21.3 No provision in a contract shall be deemed to prohibit the obtaining of supplies or services from a national department, provincial department, or a local authority.
- 21.4 The right is reserved to procure outside of the contract small quantities or to have minor essential services executed if an emergency arises, the supplier's point of supply is not situated at or near the place where the supplies are required, or the supplier's services are not readily available.
- 21.5 Except as provided under GCC Clause 25, a delay by the supplier in the performance of its delivery obligations shall render the supplier liable to the imposition of penalties, pursuant to GCC Clause 22, unless an extension of time is agreed upon pursuant to GCC Clause 21.2 without the application of penalties.
- 21.6 Upon any delay beyond the delivery period in the case of a supplies contract, the purchaser shall, without canceling the contract, be entitled to purchase supplies of a similar quality and up to the same quantity in substitution of the goods not supplied in conformity with the contract and to return any goods delivered later at the supplier's expense and risk, or to cancel the contract and buy such goods as may be required to complete the contract and without prejudice to his other rights, be entitled to claim damages from the supplier.



22. **Penalties** 22.1 Subject to GCC Clause 25, if the supplier fails to deliver any or all of the goods or to perform the services within the period(s) specified in the contract, the purchaser shall, without prejudice to its other remedies under the contract, deduct from the contract price, as a penalty, a sum calculated on the delivered price of the delayed goods or unperformed services using the current prime interest rate calculated for each day of the delay until actual delivery or performance. The purchaser may also consider termination of the contract pursuant to GCC Clause 23.

23. **Termination** 23.1 The purchaser, without prejudice to any other remedy for breach of **for default** contract, by written notice of default sent to the supplier, may terminate this contract in whole or in part:

- (a) if the supplier fails to deliver any or all of the goods within the period(s) specified in the contract, or within any extension thereof granted by the purchaser pursuant to GCC Clause 21.2;
- (b) if the Supplier fails to perform any other obligation(s) under the contract; or
- (c) if the supplier, in the judgment of the purchaser, has engaged in corrupt or fraudulent practices in competing for or in executing the contract.

23.2 In the event the purchaser terminates the contract in whole or in part, the purchaser may procure, upon such terms and in such manner as it deems appropriate, goods, works or services similar to those undelivered, and the supplier shall be liable to the purchaser for any excess costs for such similar goods, works or services. However, the supplier shall continue performance of the contract to the extent not terminated.

23.3 Where the purchaser terminates the contract in whole or in part, the purchaser may decide to impose a restriction penalty on the supplier by prohibiting such supplier from doing business with the public sector for a period not exceeding 10 years.

23.4 If a purchaser intends imposing a restriction on a supplier or any person associated with the supplier, the supplier will be allowed a time period of not more than fourteen (14) days to provide reasons why the envisaged restriction should not be imposed. Should the supplier fail to respond within the stipulated fourteen (14) days the purchaser may regard the intended penalty as not objected against and may impose it on the supplier.

23.5 Any restriction imposed on any person by the Accounting Officer / Authority will, at the discretion of the Accounting Officer / Authority, also be applicable to any other enterprise or any partner, manager, director or other person who wholly or partly exercises or exercised or may exercise control over the enterprise of the first-mentioned person, and with which enterprise or person the first-mentioned person, is or was in the opinion of the Accounting Officer / Authority actively associated.



23.6 If a restriction is imposed, the purchaser must, within five (5) working days of such imposition, furnish the National Treasury, with the following information:

- (i) the name and address of the supplier and / or person restricted by the purchaser;
- (ii) the date of commencement of the restriction
- (iii) the period of restriction; and (iv) the reasons for the restriction.

These details will be loaded in the National Treasury's central database of suppliers or persons prohibited from doing business with the public sector.

23.7 If a court of law convicts a person of an offence as contemplated in sections 12 or 13 of the Prevention and Combating of Corrupt Activities Act, No. 12 of 2004, the court may also rule that such person's name be endorsed on the Register for Tender Defaulters. When a person's name has been endorsed on the Register, the person will be prohibited from doing business with the public sector for a period not less than five years and not more than 10 years. The National Treasury is empowered to determine the period of restriction and each case will be dealt with on its own merits. According to section 32 of the Act the Register must be open to the public. The Register can be perused on the National Treasury website.

#### **24. Anti-dumping and countervailing duties and rights**

24.1 When, after the date of bid, provisional payments are required, or antidumping or countervailing duties are imposed, or the amount of a provisional payment or anti-dumping or countervailing right is increased in respect of any dumped or subsidized import, the State is not liable for any amount so required or imposed, or for the amount of any such increase. When, after the said date, such a provisional payment is no longer required or any such anti-dumping or countervailing right is abolished, or where the amount of such provisional payment or any such right is reduced, any such favourable difference shall on demand be paid forthwith by the contractor to the State or the State may deduct such amounts from moneys (if any) which may otherwise be due to the contractor in regard to supplies or services which he delivered or rendered, or is to deliver or render in terms of the contract or any other contract or any other amount which may be due to him

**25. Force Majeure** 25.1 Notwithstanding the provisions of GCC Clauses 22 and 23, the supplier shall not be liable for forfeiture of its performance security, damages, or termination for default if and to the extent that his delay in performance or other failure to perform his obligations under the contract is the result of an event of force majeure.

25.2 If a force majeure situation arises, the supplier shall promptly notify the purchaser in writing of such condition and the cause thereof. Unless otherwise directed by the purchaser in writing, the supplier shall continue to perform its obligations under the contract as far as is reasonably practical, and shall seek all reasonable alternative means for performance not prevented by the force majeure event.

26. **Termination** 26.1 The purchaser may at any time terminate the contract by giving written **for insolvency** notice to the supplier if the supplier becomes bankrupt or otherwise insolvent. In this event, termination will be without compensation to the supplier, provided that such termination will not prejudice or affect any right of action or remedy which has accrued or will accrue thereafter to the purchaser.

27. **Settlement of** 27.1 If any dispute or difference of any kind whatsoever arises between the **Disputes** purchaser and the supplier in connection with or arising out of the **contract**, the parties shall make every effort to resolve amicably such dispute or difference by mutual consultation.

27.2 If, after thirty (30) days, the parties have failed to resolve their dispute or difference by such mutual consultation, then either the purchaser or the supplier may give notice to the other party of his intention to commence with mediation. No mediation in respect of this matter may be commenced unless such notice is given to the other party.

27.3 Should it not be possible to settle a dispute by means of mediation, it **may** be settled in a South African court of law.

27.4 Mediation proceedings shall be conducted in accordance with the rules of procedure specified in the SCC.

27.5 Notwithstanding any reference to mediation and/or court proceedings herein,

(a) the parties shall continue to perform their respective obligations **under** the contract unless they otherwise agree; and (b) the purchaser shall pay the supplier any monies due the supplier.

28. **Limitation of** 28.1 Except in cases of criminal negligence or willful misconduct, and in **liability** the case of infringement pursuant to Clause 6;

(a) the supplier shall not be liable to the purchaser, whether in contract, tort, or otherwise, for any indirect or consequential loss or damage, loss of use, loss of production, or loss of profits or interest costs, provided that this exclusion shall not apply to any obligation of the supplier to pay penalties and/or damages to the purchaser; and

(b) the aggregate liability of the supplier to the purchaser, whether **under** the contract, in tort or otherwise, shall not exceed the total contract price, provided that this limitation shall not apply to the cost of repairing or replacing defective equipment.



29. **Governing** 29.1 The contract shall be written in English. All correspondence and other **language** documents pertaining to the contract that is exchanged by the parties shall also be written in English.
30. **Applicable** 30.1 The contract shall be interpreted in accordance with South African **law** laws, unless otherwise specified in SCC.
31. **Notices** 31.1 Every written acceptance of a bid shall be posted to the supplier concerned by registered or certified mail and any other notice to him shall be posted by ordinary mail to the address furnished in his bid or to the address notified later by him in writing and such posting shall be deemed to be proper service of such notice
- 31.2 The time mentioned in the contract documents for performing any act after such aforesaid notice has been given, shall be reckoned from the date of posting of such notice.
32. **Taxes and** 32.1 A foreign supplier shall be entirely responsible for all taxes, stamp **duties**, license fees, and other such levies imposed outside the
- 32.2 A local supplier shall be entirely responsible for all taxes, duties, license fees, etc., incurred until delivery of the contracted goods to the purchaser.
- 32.3 No contract shall be concluded with any bidder whose tax matters are not in order. Prior to the award of a bid the Department must be in possession of a tax clearance certificate, submitted by the bidder. This certificate must be an original issued by the South African Revenue Services.
33. **National Industrial Participation Programme** 33.1 The NIP Programme administered by the Department of Trade and Industry shall be applicable to all contracts that are subject to the NIP obligation.
- purchaser's country.



### 3.4 Prohibition of Restrictive practices

- 34.1 In terms of section 4 (1) (b) (iii) of the Competition Act No. 89 of 1998, as amended, an agreement between, or concerted practice by, firms, or a decision by an association of firms, is prohibited if it is between parties in a horizontal relationship and if a bidder (s) is / are or a contractor(s) was / were involved in collusive bidding (or bid rigging).
- 34.2 If a bidder(s) or contractor(s), based on reasonable grounds or evidence obtained by the purchaser, has / have engaged in the restrictive practice referred to above, the purchaser may refer the matter to the Competition Commission for investigation and possible imposition of administrative penalties as contemplated in the Competition Act No. 89 of 1998.
- 34.3 If a bidder(s) or contractor(s), has / have been found guilty by the Competition Commission of the restrictive practice referred to above, the purchaser may, in addition and without prejudice to any other remedy provided for, invalidate the bid(s) for such item(s) offered, and / or terminate the contract in whole or part, and / or restrict the bidder(s) or contractor(s) from conducting business with the public sector for a period not exceeding ten (10) years and / or claim damages from the bidder(s) or contractor(s) concerned.



## employment & labour

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

### ANNEXURE A: DECLARATION OF COMPLIANCE WITH NBCPSS CONTRACT PRICING STRUCTURE

This is to declare that (company name) ..... will remunerate the security staff in accordance with the prescribed hourly rate of the Sectoral Determination for Security Officers. In the first year of the contract, the employees will be remunerated are as follows:

| ITEM                           | SECURITY OFFICERS | SUPERVISOR |
|--------------------------------|-------------------|------------|
| Monthly basic salary           | R.....            | R.....     |
| Annual 13 <sup>th</sup> cheque | R.....            | R.....     |

The rates above will be adjusted annually in accordance with the percentage rate increase as gazetted by NBCPSS Contract Pricing Structure.

Company representative name: .....

Signature: .....

Date:.....



## employment & labour

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

### ANNEXURE B: PRICING SCHEDULE – PROVISION OF SECURITY SERVICES FOR CENTRAL KAROO CLUSTER FOR A PERIOD OF THIRTY-SIX (36) MONTHS.

| Name of bidder: .....          |                                   |                                              |                                                 |                                     |                                                | Bid number: .....                                 |                                                          |                                                             |                                                               |
|--------------------------------|-----------------------------------|----------------------------------------------|-------------------------------------------------|-------------------------------------|------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------|---------------------------------------------------------------|
| Closing Time: 11H00            |                                   |                                              |                                                 |                                     |                                                | Closing date: .....                               |                                                          |                                                             |                                                               |
| Description of Site            | No. of Officers for Day shift (A) | Cost per officer for Day shift per month (B) | Total cost for Day shift per month (C)<br>A x B | No. of officers for Night shift (D) | Cost per officer for Night shift per month (E) | Total cost for night shift per month (F)<br>D x E | Total cost for number of officers per month (G)<br>(C+F) | Total Cost of all officers per Annum (H)<br>(G x 12 months) | Total Cost of All officers for 36 months (I)<br>(H x 3 years) |
| Security Guards (Grade C)      | 2                                 | R                                            | R                                               | 2                                   | R                                              | R                                                 | R                                                        | R                                                           | R                                                             |
| Supervisor (Grade B)           |                                   |                                              |                                                 |                                     |                                                | No. of Supervisors required                       | Total Cost for a supervisor per month                    | Total Cost for a supervisor per Annum                       | Total Cost for a supervisor for 36 months                     |
| <b>Total Direct cost</b>       |                                   |                                              |                                                 |                                     |                                                | 1                                                 | R                                                        | R                                                           | R                                                             |
| Overheads                      |                                   |                                              |                                                 |                                     |                                                |                                                   |                                                          |                                                             | R                                                             |
| Other costs (Specify)          |                                   |                                              |                                                 |                                     |                                                |                                                   |                                                          |                                                             | R                                                             |
| VAT @15% if applicable         |                                   |                                              |                                                 |                                     |                                                |                                                   |                                                          |                                                             | R                                                             |
| Sub total                      |                                   |                                              |                                                 |                                     |                                                |                                                   |                                                          |                                                             | R                                                             |
| <b>Grand total (Bid price)</b> |                                   |                                              |                                                 |                                     |                                                |                                                   |                                                          | R                                                           |                                                               |

Note: The rates of the officer will be escalated in accordance with the percentage rate increase per officer as per NBCPSS Contract Pricing Structure.

Bidders Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signed by: \_\_\_\_\_ Signature: \_\_\_\_\_