



## PIKITUP JOHANNESBURG SOC LIMITED

### REQUEST FOR FORMAL PRICE QUOTATION

**APPOINTMENT OF SERVICE PROVIDER/S FOR RECRUITMENT SERVICES FOR THE PERIOD NOT EXCEEDING TWELVE (12) MONTHS**

**BID NO: PIK 175/2023-2024**

**BIDDER COMPANY NAME:**

**BID AMOUNT (VAT INCL): R \_\_\_\_\_**

**THIS DOCUMENT IS COMPILED FOR:**

Pikitup Johannesburg SOC Ltd  
Jorissen  
Place Building  
66 Jorissen Street,  
Braamfontein, JHB

**CONTACT DETAILS:**

Papi Lekgoathi

E-mail : [papil@pikitup.co.za](mailto:papil@pikitup.co.za)

**QUOTATION BOX SUBMISSION IS SITUATED AT:**

Pikitup Johannesburg SOC Ltd  
Jorissen Place Building  
66 Jorissen Street,  
Pikitup Tender Office  
Ground Floor  
East Wing  
Braamfontein, JHB

**Closing date: 13 June 2024**

**Closing time: 11:00am**

**Validity Period: 60 days from RFQ closing date**

**Briefing session: None**

**BIDDER'S COMPANY NAME:** \_\_\_\_\_  
**BIDDER'S CONTACT PERSON:** \_\_\_\_\_  
**BIDDER'S CONTACT NUMBER:** \_\_\_\_\_  
**BIDDER'S EMAIL ADDRESS:** \_\_\_\_\_  
**TOTAL BID AMOUNT:** \_\_\_\_\_

**CLOSING DATE:** 13 JUNE 2024

**CLOSING TIME:** 11:00 AM

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**BRIEFING SESSION:** Not Applicable

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**Document Issued By:**

Pikitup Johannesburg SOC Limited  
Pikitup Head Office (Ground Floor)  
Jorissen Place Building  
66 Jorissen Street  
Braamfontein

Tel : +27 (0)87 357 1119/20  
E-Mail : [papil@pikitup.co.za](mailto:papil@pikitup.co.za)  
Website : [www.pikitup.co.za](http://www.pikitup.co.za)

## ADMINISTRATIVE COMPLIANCE

### SECTION 1

Quotations received will be evaluated in terms of Preferential Procurement Policy Framework Act 5 of 2000 and The Preferential Procurement Regulations 2022. The 80/20 preference point system is applicable for this Request for Quotation (RFQ). Evaluation process will be firstly on pre-compliance evaluation, then on functionality evaluation and thereafter 80/20-preference point scoring basis. The 80 points will be for Price and 20 points are for Preference (Specific goals).

- **MBD 4:** Declaration of interest
- **MBD 6.1 :** Preference Points claim form in terms of the Preferential Procurement Regulations 2022
- **MBD 8:** Declaration of bidders past supply management practices
- **MBD 9:** Certificate of Independent bid determination
- Failure to submit a fully compiled MBD forms quotation will result in your bid being rejected.
- No quotation will be considered from persons in the service of the state (**MBD4**).
- A certified /original/ valid, B-BBEE certificate/ sworn affidavit (Please note that the Sworn Affidavit must be compliant as per B-BBEE Practice Guide 01 of 2018.  
NON- COMPLIANT AFFIDAVIT WILL GET A ZERO POINT ALLOCATION)

### SECTION 2

1. The Lowest or any bid will not necessarily be accepted and the PIKITUP reserves the right not to consider any bid not suitably endorsed or comprehensively completed as well as the right to accept a bid in whole or part. In addition, Pikitup also reserves the right to appoint more than one service provider/supplier as deemed necessary
2. In evaluating bids received and adjudicating the award of this bid, Pikitup Johannesburg (SOC) Limited will, in addition to the pre-compliance and functionality criteria included in the specifications and irrespective of the capital, pricing and black economic empowerment structures of the bidder, take into account as objective criteria (1) the desirability of rotating the work amongst service providers, (2) the past bidding practices of any bidder in relation to evidence and/or reports of combative practices including conduct reported, amongst others, in terms of the Prevention and Combatting of Corrupt Activities Act, 2004, (3) the past contractual performance of any bidder and (4) the nature and extent of disputes involving the bidder in relation to past and/or current contracts. Note that as a result of the application of these objective criteria, the highest scoring bidders will not necessarily be selected as a preferred bidder.
3. Where deliveries are quoted "ex-stock" the period of delivery must not exceed Five (5) maximum working days after receipt of order. If this condition is not adhered to, the order could be cancelled. Quotations are to be completed in accordance with the conditions as set out in the quotation document and must be sealed and externally endorsed with the quotation number and place in the quotation box indicated above.
4. Payments will be made thirty (30) days after receipt of invoice by Pikitup.
5. Quotations received after the closing date and time will not be considered
6. Samples of the required items or goods are available for your perusal (when applicable.)
7. Should the above-mentioned conditions not be adhered to, the quotation will be considered invalid.
8. Quotations must be valid for minimum of 60 days.
9. It is compulsory for all Service Providers and suppliers wanting to render services to PIKITUP to be registered and have a "compliance tax status" on the National Treasury Central Supplier Database ("CSD") as per National Treasury Circular No 3 of 2015/6 – Central Supplier Database.
10. National Treasury will maintain the database of all suppliers for Government and its institutions. Prospective suppliers can register online on the CSD by accessing the National Treasury website at [www.CSD.gov.za](http://www.CSD.gov.za).

**DECLARATION**

I, the undersigned hereby confirm that the information herein is a true reflection of the facts presented, and the person signing this document on behalf of the bidder duly authorized to do so. Should this not be the fact, stipulations regarding this as contained in the PIKITUP JOHANNESBURG SOC LTD Policy applies. I accept that the PIKITUP JOHANNESBURG SOC LTD may act against me in terms of the general conditions of contract should this declaration prove to be false.

**Signing of the quotation in the appropriate space, as well as the initialing of each page by the bidder mandatory.**

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**NAME OF PERSON**

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**CAPACITY**

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**DATE**

**1.1. PRE- COMPLIANCE EVALUATION AND MANDATORY REQUIREMENTS**

The Bid Evaluation Committee (BEC) will validate the list of returnable documents as mentioned below for further evaluation to functionality stage.

**1.2. COMPULSORY RETURNABLE DOCUMENTS REQUIRED**

The appointed Bid Evaluation Committee (BEC) will evaluate compliance with the pre-compliance criteria based on the compulsory returnable documents as mentioned below. Only bidders that meet all the pre-compliance criteria will be considered for further evaluation at the functionality evaluation stage.

Bidders will be eliminated for not submitting compulsory returnable documents as stated below, should any documents at any stage of the contract be found fraudulently obtained the contract will be terminated.

**Table 1**

**RETURNABLE DOCUMENTS**

<b>COMPULSORY DOCUMENTATION</b>	
<b>DOCUMENT CHECKLIST</b>	<b>Tick if attached</b>
<b>CIPC CERTIFICATE</b>	_____
<b>TAX CLEARANCE DOCUMENT</b> – valid tax clearance required, OR <b>CENTRAL SUPPLIER DATABASE REGISTRATION</b> – CSD must be tax compliant	_____
<b>MBD 4</b> – declaration of interest document provided with each RFQ we publish	_____
<b>MBD 8</b> – declaration of bidders past practices document provided with each RFQ	_____
<b>MBD 9</b> - declaration of interest document provided with each RFQ we publish	_____
<b><u>FOR THE SITE WHERE THE BUSINESS IS CURRENTLY LOCATED</u></b>	
<ul style="list-style-type: none"> <li>○ <b>Municipal statement</b> - if the property is owned by the business _____ <b>OR</b> _____</li> <li>○ <b>Lease Agreement</b> – if the business is a tenant on the property <b>and</b></li> <li>○ <b>Landlords Letter</b>–then we also require a letter of good standing from the landlord/letting agency/proxy confirming the tenants account is not more than 90 days in arrears _____ <b>OR</b> _____</li> <li>○ <b>Sworn Affidavit</b> – compiled by the owner of the business if the business is being operated from the residence of the director</li> </ul>	_____

<b>FOR EACH DIRECTOR OF THE COMPANY</b>	
<ul style="list-style-type: none"> <li>○ <b>Municipal Statement</b> - for each director that owns the property where he/she currently resides</li> </ul> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>○ <b>Lease agreement</b> – if the director is a tenant at the place where he/she resides</li> <li style="text-align: center;"><b>and</b></li> <li>○ <b>Landlords Letter</b>– if the director is a tenant at the place where he/she resides then we will also require a letter of good standing from the Landlord/Letting Agency</li> </ul> <hr/> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>○ <b>Sworn Affidavit</b> –where a director is residing with parents or other relatives without any formal agreement in place then a sworn affidavit must be compiled by parent/relative confirming the following <ul style="list-style-type: none"> <li>▪ the director resides with parent/relative at the aforementioned property without there being any formal lease agreement or contract in place</li> <li>▪ The director does not have any outstanding payments in terms of utility payments of more than 90 days.</li> <li>▪ the director does</li> <li>▪ Most recent Municipal statement for the place of residence. If the parent/relative is a tenant on the aforementioned property then a copy of the lease agreement will need to apply</li> <li>▪ Copy of Identity Document of the parent/relative</li> </ul> </li> </ul>	
Bidder's valid Professional Registration Federation of African Professional Staffing Organisations (APSO)	

### 1.3. OTHER RETURNABLE DOCUMENTS REQUIRED

The following additional returnable documentation is required.

**Table 2: Other Returnable Documentation**

Other Returnable Documentation	Submitted (YES or NO)
a) Proof of Company Registration (Latest version of company registration showing the company's physical address, all the current registered owners / members / directors / shareholders, and all the owners / members / directors / shareholders' physical addresses.	
b) Copies of ID Documents of all owners / members / directors / shareholders	
c) Company Profile	
d) List of completed projects	
e) References letters	
f) CV's	
g) Professional Registration	
h) Attach any other supporting documents relevant to the technical / functionality evaluation criteria that are not specified above	

The information contained in the OTHER RETURNABLE DOCUMENTS as indicated in the table above, will be used for further evaluation purposes.

Bidders may be eliminated for not submitting compulsory returnable documents as stated above, should any documents at any stage of the contract be found fraudulently obtained the contract will be terminated.

MBD 1

INVITATION TO BID

YOU ARE HEREBY INVITED TO BID TO PURCHASE THE AFOREMENTIONED GOODS FROM PIKITUP JOHANNESBURG SOC LTD

BID NUMBER:	PIK 175/2023-24	CLOSING DATE:	13.06.2024	CLOSING TIME:	11H00
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**APPOINTMENT OF SERVICE PROVIDER/S FOR RECRUITMENT SERVICES FOR THE PERIOD NOT EXCEEDING TWELVE (12) MONTHS**

(REFER ANNEXURE A FOR FULL DETAILS)

THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (MBD7).

BID RESPONSE DOCUMENTS MUST BE DEPOSITED IN THE RFQ BOX SITUATED AT THE PIKITUP TENDER OFFICE, GROUND FLOOR, EAST WING, JORISSEN PLACE BUILDING, 66 JORISSEN STREET, BRAAMFONTEIN.

**SUPPLIER INFORMATION**

NAME OF BIDDER					
POSTAL ADDRESS					
STREET ADDRESS					
TELEPHONE NUMBER	CODE		NUMBER		
CELLPHONE NUMBER					
E-MAIL ADDRESS					
VAT REGISTRATION NUMBER					
TAX COMPLIANCE STATUS	TCS PIN:		OR	CSD No:	
B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE [TICK APPLICABLE BOX]	<input type="checkbox"/> Yes <input type="checkbox"/> No		B-BBEE STATUS LEVEL SWORN AFFIDAVIT	<input type="checkbox"/> Yes <input type="checkbox"/> No	

**[A B-BBEE CERTIFICATE OR SWORN AFFIDAVIT (FOR EMES & QSEs) MUST BE SUBMITTED IN ORDER TO QUALIFY FOR OWNERSHIP VERIFICATION FOR PREFERENCE POINTS CLAIMED]**

ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES /WORKS OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES ENCLOSE PROOF]	ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES /WORKS OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES, ANSWER PART B:3]
TOTAL NUMBER OF ITEMS OFFERED		TOTAL BID PRICE	R
SIGNATURE OF BIDDER	.....	DATE	
CAPACITY UNDER WHICH THIS BID IS SIGNED			
<b>BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO:</b>		<b>TECHNICAL INFORMATION MAY BE DIRECTED TO:</b>	
DEPARTMENT	SCM UNIT	CONTACT PERSON	Shirley Tjiane
CONTACT PERSON	Papi Lekgoathi	TELEPHONE NUMBER	071 852 5043
TELEPHONE NUMBER	087 357 1119/20	FACSIMILE NUMBER	N/A
FACSIMILE NUMBER	N/A	E-MAIL ADDRESS	shirleytjiane@pikitup.co.za
E-MAIL ADDRESS	papil@pikitup.co.za		

- 1. BID SUBMISSION:**
- 1.1. BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.
  - 1.2. **ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED- (NOT TO BE RE-TYPED) OR ONLINE**
  - 1.3. THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT AND THE PREFERENTIAL PROCUREMENT REGULATIONS, 2022, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER SPECIAL CONDITIONS OF CONTRACT.
- 2. TAX COMPLIANCE REQUIREMENTS**
- 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 THE TAX COMPLIANCE STATUS (TCS) CERTIFICATE 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 WWW.SARS.GOV.ZA.
  - 2.4 FOREIGN SUPPLIERS MUST COMPLETE THE PRE-AWARD QUESTIONNAIRE IN PART B: 3.
  - 2.5 BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.
  - 2.6 IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED, EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.
  - 2.7 WHERE NO TCS IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.



### 3. QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS

- 3.1. IS THE ENTITY A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)?  YES  NO
- 3.2. DOES THE ENTITY HAVE A BRANCH IN THE RSA?  YES  NO
- 3.3. DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?  YES  NO
- 3.4. DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA?  YES  NO
- 3.5. IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION?  YES  NO

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

### RETURN OF BIDS

Late bids will not be accepted or considered and bids delivered to any other address besides the address stated above will not be considered.

Neither PIKITUP nor any of its employees shall be liable in any way whatsoever for bids that are not placed in the bid box by the closing date and time.

No bid shall be considered unless it is accompanied by sufficient information to show that the goods offered comply with the specification.

Bidders must state the country of origin and the name of the manufacturer of the goods offered. Documentary proof must be produced, if required.

**Bidding documents must be completed properly in permanent black ink pen.**

### VALIDITY PERIOD

Your bid submission must remain valid for a period of 60 days from the closing date of this bid. It will constitute an offer which remains open for acceptance during the validity period.

### INFORMATION MEETING

No information meeting is required.

### ADJUDICATION OF BIDS

Bids submitted in response to this invitation will be adjudicated by PIKITUP in terms of a supply chain management policy developed in accordance with the requirements of the Municipal Finance Management Act 56 of 2003 and the PPPFA. Enquiries in respect of the policy should be addressed to the Head of PIKITUP's Supply Chain Management -

### CONTRACT

The terms of the proposed contract with PIKITUP are contained in the General Conditions of Contract, the Special Conditions of Contract and any of the sections of these bidding documents in which the bidder makes an undertaking as to its performance. You must read and understand the terms before you submit your bid as you will be bound by the Contract (as described) if your bid is successful. At the time of award, the contract may include other relevant terms and conditions.

**ADMINISTRATIVE JUSTICE**

In adjudicating bids, PIKITUP shall comply with the requirements of the Promotion of Administrative Justice Act 3 of 2000 and the Promotion of Access to Information Act 2 of 2000, to the extent that these Acts apply to the adjudication by a municipal entity of bids in response to a bid invitation.

**INTERNAL APPEAL PROCESS**

Following the adjudication of bids and selection of a preferred bidder, and provided that a procurement contract has not already entered into force, any bidder may submit a complaint in writing to the chairperson of the PIKITUP Board of Directors (“the Board”) or the Managing Director that PIKITUP has not complied with the requirements of the PIKITUP Supply Chain Management Policy or the PIKITUP Code of Ethics, or has in any respect acted in a way that is irregular. The Chairperson of the Board or Managing Director shall not entertain a complaint unless it was submitted within 20 calendar days of when the supplier or contractor submitting it became aware of the circumstances giving rise to the complaint or of when that supplier or contractor should have become aware of those circumstances, whichever is earlier; or entertain a complaint after the procurement contract has entered into force.

Unless the complaint is resolved by mutual agreement of the bidder and the Chairperson of the Board or Managing Director, the Chairperson of the Board shall, within 30 calendar days after the submission of the complaint, issue a written decision. The decision shall state the reasons for the decision; and if the complaint is upheld in whole or in part, indicate the corrective measures that are to be taken.

The decision of the Chair of the Board shall, subject to the review powers of any competent court, be final.

**DECLARATION BY BIDDER:**

WE HAVE READ THE CLAUSES SET OUT ABOVE IN THIS OF THE BIDDING DOCUMENTS AND ACCEPT THEIR CONTENTS, SUBJECT TO ANY DECLARATION, WE HEREBY OFFER TO CONTRACT WITH PIKITUP ON THE TERMS SET OUT IN THE BIDDING DOCUMENTS SHOULD WE BE APPOINTED AS THE SUCCESSFUL BIDDER.

WITNESSES:

- 1. ....
- 2. ....

<p>-----          AUTHORISED SIGNATURE          -----          CAPACITY OF SIGNATORY          DATE: -----          ADDRESS.....          .....          .....</p>
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**MBD 4**

**DECLARATION OF INTEREST**

- 1. No bid will be accepted from persons in the service of the state<sup>1</sup>.
- 2. Any person, having a kinship with persons in the service of the state, including a blood relationship, may make an offer or offers in terms of this invitation to bid. In view of possible allegations of favoritisms, should the resulting bid, or part thereof, be awarded to persons connected with or related to persons in service of the state, it is required that the bidder or their authorised representative declare their position in relation to the evaluating/adjudicating authority.
- 3 In order to give effect to the above, the following questionnaire must be completed and submitted with the bid.**

3.1 Full Name of bidder or his or her representative:

.....

3.2 Identity Number:

.....

3.3 Position occupied in the Company (director, trustee, hareholder<sup>2</sup>):

.....

3.4 Company Registration Number:

.....

3.5 Tax Reference Number:

.....

3.6 VAT Registration Number:

.....

3.7 The names of all directors / trustees / shareholders members, their individual identity Numbers and state employee numbers must be indicated in paragraph 4 below.

3.8 Are you presently in the service of the state? **YES / NO**

3.8.1 If yes, furnish particulars.

.....

<sup>1</sup>MSCM Regulations: "in the service of the state" means to be –

- (a) a member of –
  - (i) any municipal council;
  - (ii) any provincial legislature; or
  - (iii) the national Assembly or the national Council of provinces;

- (b) a member of the board of directors of any municipal entity;
- (c) an official of any municipality or municipal entity;
- (d) an employee of any national or provincial department, national or provincial public entity or constitutional institution within the meaning of the Public Finance Management Act, 1999 (Act No.1 of 1999);
- (e) a member of the accounting authority of any national or provincial public entity; or
- (f) An employee of Parliament or a provincial legislature.

<sup>2</sup> Shareholder” means a person who owns shares in the company and is actively involved in the management of the company or business and exercises control over the company.

3.9 Have you been in the service of the state for the past twelve months? **YES / NO**

3.9.1 If yes, furnish particulars

.....

3.10 Do you have any relationship (family, friend, other) with persons  
In the service of the state and who may be involved with  
The evaluation and or adjudication of this bid? ..... **YES / NO**

3.10.1 If yes, furnish particulars.

.....  
.....

3.11 Are you, aware of any relationship (family, friend, other) between  
Any other bidder and any persons in the service of the state who  
May be involved with the evaluation and or adjudication of this bid? **YES / NO**

3.11.1 If yes, furnish particulars

.....

3.12 Are any of the company’s directors, trustees, managers,  
Principle shareholders or stakeholders in service of the state? **YES / NO**

3.12.1 If yes, furnish particulars.

.....

3.13 Are any spouse, child or parent of the company’s directors?  
Trustees, managers, principle shareholders or stakeholders  
In service of the state? **YES / NO**

3.13.1 If yes, furnish particulars.

.....

3.14 Do you or any of the directors, trustees, managers,  
Principle shareholders, or stakeholders of this company  
Have any interest in any other related companies or  
Business whether or not they are bidding for this contract. **YES / NO**

If yes, furnish particulars.....

.....

4. Full details of directors / trustees / members / shareholders.

<b>Full Name</b>	<b>Identity Number</b>	<b>State Employee Number</b>

.....  
**Signature**

.....  
**Date**

.....  
**Capacity**

.....  
**Name of Bidder**

**PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022, AND THE PIKITUP SCM POLICY**

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 The applicable preference point system for this tender is the **80/20** preference point system.
- 1.3 Points for this tender shall be awarded for:
  - (a) Price; and
  - (b) Specific Goals.

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

<b>Points</b>	<b>Tenders R50m and below in value</b>
<b>PRICE</b>	<b>80</b>
<b>PREFERENCE / SPECIFIC GOALS</b>	<b>20</b>
<b>Total points for Price and Specific Goals</b>	<b>100</b>

- 1.5 Failure on the part of a tenderer to submit proof or documentation required in terms of this tender to claim points for specific 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) “acceptable tender” means any tender which, in all respects, complies with the specifications and conditions of tender as set out in the tender document.
- (b) “affidavit” is a type of verified statement or showing, or in other words, it contains a verification, meaning it is under oath or penalty of perjury, and this serves as evidence to its veracity and is required for court proceedings.
- (c) “all applicable taxes” includes value-added tax, pay as you earn, income tax, unemployment insurance fund contributions and skills development levies;

- (d) "B-BBEE" means broad-based black economic empowerment as defined in section 1 of the Broad-Based Black Economic Empowerment Act;
- (e) "B-BBEE status level of contributor" means the B-BBEE status of an entity in terms of a code of good practice on black economic empowerment issued in terms of section 9(1) of the Broad-Based Black Economic Empowerment Act;
- (f) "bid" means a written offer on the official bid documents or invitation of price quotations and "tender" is the act of bidding /tendering;
- (g) "Code of Good Practice" means the generic codes or the sector codes as the case may be;
- (h) "consortium or joint venture" 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; "contract" means the agreement that results from the acceptance of a bid by an organ of state;
- (i) "Disability" means, in respect of a person, a permanent impairment of a physical, intellectual, or sensory function, which results in restricted, or lack of, ability to perform an activity in the manner, or within the range, considered normal for a human being;
- (j) "Exempted Micro Enterprise" (EME) with an annual total revenue of R10 million or less.
- (k) "Firm price" means the price that is only subject to adjustments in accordance with the actual increase or decrease resulting from the change, imposition, or abolition of customs or excise duty and any other duty, levy, or tax, which, in terms of the law or regulation, is binding on the contractor and demonstrably has an influence on the price of any supplies, or the rendering costs of any service, for the execution of the contract;
- (l) "Historically Disadvantaged Individual (HDI)" means a South African citizen – (1) who, due to the apartheid policy that had been in place, had no franchise in national elections prior to the introduction of the Constitution of the Republic of South Africa, 1983 (Act No 110 of 1983) or the Constitution of the Republic of South Africa, 1993 (Act No 200 of 1993) ("the Interim Constitution"); and / or (2) who is a female; and / or (3) who has a disability: Provided that a person who obtained South African citizenship on or after the coming to effect of the Interim Constitution, is deemed not to be an HDI;
- (m) "Integrated Development Plan" (IDP) means a five-year strategic plan required in terms of the Municipal Systems Act, 2000 (Act no 32 of 2000), guiding the City in executing its constitutional mandate.
- (n) "Large Enterprise" is any enterprise with an annual total revenue above R50 million;
- (o) "Locality" means that tenderer or bidder must have business enterprise located within the boundaries of City of Johannesburg (CoJ) Municipal Metropolitan Municipality or Gauteng Province to score points for locality.
- (p) "Lowest acceptable tender" means the tender that complies with all specifications and conditions of the tender and that has the lowest price compared to other tenders
- (q) "non-firm prices" means all prices other than "firm" prices;
- (r) "People with disabilities" has the meaning assigned to it in section 1 of the Employment Equity Act, 1998 (Act no 55 of 1998)
- (s) "person" includes a juristic person;
- (t) "price" means an amount of money tendered for goods or services, and includes all applicable taxes less all unconditional discounts;
- (u) "Qualifying Small Enterprise" (QSE) with an annual total revenue between R10 million and R50 million;
- (v) "rand value" means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes;
- (w) "Small, Medium and Micro Enterprises" SMME that bears the same meaning assigned to this expression in the National Small Business Act 1996 (Act 102 of 1996);
- (x) "Specific goals" means specific goals as contemplated in section 2(1)(d) of the Act which may include contracting with persons, or categories of persons, historically disadvantaged by unfair discrimination on the basis of race, gender, and disability including the implementation of programmes of the Reconstruction and Development Programme as published in Government Gazette No 16085 dated 23 November 1994.

- (y) “sub-contract” means the primary contractor’s assigning, leasing, making out work to, or employing, another person to support such primary contractor in the execution of part of a project in terms of the contract.
- (z) “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;
- (aa) “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
- (bb) “the Act” means the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000);
- (cc) “the Regulations” means the Preferential Procurement Regulations, 2022 (as amended)
- (dd) “total revenue” bears the same meaning assigned to this expression in the Codes of Good Practice on Black Economic Empowerment, issued in terms of section 9(1) of the Broad-Based Black Economic Empowerment Act and promulgated in the Government Gazette on 11 October 2013;

### **3. THE 80/20 PREFERENCE POINT SYSTEM**

#### **3.1 POINTS AWARDED FOR PRICE**

##### **3.1.1 FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES**

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

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

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmin = Price of lowest acceptable tender

### **4. PREFERENCE 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 or 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 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system,



(c) then the organ of state must indicate the points allocated for specific goals for both the 80/20 preference point system.

80/20 preference point system				
Specific goals	The specific goals points allocated by Pikitup for this tender	Means of verification	Points allocated for each goal (80/20 system) (Maximum # of points for each goal to be specified by Pikitup)	Number of points claimed (80/20 system) (To be completed by the tenderer)
1	Enterprises owned by black people with at least 51% shareholding	Proof of registration on CSD, original or certified copies (not older than three (3) months) of Valid BBEE certificate/ Sworn Affidavit, copy of owner's ID or shareholders' certificate.	5	
2	Enterprise owned by women with at least 51% shareholding	Proof of registration on CSD, original or certified copies (not older than three (3) months) of Valid BBEE certificate/ Sworn Affidavit, copy of owners' ID or shareholders' certificate	5	
3	SMME's (An EME or QSE)	Proof of registration on CSD, original or certified copies (not older than three (3) months) of Valid BBEE certificate/ Sworn Affidavit	5	
4	<ul style="list-style-type: none"> <li>➤ Enterprises located within the City of Johannesburg Metropolitan Municipality = 5 points</li> <li>➤ Within Gauteng geographical area = 3 point</li> </ul>	CSD certificate, bidding company municipal account statement, letter or statement from the landlord confirming company address	5	
Total (Maximum number of preference points)			20	

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

**Note to tenderers: The tenderer must indicate in the table the points claimed against each goal where provisions are made for preference points to be claimed.**

**5. DECLARATION WITH REGARD TO COMPANY/FIRM**

5.1. Name of company/firm: .....

5.2. Company registration number: .....

5.3. TYPE OF COMPANY/ FIRM

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

[TICK APPLICABLE BOX]

5.4. I, the undersigned, who is duly authorised to do so on behalf of the company/firm, certify that the points claimed, based on the specific 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 forward the matter for criminal prosecution, if deemed necessary.

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

**DECLARATION OF BIDDER'S PAST SUPPLY CHAIN MANAGEMENT PRACTICES**

- 1 This Municipal Bidding Document must form part of all bids invited.
- 2 It serves as a declaration to be used by municipalities and municipal entities in ensuring that when goods and services are being procured, all reasonable steps are taken to combat the abuse of the supply chain management system.
- 3 The bid of any bidder may be rejected if that bidder, or any of its directors have:
  - a. abused the municipality's / municipal entity's supply chain management system or committed any improper conduct in relation to such system;
  - b. been convicted for fraud or corruption during the past five years;
  - c. willfully neglected, reneged on or failed to comply with any government, municipal or other public sector contract during the past five years; or
  - d. Been listed in the Register for Tender Defaulters in terms of section 29 of the Prevention and Combating of Corrupt Activities Act (No 12 of 2004).
- 4 **In order to give effect to the above, the following questionnaire must be completed and submitted with the bid.**

Item	Question	Yes	No
4.1	<p>Is the bidder or any of its directors listed on the National Treasury's Database of Restricted Suppliers as companies or persons prohibited from doing business with the public sector?</p> <p>(Companies or persons who are listed on this Database were informed in writing of this restriction by the Accounting Officer/Authority of the institution that imposed the restriction after the <i>Audi alter am partum</i> rule was applied).</p> <p><b>The Database of Restricted Suppliers now resides on the National Treasury's website (<a href="http://www.treasury.gov.za">www.treasury.gov.za</a>) and can be accessed by clicking on its link at the bottom of the home page.</b></p>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.1.1	If so, furnish particulars:		
4.2	<p>Is the bidder or any of its directors listed on the Register for Tender Defaulters in terms of section 29 of the Prevention and Combating of Corrupt Activities Act (No 12 of 2004)?</p> <p><b>The Register for Tender Defaulters can be accessed on the National Treasury's website (<a href="http://www.treasury.gov.za">www.treasury.gov.za</a>) by clicking on its link at the bottom of the home page.</b></p>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.2.1	If so, furnish particulars:		
4.3	<p>Was the bidder or any of its directors convicted by a court of law (including a court of law outside the Republic of South Africa) for fraud or corruption during the past five years?</p>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

4.3.1	If so, furnish particulars:		
<b>Item</b>	<b>Question</b>	<b>Yes</b>	<b>No</b>
4.4	Does the bidder or any of its directors owe any municipal rates and taxes or municipal charges to the municipality / municipal entity, or to any other municipality / municipal entity, that is in arrears for more than three months?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.4.1	If so, furnish particulars:		
4.5	Was any contract between the bidder and the municipality / municipal entity or any other organ of state terminated during the past five years on account of failure to perform on or comply with the contract?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.7.1	If so, furnish particulars:		

**CERTIFICATION**

**I, THE UNDERSIGNED (FULL NAME) ..... CERTIFY THAT THE INFORMATION FURNISHED ON THIS DECLARATION FORM TRUE AND CORRECT.**

**I ACCEPT THAT, IN ADDITION TO CANCELLATION OF A CONTRACT, ACTION MAY BE TAKEN AGAINST ME SHOULD THIS DECLARATION PROVE TO BE FALSE.**

.....  
**Signature**

.....  
**Date**

.....  
**Position**

.....  
**Name of Bidder**

**CERTIFICATE OF INDEPENDENT BID DETERMINATION**

- 1 This Municipal Bidding Document (MBD) must form part of all bids<sup>1</sup> invited.
- 2 Section 4 (1) (b) (iii) of the Competition Act No. 89 of 1998, as amended, prohibits an agreement between, or concerted practice by, firms, or a decision by an association of firms, if it is between parties in a horizontal relationship and if it involves collusive bidding (or bid rigging). <sup>2</sup> Collusive bidding is a *per se* prohibition meaning that it cannot be justified under any grounds.
- 3 Municipal Supply Regulation 38 (1) prescribes that a supply chain management policy must provide measures for the combating of abuse of the supply chain management system, and must enable the accounting officer, among others, to:
  - A. take all reasonable steps to prevent such abuse;
  - b. reject the bid of any bidder if that bidder or any of its directors has abused the supply chain management system of the municipality or municipal entity or has committed any improper conduct in relation to such system; and
  - C. cancel a contract awarded to a person if the person committed any corrupt or fraudulent act during the bidding process or the execution of the contract.
- 4 This MBD serves as a certificate of declaration that would be used by institutions to ensure that, when bids are considered, reasonable steps are taken to prevent any form of bid-rigging.
- 5 In order to give effect to the above, the attached Certificate of Bid Determination (MBD 9) must be completed and submitted with the bid:

<sup>1</sup> Includes price quotations, advertised competitive bids, limited bids and proposals.

<sup>2</sup> Bid rigging (or collusive bidding) occurs when businesses, that would otherwise be expected to compete, secretly conspire to raise prices or lower the quality of goods and / or services for purchasers who wish to acquire goods and / or services through a bidding process. Bid rigging is, therefore, an agreement between competitors not to compete.

**CERTIFICATE OF INDEPENDENT BID DETERMINATION**

I, the undersigned, in submitting the accompanying bid:

---

(Bid Number and Description)

in response to the invitation for the bid made by: PIKITUP JOHANNESBURG SOC (Name of Municipality / Municipal Entity) do hereby make the following statements that I certify to be true and complete in every respect:

I certify, on behalf of:

---

that:

(Name of Bidder)

1. I have read and I understand the contents of this Certificate;
2. I understand that the accompanying bid will be disqualified if this Certificate is found not to be true and complete in every respect;
3. I am authorized by the bidder to sign this Certificate, and to submit the accompanying bid, on behalf of the bidder;
4. Each person whose signature appears on the accompanying bid has been authorized by the bidder to determine the terms of, and to sign, the bid, on behalf of the bidder;
5. For the purposes of this Certificate and the accompanying bid, I understand that the word "competitor" shall include any individual or organization, other than the bidder, whether or not affiliated with the bidder, who:
  - (a) has been requested to submit a bid in response to this bid invitation;
  - (b) could potentially submit a bid in response to this bid invitation, based on their qualifications, abilities or experience; and
  - (c) provides the same goods and services as the bidder and/or is in the same line of business as the bidder
6. 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>3</sup> will not be construed as collusive bidding.

7. In particular, without limiting the generality of paragraphs 6 above, there has been no consultation, communication, agreement or arrangement with any competitor regarding:
- (a) prices;
  - (b) geographical area where product or service will be rendered (market allocation)
  - (c) methods, factors or formulas used to calculate prices;
  - (d) the intention or decision to submit or not to submit, a bid;
  - (e) the submission of a bid which does not meet the specifications and conditions of the bid; or
  - (f) bidding with the intention not to win the bid.
8. In addition, there have been no consultations, communications, agreements or arrangements with any competitor regarding the quality, quantity, specifications and conditions or delivery particulars of the products or services to which this bid invitation relates.
9. 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.
10. 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.

.....

Signature

.....

Position

.....

Date

.....

Name of Bidder

# ANNEXURE A

## TERMS OF REFERENCE

### **TERMS OF REFERENCE: APPOINTMENT OF SERVICE PROVIDER OF RECRUITMENT SERVICES FOR THE PERIOD NOT EXCEEDING TWELVE (12) MONTHS**

#### **2. PURPOSE**

To appoint one or more (not exceeding five) suitably qualified recruitment specialist service provider(s) with vast expertise and experience in recruitment and selection processes, who are experienced with and knowledgeable in the municipal landscape, to render recruitment and selection services as and when required over a period not exceeding twelve (12) months. These recruitment and selection processes include the advertising of vacancies in all media, competency assessments and headhunting.

#### **3. SCOPE OF THE REQUIRED SERVICE**

Interested service providers will be required to comply with all Pikitup policies and applicable regulations and maintain strict confidentiality.

Prospective candidates being recruited must fit the profile, competencies and characteristics described in the applicable regulations, adverts and the job descriptions.

The appointed service provider(s) will be required to provide Pikitup's with the following services:

##### **3.1. General recruitment (excluding executive recruitment)**

- 3.1.1. Coordinate recruitment process, i.e., handling the scheduling of overall logistics and administration of shortlisting and / or interview meetings in line with company policies and procedures;
- 3.1.2. Attend feedback meetings with Pikitup Human Resource management as and when required;
- 3.1.3. Prepare shortlisting and / or interview packs;
- 3.1.4. Draft a maximum of 10 interview questions based on competency profile for the post for each position and agree with the chairperson of the selection panel and the responsible HR official,
- 3.1.5. Facilitate and attend interviews as and when required
- 3.1.6. Compile recruitment reports after conclusion of shortlisting and / or interview meetings;
- 3.1.7. Prepare and send regret letters to unsuccessful candidates;



3.1.8. Prepare recruitment files with all recruitment documents.

3.1.9. The service provider must keep and maintain a record of all proceedings and documentations (including e-records).

### **3.2. Response Handling**

3.2.1. Place vacancy advertisements on local and national media platforms, including newspapers and web-based media, as and when required.

3.2.2. Receive applications / responses through a link provided by Pikitup and / or the service provider.

3.2.3. Capture all application details (e.g. application form and/or CV's received in excel spreadsheet format). The spreadsheet format to be provided by Pikitup.

3.2.4. Screen and categorize candidates into four categories i.e. "A", "B", "C" and "D" per the legend below. All CV's to be compared against the requirements stated on advert. Both Pikitup and the service provider to have input to the drafting of the advert and agree on the advert prior to publishing

3.2.5. Within 10 working days of receipt of CV's provide Pikitup with an electronic file containing the following:

3.2.6. (a). Excel spreadsheet of all candidates who applied for the particular position (i.e. master copy)

3.2.7. (b). CV's of candidates categorised into four folders i.e. "A", "B", "C" and "D" in the form of a screening grid.

3.2.8. (c). Preliminary shortlist of no more than 10 of the top candidates (i.e. A category) per position.

#### **Legend to be used**

- **"A" category** – Candidate is suitable to be interviewed, meets, and exceeds the minimum requirements.
- **"B" category** – Candidate is suitable to be interviewed and meets all the minimum requirements.
- **"C" category** – Candidate does not meet the minimum requirements.
- **"D" category** – Incomplete and / or ambiguous applications.

### **3.3. Integrity Checks**

3.3.1. Provide integrity check services that will enable Pikitup to identify the right candidate, with the best possible fit, while also highlighting potential risk areas. Verification checks conducted must include; ID, Criminal record, Credit checks, all relevant qualifications, Driver's license, References, and registration with professional bodies.

### **3.4. Executive Recruitment**

3.4.1. Response handling, including vacancy advert, acknowledgement of receipt of applications and preliminary screening of applications for each post;

3.4.2. Competency profiling and development of candidate matrix for applicants who meet the advertised requirements;

- 3.4.3. Preparation of a long list of no more than fifteen of the most eligible applicants based on competency profiles / candidate matrix;
- 3.4.4. Conduct pre-screening interviews of identified applicants on the long list;
- 3.4.5. Based on outcomes of pre-screening interviews, prepare final long list of no more than ten candidates and attend shortlisting meeting to present a detailed profile of each candidate to the selection panel for shortlisting (i.e. written and verbal presentation);
- 3.4.6. Prepare shortlisting packs for the Nominations Committee (Panel);
- 3.4.7. Make notes during shortlisting meeting and prepare a shortlisting report for signature by the Chair after the shortlisting meeting;
- 3.4.8. Conduct verification of previous employment (i.e. past eight years), reference checks, criminal vetting, credit checks, verification of ID and verification of qualifications for all shortlisted candidates and submit to Executive Manager: HR;
- 3.4.9. Draft up to 10 panel interview questions for each post and finalise in consultation with the Chairperson of the Nominations Committee;
- 3.4.10. Conduct candidate assessments as per Regulations on Appointment and Conditions of Employment of Senior Managers, including prescribed COGTA competency assessments for preferred candidates;
- 3.4.11. Present the results of competency assessments to the Nominations Committee for final decision and recommendation (i.e. Written report and verbal presentation);
- 3.4.12. Compile recruitment report for the Nominations Committee's approval;
- 3.4.13. Prepare and present the recruitment report to Board of directors.
- 3.4.14. Prepare a report for submission to mayoral Committee.
- 3.4.15. Prepare and send regret letters to unsuccessful candidates;
- 3.4.16. Prepare recruitment files with all recruitment documents.
- 3.4.17. The service provider must keep and maintain a record of all proceedings and documentations (including e-records).

### **3.5. Headhunting**

- 3.5.1. Facilitate the headhunting process, as and when required;
- 3.5.2. Identify candidates that meet the brief of Pikitup and minimum requirements;
- 3.5.3. Refer identified candidates to Pikitup.
- 3.5.4. All requirements of the Pikitup recruitment processes must be adhered to.

### **3.6. Competency testing**

- 3.6.1. Psychometric and / or competency assessments to be conducted as and when required.

## **4. Location**

All meetings relating to recruitment and interviews will be conducted at Pikitup Head Office and coordinated by HR official, other activities including but not limited to screening, assessments, verification, pre-screening interviews etc. can be executed at the suppliers' premises.

The service provider(s) must ensure that they avail themselves for meetings with Pikitup as and when required.

## 5. Correspondence and Reporting

The service provider(s) must ensure that weekly progress reports are submitted to the delegated HR official at Pikitup.

## 6. Pricing

The bidder shall give the total all-inclusive prices in South African Rand inclusive of all taxes and discounts in the pricing schedule. This pricing will be recorded in the Tender Register. Where conflicts exist between the total bid price, the pricing schedule, and any other prices quoted by the bidder elsewhere, the price quoted in the pricing schedule shall prevail. Where applicable, the bidder must provide a price breakdown.

### 6.1. Pricing Schedules

Rates must be provided in South African Rand, and must include VAT and all other related costs.

#### Schedule A: Pricing Schedule for General Recruitment

ACTIVITY	ESTIMATED QUANTITIES PER ACTIVITY:	UNIT COST PER ACTIVITY:	TOTAL COST PER ACTIVITY:
Drafting and placement of vacancy advert (i.e. Rate per position)	40	R	R
Preliminary screening and categorising of all applications (i.e. Rate per position)	40	R	R
Prepare shortlisting and interview packs as well as reports for selection panel (i.e. Rate per position)	40	R	R
Conduct verification of ID (i.e. Rate per candidate)	500	R	R
Conduct criminal checks (i.e. Rate per candidate)	500	R	R
Conduct credit checks (i.e. Rate per candidate)	500	R	R
Conduct verification of qualifications (i.e. Rate per candidate)	500	R	R
Conduct verification of driver's license (i.e. Rate per candidate)	100	R	R
Prepare recruitment file with all documents including final recruitment report (i.e. Rate per position)	40	R	R
Subtotal for 12 months for Schedule A *	2260	R	R

\* Note: Bidders must add the "Rates per activity" in the schedule for the year to calculate the subtotal of the year.

**Schedule B: Pricing Schedule for Executive Placements**

ACTIVITY	QUANTITIES PER ACTIVITY:	UNIT COST PER ACTIVITY:	TOTAL COST PER ACTIVITY:
Drafting and placement of vacancy advert (i.e. Rate per position)	10	R	R
Competency profiling and development of candidate matrix for applicants who meet the advertised requirements (i.e. Rate per position)	10	R	R
Conduct pre-screening interviews of identified applicants applicable (not more than 15) on the preliminary long list (i.e. Rate per position)	10	R	R
Based on pre-screening interviews identify a final long list of between 5 - 10 candidates, prepare a detailed written profile on each candidate; attend shortlisting meeting to verbally present each candidate to selection panel for shortlisting (i.e. Rate per position)	10	R	R
Prepare shortlisting report / pack for Nominations Committee, and provide secretariat service (i.e. Rate per position)	10	R	R
Conduct verification of previous employment (eight years), reference checks, criminal vetting, credit checks, verification of ID and verification of qualifications, and driver's license for all shortlisted candidates (i.e. Rate per candidate)	50	R	R
Co-ordinate, attend interviews, and draft a maximum of 10 interview questions based on competency profile for the post for each position and finalise in consultation with the Chairperson of the Nomination Committee (i.e. Rate per position)	10	R	R

Conduct candidate assessments as per Regulations on Appointment and Conditions of Employment of Senior Managers including prescribed COGTA competency assessments for preferred candidates (i.e. Rate per candidate)	20	R	R
Present the results of competency assessments to the Nomination Committee for final decision and recommendation (i.e. Rate per position)	10	R	R
Prepare recruitment file with all documents including final recruitment report (i.e. Rate per position)	10	R	R
Subtotal for 12 months for Schedule B *	150	R	R

\* Note: Bidders must add the "Rates per activity" in the schedule for the year to calculate the subtotal per year.

#### Schedule C: Summary of Bid Amount

Summary	ESTIMATED QUANTITIES PER ACTIVITY:	UNIT COST PER ACTIVITY:	TOTAL COST PER ACTIVITY:
Subtotal (Schedule A - General Recruitment)	2260	R	R
Subtotal (Schedule B - Executive Recruitment)	150	R	R
Total for 12 months (i.e. Subtotal A + Subtotal B) **	2410	R	R
Grand Total or Bid Amount (i.e. 12 Months ) ***	R		

**Note:**

\*\* Bidders must add together the Subtotal for schedule A with the Subtotal for Schedule B for the year.

\*\*\* Bidders must add together the total per annum for each year to calculate the grand total which should be used as the Bid Amount on the cover page of the tender.

The Total Bid Amount reflected in schedule C is the sum of all the activity rates of schedule A and B for comparison purposes and does not consider any quantities.

#### Schedule D: Pricing Schedule for Head Hunting

Bidders are required to propose a percentage of the annual remuneration package for head hunting, if required on an as and when required basis.

ACTIVITY	PERCENTAGE
Placement fee subject to approval by Pikitup	% of annual salary

## **7. BID EVALUATION**

### **7.1. EVALUATION PROCESS**

- 7.1.1. Pikitup will establish a Bid Evaluation Committee (BEC) whose responsibility is to evaluate bids received, and make recommendations to the Bid Adjudication Committee (BAC) and / or the Accounting Officer or relevant authority.
- 7.1.2. Bids will be evaluated based on the evaluation criteria as set out in this document and may not be altered during the evaluation process.
- 7.1.3. Bids will be evaluated on the information as contained in the bid submissions. Bidder/s must meet the required minimum compliance requirements, failure to which the bid submission will be considered non-responsive and therefore disqualified.
- 7.1.4. Evaluations will as far as possible be based on evaluation templates and must be in line with the evaluation criteria as established by the bid specification committee. The criteria set out in the document shall be applicable and may not be altered after the submissions have been opened unless it is clear that such alterations will not disadvantage any bidder or give an unfair advantage to any particular bidder/s
- 7.1.5. Submissions will be adjudicated and the Contract awarded in accordance with the SCM regulations, MFMA and other applicable legislation.
- 7.1.6. The evaluation of bids shall be based firstly on pre-compliance (i.e. mandatory requirements), functionality, then price and Specific goal preference points in accordance with Preferential Procurement Regulations of 2022 issued by National Treasury on the evaluation of bids.
- 7.1.7. The assessment of functionality shall be done in terms of the evaluation criteria and the minimum threshold stipulated in the bid document. Only those bidders that meet the minimum threshold shall be considered for the subsequent stages of the evaluation process and all bidders who did not meet the minimum threshold shall not be considered for further evaluation.
- 7.1.8. Bidders that scored less than 70 points out of 100 points allocated for functionality shall be regarded as non-responsive, and shall be disqualified for further evaluation.

7.1.9. The following functionality criteria will apply, and the maximum weights of each criterion will be as indicated below.

7.1.10. Bidders that score 70% and above on functionality evaluation will be further evaluated on price and preference, and bidders scoring less than the threshold on functionality shall be disqualified.

#	CRITERION	WEIGHTING	SCORING
1	<p><b>1.1 Company Experience</b></p> <p>The bidder must have experience in successfully executed recruitment services at Executive level.</p> <p>The bidder must submit a list of previous completed projects and contactable reference letters for each listed completed projects on client's letterhead relating to recruitment at Executive level.</p>	40	<ul style="list-style-type: none"> <li>• 5 recruitment projects at executive level = 5</li> <li>• 4 recruitment projects at executive level = 4</li> <li>• 3 recruitment projects at executive level = 3</li> <li>• 2 recruitment projects at executive level = 2</li> <li>• 1 recruitment projects at executive level = 1</li> <li>• No submission of required information/ recruitment without executive level projects = 0</li> </ul>

	<p>1.2 The bidder must provide a list of previous projects completed as proof of experience relating to recruitment, selection and placement services at Management level and lower levels.</p> <p>The bidder must submit a list of previous completed projects and contactable reference letters for each listed completed projects on client's letterhead.</p>	<p><b>20</b></p>	<ul style="list-style-type: none"> <li>• Five or more reference letters for completed projects (on client letterhead) relating to recruitment, selection and placement services at Management level and lower levels = 5</li> <li>• Four reference letters for completed projects (on client letterhead) relating to recruitment, selection and placement services at Management level and lower levels = 4</li> <li>• Three reference letters for completed projects (on client letterhead) relating to recruitment, selection and placement services at Management level and lower levels = 3</li> <li>• Two reference letters for completed projects (on client letterhead) relating to recruitment, selection and placement services at Management level and lower levels = 2</li> <li>• One reference letter for completed projects (on client letterhead) relating to recruitment, selection and placement services at Management level and lower levels = 1</li> <li>• No submission of required information/ Project without projects = 0</li> </ul>
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2	<p><b>Project lead / Manager Expertise and Experience</b></p> <p><b>2.1</b> Bachelor's degree in Business, Human Resources, or a related field) Certified copy of required qualification.</p> <p><b>2.2</b> Relevant Experience (<b>Recruitment service</b>)</p> <p>CV outlining the experience of lead individual working on projects of a similar nature.</p>	<p><b>20</b></p>                       <b>20</b>	<ul style="list-style-type: none"> <li>• Certified copy of Bachelor's degree in Business, Human Resources, or a related field = 5</li> <li>• No certified copy of required or related qualifications =0</li> </ul>                       <ul style="list-style-type: none"> <li>• Above 7 years' experience in managing recruitment, selection and placement projects = 5</li> <li>• Above 5 years up to 7 years' experience in managing recruitment, selection and placement projects = 4</li> <li>• Above 3 up to 5 years' experience in managing recruitment, selection and placement projects = 3</li> <li>• Above 1 up to 3 years' experience in managing recruitment, selection and placement projects = 1</li> <li>• One year and below experience in managing recruitment, selection and placement projects = 0</li> </ul>
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- 7.1.11. The minimum cut off points for functionality is 70 points out of 100 points, and any bidder scoring less than the minimum threshold will not be considered for further evaluation.
- 7.1.12. Service provider(s) that qualified pre-evaluation in terms of the minimum functionality threshold, will thereafter be evaluated in terms of price (80 points) and Specific Goals (20 points).

## **7.2. PRICE AND PREFERENCE CRITERIA**

- 7.2.1. Bidders that comply in terms of the pre-compliance requirements and the minimum functionality threshold, will lastly be evaluated on price and preference.
- 7.2.2. Bidders will be evaluated on the 80/20 Preference Point System. A maximum of 80 points will be allocated for price and a maximum of 20 points will be allocated for Specific Goals.
- 7.2.3. The price and preference evaluation of the proposal will be based on the Preferential Procurement Regulation of 2022. Also refer to MBD 6.1 of this bid document for details. Important Note:
- 7.2.4. In terms of the Legislative framework, the B-BBEE Act no. 53 of 2003 and the Codes of Good Practice for BBBEE 2013, implemented with effect from 1 May 2015, Service Providers with annual total revenue of R10 million or less qualify as Exempted Micro Enterprises (EMEs), and must submit sworn affidavit or a Certificate issued by Companies and Intellectual Property Commission (CIPC) confirming their annual turnover of R10 million or less. A Consolidated BBBEE scorecard must be submitted for joint ventures to claim preference points.
- 7.2.5. Service Providers other than Exempted Micro Enterprises (EMEs) must submit their original and valid B-BBEE status level verification certificate or a certified copy thereof, substantiating their B-BBEE rating.
- 7.2.6. Bidders will be ranked from the highest scoring bidder to the lowest. The highest scoring bidder/s will get preference of selection to be included on the panel of service providers.
- 7.2.7. Pikitup have the discretion to:
- award the entire contract or part thereof to one or more bidders, a panel of service providers, or not to award at all;
  - request for additional information to clarify or confirm requirements; and / or
  - negotiate rates, terms and conditions before the final award.

## **POINT ALLOCATION FOR PRICE AND PREFERENCE (SPECIFIC GOALS)**

<b>Price Evaluation: Maximum 80 points</b>		
<b>1</b>	<b>Price</b>	<b>80</b>
<b>Preference Evaluation: Maximum 20 points</b>		
<b>1.</b>	<b>Enterprises owned by black people with at least 51% shareholding</b> <ul style="list-style-type: none"> <li>➢ 51% black ownership = 5 points</li> <li>➢ Less than 51% black ownership = 0 points</li> </ul> (Provide original or certified copy (not older than three (3) months) of BBBEE certificate / sworn affidavit)	<b>5</b>
<b>2.</b>	<b>Enterprise owned by black women with at least 51% shareholding</b> <ul style="list-style-type: none"> <li>➢ 51% black women ownership = 5 points</li> <li>➢ Less than 51% black women ownership = 0 points</li> </ul> (Provide original or certified copy (not older than three (3) months) of BBBEE certificate / sworn affidavit)	<b>5</b>
<b>3.</b>	<b>Enterprise that is a SMME's (An EME or QSE)</b> <ul style="list-style-type: none"> <li>➢ SMME (i.e. EME or QSE) = 5 points</li> <li>➢ Not SMME = 0 point</li> </ul> (Provide proof of registration on CSD, original or certified copy (not older than three (3) months) of valid BBBEE certificate / sworn affidavit)	<b>5</b>
<b>4.</b>	<b>Suppliers within Local Geographical area</b> <ul style="list-style-type: none"> <li>➢ Within COJ geographical area = 5 points</li> <li>➢ Within Gauteng geographical area = 3 point</li> </ul> (Provide CSD certificate, bidding company municipal account statement, letter or statement from the landlord confirming company address.)	<b>5</b>
		<b>20</b>

## **7. CONTRACTING**

7.1 The National Treasury General Conditions of Contract 2010 as well as specific conditions of contract for this bid. This is available on [www.nationaltreasury.gov.za](http://www.nationaltreasury.gov.za). Any additional terms and conditions will form part of special conditions of contract to be agreed and signed upon award of the bid. This will have to be signed by the successful bidder before the project begins. Further, the awarded bidder and PIKITUP must enter into a service level agreement within 60 days of award of contract.

7.2 Projects will be allocated to service providers appointed on panel Recruitment will on a rotational basis.