



## REQUEST FOR QUOTATION (RFQ)

**PROJECT NAME: TERMS OF REFERENCE FOR A SERVICE PROVIDER TO REVIEW AND DEVELOP HUMAN RESOURCES POLICIES OF THE INDEPENDENT DEVELOPMENT TRUST**

**RFQ NO: HR POLICY-IDT/HRM/30/05/2025**

### **BIDDER INFORMATION**

*(Must be completed by Bidder)*

Company Name	
Contact Person	
Cell / Tel Number	
E-mail Address	
CSD Number	
Price (VAT Incl.)	

<b>Quotation Issue Date</b>	05 June 2025
<b>Closing Date</b>	10 June 2025
<b>Address for submission of RFQ responses into the Tender Box</b>	<p>Independent Development Trust Glenwood Office Park Cnr. Oberon and Sprite Street Faerie Glen Pretoria</p> <p><b>ONLY HARD COPY DOCUMENTS WILL BE ACCEPTED IN A SEALED ENVELOPE PROPERLY MARKED WITH THE QUOTATION NUMBER</b></p>
<b>Enquiries to:</b>	<p>Name: HR Policy email: <a href="mailto:Policyreview@idt.org.za">Policyreview@idt.org.za</a></p> <p><b>NB:</b> No query shall be allowed 24 hours prior to the closing date and time of this Request for quotation.</p>
<b>Evaluation Criteria</b>	<p>(a) The 80/20 Evaluation System will be used for procuring items with values of R30 000 and above but not exceeding R50 000 000 inclusive of Vat (PPPFA and IDT SCM Policy) Price; and</p> <p>(b) Specific Goals – 20 points (Ownership) Refer to SBD 6.1</p> <p>Women – 6 points Youth – 6 points People with disability – 4 points Black – 4 points</p>
<b>Method and Procedure of tender evaluation</b>	<p>A three-stage approach was used:</p> <ol style="list-style-type: none"> <li>1. Administrative compliance,</li> <li>2. Functionality</li> <li>3. Specific Goals and Pricing consideration</li> </ol>
<b>Compulsory Returnable</b>	<ol style="list-style-type: none"> <li>1. Company Registration Documents (CIPC)</li> <li>2. Companies must be registered on the CSD.</li> <li>3. Valid COIDA or Letter good standing with the Department of Labour</li> <li>4. Duly completed and signed SBD 1 Invitation to bid</li> <li>5. Duly completed and signed SBD 4 Bidder's Disclosure</li> <li>6. Duly completed and signed SBD 6.1 PPPFA regulations</li> </ol>

	<p>claim form</p> <p>7. Joint Venture Agreement signed by all parties (where JV is in use) and submit copies of company documentation for each party.</p>
<b>Other documents required before award</b>	<ol style="list-style-type: none"> <li>1. Proof of Central Supplier Database (CSD) registration – CSD Number</li> <li>2. Tax Compliance Letter with a unique pin</li> <li>3. List of all shareholders / directors with Original certified copies of their IDs (no older than 6 months from the tender closing date)</li> </ol>
<b>Submission documents</b>	<p>Quotations should be hand delivered to:</p> <p>Independent Development Trust Glenwood Office Park Cnr Oberon and Sprite Street Faerie Glen Pretoria</p> <p>Submitted in a Marked Tender Box (Reception) before closing date and time</p> <p>Or <b>Couriered</b> and Submitted in the Tender Box before closing date and time.</p>

SBD1

## PART A INVITATION TO BID

<b>YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE (NAME OF DEPARTMENT/ PUBLIC ENTITY)</b>					
BID NUMBER:				CLOSING TIME:	<b>12H00</b>
DESCRIPTION					
<b>BID RESPONSE DOCUMENTS MAY BE DEPOSITED IN THE BID BOX SITUATED AT (STREET ADDRESS)</b>					
INDEPENDENT DEVELOPMENT TRUST					
GLENWOOD OFFICE PARK					
CNR. OBERON & SPRITE STREET					
FAERIE GLEN 0043					
<b>BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO</b>			<b>TECHNICAL ENQUIRIES MAY BE DIRECTED TO:</b>		
CONTACT PERSON					
TELEPHONE NUMBER					
FACSIMILE NUMBER					
E-MAIL ADDRESS					
<b>SUPPLIER INFORMATION</b>					
NAME OF BIDDER					
POSTAL ADDRESS					
STREET ADDRESS					
TELEPHONE NUMBER	CODE		NUMBER		
CELLPHONE NUMBER					
FACSIMILE NUMBER	CODE		NUMBER		
E-MAIL ADDRESS					
VAT REGISTRATION NUMBER					
SUPPLIER COMPLIANCE STATUS	TAX COMPLIANCE SYSTEM PIN:		<b>OR</b>	CENTRAL SUPPLIER DATABASE No:	MAAA

ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES ENCLOSE PROOF]	ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES OFFERED?	<input type="checkbox"/> Yes <input type="checkbox"/> No [IF YES, ANSWER THE QUESTIONNAIRE BELOW]
<b>QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS</b>			
<p>IS THE ENTITY A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)? <span style="float: right;"><input type="checkbox"/> YES</span>  <input type="checkbox"/> NO</p> <p>DOES THE ENTITY HAVE A BRANCH IN THE RSA? <span style="float: right;"><input type="checkbox"/> YES</span>  <input type="checkbox"/> NO</p> <p>DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?  <input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA? <span style="float: right;"><input type="checkbox"/></span>          YES <input type="checkbox"/> NO</p> <p>IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION? <span style="float: right;"><input type="checkbox"/> YES</span>  <input type="checkbox"/> NO</p> <p><b>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 BELOW.</b></p>			

## PART B TERMS AND CONDITIONS FOR BIDDING

<b>1. BID SUBMISSION:</b>
<p>1.1. BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.</p> <p>1.2. <b>ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED (NOT TO BE RE-TYPED) OR IN THE MANNER PRESCRIBED IN THE BID DOCUMENT.</b></p> <p>1.3. THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 2000 AND THE PREFERENTIAL PROCUREMENT REGULATIONS, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER SPECIAL CONDITIONS OF CONTRACT.</p> <p>1.4. <b>THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7).</b></p>
<b>2. TAX COMPLIANCE REQUIREMENTS</b>
<p>2.1 BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.</p> <p>2.2 BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VERIFY THE TAXPAYER'S PROFILE AND TAX STATUS.</p> <p>2.3 APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAY BE MADE VIA E-FILING THROUGH THE SARS WEBSITE <a href="http://WWW.SARS.GOV.ZA">WWW.SARS.GOV.ZA</a>.</p> <p>2.4 BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.</p> <p>2.5 IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED; EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.</p> <p>2.6 WHERE NO TCS PIN IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.</p> <p>2.7 NO BIDS WILL BE CONSIDERED FROM PERSONS IN THE SERVICE OF THE STATE, COMPANIES WITH DIRECTORS WHO ARE PERSONS IN THE SERVICE OF THE STATE, OR CLOSE CORPORATIONS WITH MEMBERS PERSONS IN THE SERVICE OF THE STATE."</p>

**NB: FAILURE TO PROVIDE / OR COMPLY WITH ANY OF THE ABOVE PARTICULARS MAY RENDER THE BID INVALID.**

SIGNATURE OF BIDDER: .....

CAPACITY UNDER WHICH THIS BID IS SIGNED: .....  
(Proof of authority must be submitted e.g. company resolution)

DATE:

## **BIDDER'S DISCLOSURE**

### **1. PURPOSE OF THE FORM**

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

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

### **2. Bidder's declaration**

- 2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest<sup>1</sup> in the enterprise,

employed by the state?

**YES/NO**

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

Full Name	Identity Number	Name of State institution

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

--	--	--

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

2.2.1 If so, furnish particulars:

.....

.....

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

2.3.1 If so, furnish particulars:

.....

.....

### 3 DECLARATION

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

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

---



- 3.4 The terms of the accompanying bid have not been, and will not be, disclosed by the bidder, directly or indirectly, to any competitor, prior to the date and time of the official bid opening or of the awarding of the contract.
- 3.5 There have been no consultations, communications, agreements or arrangements made by the bidder with any official of the procuring institution in relation to this procurement process prior to and during the bidding process except to provide clarification on the bid submitted where so required by the institution; and the bidder was not involved in the drafting of the specifications or terms of reference for this bid.
- 3.6 I am aware that, in addition and without prejudice to any other remedy provided to combat any restrictive practices related to bids and contracts, bids that are suspicious will be reported to the Competition Commission for investigation and possible imposition of administrative penalties in terms of section 59 of the Competition Act No 89 of 1998 and or may be reported to the National Prosecuting Authority (NPA) for criminal investigation and or may be restricted from conducting business with the public sector for a period not exceeding ten (10) years in terms of the Prevention and Combating of Corrupt Activities Act No 12 of 2004 or any other applicable legislation.

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

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

.....

Signature Date

.....

Position Name of bidder

<sup>3</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.

## **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**

---

### **1. GENERAL CONDITIONS**

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

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

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

*(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) **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	
<b>PRICE</b>	<b>90</b>	<b>80</b>
<b>SPECIFIC GOALS</b>	<b>10</b>	<b>20</b>
<b>TARGETED GROUP</b>		
Women	3	6
Youth	3	6
People with Disabilities	2	4
Black People	2	4
<b>Total points for Price and SPECIFIC GOALS</b>	<b>100</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) **“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:

<b>80/20</b>	<b>or</b>	<b>90/10</b>	
$Ps = 80 \left( 1 - \frac{Pt - Pmin}{Pmin} \right)$	or	$Ps = 90 \left( 1 - \frac{Pt - Pmin}{Pmin} \right)$	

Where

Ps = Points scored for price of tender under consideration

Pt = Price of tender under consideration

Pmin = Price of lowest acceptable tender

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

### 3.2.1. POINTS AWARDED FOR PRICE

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

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

Where

- Ps = Points scored for price of tender under consideration
- Pt = Price of tender under consideration
- Pmax = Price of highest acceptable tender

## 4. POINTS AWARDED FOR SPECIFIC 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) (To be completed by the organ of state)	Number of points allocated (80/20 system) (To be completed by the organ of state)	Number of points claimed (90/10 system) (To be completed by the tenderer)	Number of points claimed (80/20 system) (To be completed by the tenderer)
Women	3	6		
Youth	3	6		
People with Disabilities	2	4		
Black People	2	4		

#### **Source Documents to be submitted with the Bid or RFQ**

- \*CIPC Document (Company Registration Document will be required for verification (CIPC DOC))
- \*Woman (Originally Certified ID Document)
- \*Youth (Originally Certified ID Document)
- \*People with Disability (Letter from the Dr. Confirming the Disability)
- \*Black People (Originally Certified ID Document)



## 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: .....**

.....

.....



<b>TERMS OF REFERENCE FOR A SERVICE PROVIDER TO REVIEW AND DEVELOP HUMAN RESOURCES POLICIES OF THE INDEPENDENT DEVELOPMENT TRUST</b>
--

**CLOSING DATE:10 JUNE 2025**

**TERMS OF REFERENCE:**

The IDT is involved in infrastructure development to assist departments and other state entities with their infrastructure needs. This, the IDT does on behalf of, or as a mandate of the Department of Public Works and Infrastructure.

IDT is in the process of reviewing its human resources policies and need to appoint a service provider to assist with the analysis, review, and development of existing policies.

**Objectives of this assignment**

The main purpose for the review and development of human resources policies is to strengthen the current policy framework to ensure that it is aligned with the strategic direction of the IDT, the current labour legislation and prescripts that will inform flexible policies that will assist the organisation to attract and retain good personnel, enhance productivity and creativity.

**Specific Objectives**

The purposes and objectives of this exercise are outlined hereunder:

- To undertake a situational analysis of the current HR policy environment to identify loopholes and deficiencies.
- To consult all stakeholders on how the HR environment can be guided, regulated and improved.
- To review the existing HR Resources Policies (9 now) and produce drafts of reviewed policies and drafts of developed policies for consideration by management and employees at IDT.
- Draft final versions of reviewed and developed policies after input by all relevant stakeholders and present to HR management.

## **Scope of Work**

The review and further development and enhancement of the following policies: -

1. Remuneration
2. Employment Equity
3. Incapacity Policy
4. Organisational Design & Job Evaluation
5. Transfer and Relocation
6. Retrenchment
7. Prevention of Sexual Harassment and Bullying
8. Disability Management
9. Termination Policy

At the conclusion of the project, we anticipate to receive draft policies that align with the current employment law and practices. These drafts will be presented to relevant stakeholders for possible input, through meetings and workshops.

## **Key deliverables**

The appointed service provider is expected to produce the following deliverables:

- An inception report
- A comprehensive situational analysis report on existing HR Policies
- New or reviewed HR Policies
- Compliance and Benchmarking report
- Final report

## **Key Qualification, Experience and Skills**

The preferred service provider should be highly knowledgeable and experienced in human resources management. In addition, the assigned individual or team must possess the following competencies:

- Broad knowledge and understanding of key issues of strategic importance in HR
- A minimum of ten years' experience in Human Resources Management and policy development
- Knowledge of employment laws, regulatory frameworks and industry best practices
- A track record of successfully delivering similar assignments
- An understanding of how the public sector entities operates
- Sound understanding and application of policy concepts, methodologies and tools
- Good analytical, research and report writing skills
- Good communication and facilitation skills
- Good interpersonal and presentation skills

## 1. LATE SUBMISSION

**1.1 Late responses to the tender will not be accepted.**

**1.2 All dates and times in this tender are in accordance to the South African standard calendar and time.**

1.2.1 Any time or date in this tender is subject to change at IDT discretion. The establishment of a time or date in this tender does not create an obligation on the part of IDT to take any action or create any right in any way for any Bidders to demand that any action be taken on the date established.

1.2.2 The Bidders accepts that, if IDT extends the deadline for the tender submission (the closing date) for any reason, the requirements of this tender otherwise apply equally to the extended deadline.

## 2 EVALUATION OF BIDS

2.1. Bids will be evaluated there will be **Three (3) stages** in the evaluation of the bids: -

### 2.1.1. Administrative Requirements Criteria

This is the assessment of compliance with the minimum Administrative Requirements as detailed in **Table 1**. No points or score will be allocated in the criteria, either Bidders comply or do not comply. Noncompliance will result in disqualification.

**Table 2: Administrative Requirements**

Description	compliant	Non-compliant
CIPC Registration Documents		
Copies of the Directors IDs		
Tax Pin		
Valid CSD Report		
Letter of Good Standing		
Completed and signed Bid Document including SBD Documents		

## Table. Functionality

Any proposal not meeting a minimum score of 70 Points on functional proposal will be disqualified and will not be considered for the Stage Three Phase of price and specific goals.

Item	Score	Points scored
<b>1. Functionality</b>	<b>100</b>	
<b>Company profile</b> The company profile must be submitted with the CV of the HR policies developer that is appointed to perform the task. The company must have a minimum of 5 years HR Policy development experience. The policy developers CV must highlight a minimum of 10 years HR policy governance and policy development experience Company profile details track record = 20	<b>20</b>	
<b>Qualifications</b> The HR policy developer must have an appropriate Honours/Post Graduate Degree in the field of Human Resources, Social Sciences or related. Copies of qualifications/s must be submitted for evaluation = 25 Copies of qualification/s not attached = 0	<b>25</b>	
<b>Approach and methodology</b> The service provider should consider the list of policies and procedures to be reviewed and propose an approach and methodology to be followed to finalise the tasks within the IDT timeframes Phased systematic approach aligned with timeframes. Evidence of research/ best practices in the methodology	<b>20</b>	
<b>Professional Registration</b> Professional registration with SABP/IPM for policy developers. Any other registration may be considered for minimum points.	<b>20</b>	
<b>Credible and appropriate references</b> Reference letters from previous three clients with contactable references not older than 5 years <ul style="list-style-type: none"> <li>One letter from client = 5</li> <li>Two letters from client = 10</li> </ul>	<b>15</b>	

<ul style="list-style-type: none"> <li>Three letters from client = 15</li> </ul>		
<b>Total functionality points</b>	<b>100 points</b>	
<b>Minimum functionality points threshold to be achieved is:</b>	<b>70 points</b>	

### Timing

The assignment is estimated to commence and be completed within a period of three (3) months.

### Reporting Arrangements

The appointed service provider will report to the Senior Manager: Executive Support – CSU.

### Contractual Agreement

The service provider will be required to sign a service level agreement once appointed.

### Enquiries on Terms of Reference

E-mail: [Policyreview@idt.org.za](mailto:Policyreview@idt.org.za)

## SUBMISSION OF PROPOSALS

Submissions of proposals and quotations must be hand-delivered to :

**Glenwood Office Park**

**Cnr. Oberon & Sprite Streets**

**Faerie Glen**

**0043**

with the Subject Line **“Appointment of a service provider to review and develop HR Policies”**

with the closing date and time being:

Closing Date 10 JUNE 2025

Time: 12 PM