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06 February 2020

REQUEST FOR QUOTATION (RFQ)

RFQ	RFQ/HC/2020/06
RFQ ISSUE DATE	14 February 2020
BRIEFING SESSION	N/A
RFQ DESCRIPTION	PROVISION OF REMUNERATION BENCHMARK SERVICES FOR SABC
CLOSING DATE & TIME	14 February 2019 at 12h00

Submissions must be delivered to: SABC Radio Park, Reception Auckland Park on or before the closing date of this RFQ. Please ensure that you sign the register at reception.

PLEASE NOTE THAT AS FROM 01 JULY 2016 COMPANIES THAT ARE NOT REGISTERED WITH CSD SHALL NOT BE CONSIDERED

For queries, please contact Nyandano Nemukula at Tel +2711 714-4687 or email: nemukulan@sabc.co.za

The SABC requests your quotation on the services listed above. Please furnish us with all the information as requested and return your quotation on the date and time stipulated above. Late and incomplete submissions will invalidate the quote submitted.

SUPPLIER NAME: _____

POSTAL ADDRESS: _____

TELEPHONE NO: _____

FAX NO. : _____

E MAIL ADDRESS: _____

CONTACT PERSON: _____

CELL NO: _____

SIGNATURE OF BIDDER: _____

South African Broadcasting Corporation SOC Limited: Registration Number: 2003/023915/30

Non-Executive Directors: Mr B E Makhathini (Chairperson); Ms M Mohlala-Mulaudzi (Deputy Chairperson); Prof S Cooper; Adv M B B Lekalakala; Mr D M Maimela; Mr M G Markovitz; Mr D K Mohuba; Ms B Muthien; Ms J Patel; Mr J H Phalane; Ms M B Papayya; Dr M Socikwa

Executive Directors: Mr M T Mxakwe (Group Chief Executive Officer); Mr I C Plaatjes (Chief Operations Officer); Ms Y van Biljon (Chief Financial Officer); Company Secretary: Ms L V Bayi

1. Background

The SABC is South Africa's national public broadcaster. Its objectives are to provide a comprehensive range of distinctive programmes and services with the view to inform, educate, entertain, support and develop culture in all 11 official languages. Its principal activities comprise of television and radio broadcasting utilising 18 radio stations and 5 television channels. The SABC strive to maintain a leading role in the broadcasting industry and as such keep abreast with the constantly changing technology.

SABC requires a suitably qualified service provider for conducting Remuneration benchmarking exercise to supply SABC with remuneration benchmarks for Top Executives, General Manager levels, Middle Managerial levels and Bargaining unit level employees, and other surveys related to remuneration and benefits, as was done in previous years.

2. Key deliverables are as follows:

- Top Executives (Exec-Eval - Once every 5 years)
 - Interview each Executive
 - profile each Executive role
 - Benchmark role with market data – broadcasting or closest match
 - attach Exec Eval points result
 - correlation with Peromnes
 - Correlation with Patterson
 - Report per Executive
 - Summary of findings
 - Comparison with current
 - Presentation of outcomes
- Top and Senior Management (Salary survey - annually)
 - Survey pack distribution with guidelines (electronically)
 - Discussion with SABC reps for information
 - Correlation with SABC broadcasting role descriptions to align with benchmark descriptions – closest match
 - Assisting with populating information on survey tool
 - Granting access to online results
 - Providing a hardcopy pack of benchmark survey results, when requested.
 - Updating online benchmark results – at least monthly for the most current year Comparisons with SABC salaries, when requested.

- Middle Managerial levels (Annually - Middle Management Survey - annual salary survey participation, sharing of SABC information per job, acquiring benchmark results)
 - Survey pack distribution with guidelines (electronically)
 - Discussion with SABC reps for information
 - Correlation with SABC broadcasting role descriptions to align with benchmark descriptions – closest match
 - Assisting with populating information on survey tool
 - Granting access to online results
 - Providing a hardcopy pack of benchmark survey results, when requested.
 - Updating online benchmark results – at least monthly for the most current year
 - Comparisons with SABC salaries, when requested.
- Bargaining unit level Survey (annual salary survey participation, sharing of SABC information per job, acquiring benchmark results)
 - Survey pack distribution with guidelines (electronically)
 - Discussion with SABC reps for information
 - Correlation with SABC broadcasting role descriptions to align with benchmark descriptions – closest match
 - Assisting with populating information on survey tool
 - Granting access to online benchmark results
 - Providing a hardcopy pack of benchmark survey results, when requested.
 - Updating online benchmark results – at least monthly for the most current year
 - Comparisons with SABC salaries, when requested.
- Online tool available with easy access
- Dedicated point of contact for support

3. RFQ Response Information

Effective Date of Bid

Vendors should state in writing in its quotation to the SABC that all furnished information, including price, will remain valid and applicable for 90 days from the date the vendor quotation is received by the SABC.

4. COSTING

The quotation must reflect a detailed cost breakdown, and any indirect costs associated with the rendering of the required service. .

5. Duration of the Contract

The contract duration will be Five (5) years. However, from year 2 it will be on an as and when needed basis.

6. EVALUATION CRITERIA

6.1 BBBEE and Price

The RFQ responses will be evaluated on the **80/20** point system

6.2 Technical Evaluation

- 6.2.1 The tender submission will be technically evaluated out of a minimum 70 and maximum of 100 - All bidders achieving less than the set threshold will be declared non-responsive and therefore will not continue forward for evaluation of BBBEE & Price Preference.

6.3 Objective Criteria

- 6.3.1 The SABC reserve the right not to consider proposals from bidders who are currently in litigation with the SABC.
- 6.3.2 The SABC further reserve the right not to award this tender to any bidder based on the proven poor record of accomplishment of the bidder in previous projects within the SABC.

6.4 Technical Criteria

Evaluation Area	Evaluation Criteria	Max Points
Previous Experience in Remuneration benchmarking services offered in the past(indicating how long ago)	<p>The company must have experience in offering a wide range of remuneration consulting solutions; from the development of appropriate total reward strategies, logical method of measuring relative job, scoping jobs, size and worth of jobs, job evaluation, remuneration analysis and salary benchmarking :</p> <ul style="list-style-type: none"> • 10 Years > (15 points) • 8 Years but < 10 years' experience (10 Points) • 5 Years but < 8 years' experience 1 (5 Points) 	15
Company Track Record	<p>The bidding Company should provide a minimum of three relevant and contactable from Clients on the company letterhead:</p> <ul style="list-style-type: none"> • 3 letters > (10 Points) • 3 letters (5 Points) • Less than 3 letters (0 Points) 	10

Project Managers and team members relevant Qualification and experience in line with HR and Remuneration related functions:	Business Qualification and Remuneration Qualification (Proof to be attached) <ul style="list-style-type: none"> Degree in fields related to Business, statistics or related fields (5 points) remuneration benchmark and survey experience (5 points) Certified in JE tools (5 points) Global Remunerational Professional Certified (GRP) (5 points) Statistical (5 points) 	25
Bidding company must have online remuneration survey tools and attach confirmation of such tools for survey participation	Proof /evidence (10 Points) Not provided (0 Points)	10
The bidding company must attach proof of delivery at clients for the following:	<ul style="list-style-type: none"> Executive benchmarks Executive Evaluation (Exec Eval Methodology or similar experience) – interview, develop profile, attach job worth, attach benchmark) (10 points) General Manager benchmarking survey experience (10 points) Middle to Senior Manager benchmarking survey experience General staff benchmarking survey (5 Points) 	25
Proposal and Project Methodology :	Methodology, milestones, deliverables, and post-implementation support provided. The bidder must provide a proposal in accordance with the scope of work: (5 Points)	5
Project Lead time	Clearly indicate the project delivery lead time : <ul style="list-style-type: none"> Less than 3 weeks (10 Points) 4- 6 Weeks (5 Points) More than 6 Weeks(0 Points) 	10
Total		100

7. ADJUDICATION USING A POINT SYSTEM

- 7.1** The bidder obtaining the highest number of total points will be awarded the contract unless objective criteria justify the award to another bidder
- 7.2** Preference points shall be calculated after process has been brought to a comparative basis taking into account all factors of non-firm prices.
- 7.3** In the event that two or more bids have scored equal points, the successful bid must be the one scoring the highest number of preference points for B-BBEE.
- 7.4** However, when functionality is part of the evaluation process and two or more bids have scored equal points for B-BBEE, the successful bid must be the one scoring the highest score for functionality

- 7.5** Should two or more bids be equal in all respect, the award shall be decided by the drawing of lots.

8. POINTS AWARDED FOR PRICE

The **80/20** preference point system

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

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

P_s = Points scored for comparative price of bid under Consideration
 P_t = Comparative price of bid under consideration
 P_{min} = Comparative price of lowest acceptable bid

B-BBEE PREFERENTIAL POINTS WILL BE AWARDED AS FOLLOWS:

B-BBEE Status Level of Contributor Number of Points

B-BBEE Status level of Contributor	Number of points
1	20
2	18
3	14
4	12
5	8
6	6
7	4
8	2
Non-compliant contributor	0

- 8.1** Bidders who qualify as EME's in terms of the B-BBEE Act must submit a certificate issued by an accounting officer as contemplated in the CCA or a verification Agency accredited by SANAS or a registered auditor. Registered auditors do not need to meet the prerequisite for IRBA's approval for the purpose of conducting verification and issuing EMEs with B-BBEE Status Level Certificates.
- 8.2** Bidders other than EMEs must submit their original and valid B-BBEE status level verification certificate or a certified copy thereof, substantiating their B-BBEE rating issued by a registered auditor approved by IRBA or a verification agency accredited by SANAS.
- 8.3** A trust, consortium or joint venture will qualify for points for their B-BBEE status level as a legal entity, provided that the entity submits their B-BBEE status level certificate.
- 8.4** A trust, consortium or joint venture will qualify for points for their B-BBEE status level as an unincorporated entity, provided that the entity submits their consolidated B-BBEE scorecard as if they were a group structure and that such a consolidated B-BBEE scorecard is prepared for every separate bid.
- 8.5** Tertiary institutions and public entities will be required to submit their B-BBEE status level certificates in terms of the specialized scorecard contained in the B-BBEE Codes of Good Practice.

- 8.6** A person will not be awarded points for B-BBEE status level if it is indicated in the bid documents that such a bidder intend sub-contracting more than 30% of the value of the contract to any other enterprise that does not qualify for at least the points that such a bidder qualifies for, unless the intended Sub-contractor is an EME that has the capacity and the ability to execute the sub-contract.
- 8.7** A person awarded a contract may not sub-contract more than 30% of the value of the contract to any other enterprise that does not have equal or higher B-BBEE status level than the person concerned, unless the contract is sub-contracted to an EME that has the capacity and the ability to execute the sub-contract.

9. MANDATORY DOCUMENTS FOR ALL SOUTH AFRICAN PARTNERS

- **CSD report (Bidder must be registered with CSD in order to do business with the SABC)**

10. REQUIRED DOCUMENTS FOR ALL SOUTH AFRICAN PARTNERS

- Original Tax Clearance (verification will be done with SARS)
- Valid TV Licence (Company's and all Directors)
- Original Valid Original BBBEE Certificate (from SANAS accredited Verification Agency) or from the Auditors approved by the Independent Regulatory Body of Auditors(IRBA)

NOTE: Verification agencies and auditors who are accredited by the IRBA (Independent Regulatory Board for Auditors) are no longer the 'Approved Regulatory Bodies' for B-BBEE verification and therefore IRBA Auditors are NOT allowed to issue B-BBEE certificates after 30 September 2016.

Companies who have engaged their IRBA verification agency prior to 30 September will be able to receive their BEE Certificate after 30 September, but only until 31 December 2016.

- For Exempted Micro Entrepreneurs (EME's), as per CODE 000 statement 000 (Framework for measuring BBBEE) sufficient evidence of qualification as an EME is an Auditor's certificate issued by an accounting officer or verification agency. An EME is any enterprise with an Annual Total Revenue of R5million or less.
- Certified ID Copies of all directors/ Shareholders Certificate
- Company registration documents

11. COMMUNICATION

Respondents are warned that a response will be disqualified should any attempt be made by a tenderer either directly or indirectly to canvass any officer(s) or employees of SABC in respect of a tender, between the closing date and the date of the award of the business.

All enquiries relating to this RFQ should be emailed three days before the closing date.

12. CONDITIONS TO BE OBSERVED WHEN TENDERING

- 12.1** The Corporation does not bind itself to accept the lowest or any tender, nor shall it be responsible for or pay any expenses or losses which may be incurred by the Tenderer in the preparation and delivery of his tender. The Corporation reserves the right to accept a separate tender or separate tenders for any one or more of the sections of a specification. The corporation also reserves the right to withdraw the tender at any stage.
- 12.2** No tender shall be deemed to have been accepted unless and until a formal contract / letter of intent is prepared and executed.
- 12.3** The Corporation reserves the right to:

Not evaluate and award submissions that do not comply strictly with his RFQ document.

Make a selection solely on the information received in the submissions and

- 12.3.1 Enter into negotiations with any one or more of preferred bidder(s) based on the criteria specified in the evaluation of this tender.
- 12.3.2 Contact any bidder during the evaluation process, in order to clarify any information, without informing any other bidders. During the evaluation process, no change in the content of the RFQ shall be sought, offered or permitted.
- 12.3.3 Award a contract to one or more bidder(s).
- 12.3.4 Accept any tender in part or full at its own discretion.
- 12.3.5 Cancel this RFQ or any part thereof at any time.
- 12.3.6 Should a bidder(s) be selected for further negotiations, they will be chosen on the basis of the greatest benefit to the Corporation and not necessarily on the basis of the lowest costs, aligned to the BBBEE & Preference Point system.

13. Cost of Bidding

The Tenderer shall bear all costs and expenses associated with preparation and submission of its tender or RFQ, and the Corporation shall under no circumstances be responsible or liable for any such costs, regardless of, without limitation, the conduct or outcome of the bidding, evaluation, and selection process.

END OF RFQ DOCUMENT

Annexed to this document for completion and return with the document:

- Annexure A - Declaration of Interest
- Annexure B - Consortiums, Joint Ventures and Sub-Contracting Regulations
- Annexure C - Previous completed projects/Current Projects

ANNEXURE A**DECLARATION OF INTEREST**

1. Any legal or natural person, excluding any permanent employee of SABC, may make an offer or offers in terms of this tender invitation. In view of possible allegations of favouritism, should the resulting tender, or part thereof be awarded to-
 - (a) any person employed by the SABC in the capacity of Tenderer, consultant or service provider; or
 - (b) any person who acts on behalf of SABC; or
 - (c) any person having kinship, including a blood relationship, with a person employed by, or who acts on behalf of SABC; or
 - (d) any legal person which is in any way connected to any person contemplated in paragraph (a), (b) or (c),

it is required that:

The Tenderer or his/her authorised representative shall declare his/her position *vis-à-vis* SABC and/or take an oath declaring his/her interest, where it is known that any such relationship exists between the Tenderer and a person employed by SABC in any capacity.

Does such a relationship exist? [YES/NO]

If YES, state particulars of all such relationships (if necessary, please add additional pages containing the required information):

	[1]	[2]
NAME	:
POSITION	:
OFFICE WHERE EMPLOYED	:
TELEPHONE NUMBER	:
RELATIONSHIP	:

2. Failure on the part of a Tenderer to fill in and/or sign this certificate may be interpreted to mean that an association as stipulated in paragraph 1, *supra*, exists.
3. In the event of a contract being awarded to a Tenderer with an association as stipulated in paragraph 1, *supra*, and it subsequently becomes known that false information was provided in response to the above question, SABC may, in addition to any other remedy it may have:
 - recover from the Tenderer all costs, losses or damages incurred or sustained by SABC as a result of the award of the contract; and/or
 - cancel the contract and claim any damages, which SABC may suffer by having to make less favourable arrangements after such cancellation.

SIGNATURE OF DECLARANT

TENDER NUMBER

DATE

POSITION OF DECLARANT

NAME OF COMPANY OR TENDERER

ANNEXURE B**CONSORTIUMS, JOINT VENTURES AND SUB-CONTRACTING REGULATIONS****1. CONSORTIUMS AND JOINT VENTURES**

- 1.1 A trust, consortium or joint venture will qualify for points for their B-BBEE status level as a legal entity, provided that the entity submits their B-BBEE status level certificate.
- 1.2 A trust, consortium or joint venture will qualify for points for their B-BBEE status level as an unincorporated entity, provided that the entity submits their consolidated B-BBEE scorecard as if they were a group structure and that such a consolidated B-BBEE scorecard is prepared for every separate tender.

2 SUB-CONTRACTING

- 2.1 A person awarded a contract may only enter into a subcontracting arrangement with the approval of the organ of state.
- 2.2 A person awarded a contract in relation to a designated sector, may not subcontract in such a manner that the local production and content of the overall value of the contract is reduced to below the stipulated minimum threshold.
- 2.3 A person awarded a contract may not subcontract more than 30% of the value of the contract to any other enterprise that does not have an equal or higher B-BBEE status level of contributor than the person concerned, unless the contract is subcontracted to an EME that has the capability and ability to execute the subcontract.

3 DECLARATION OF SUB-CONTRACTING

- 3.1 Will any portion of the contract be sub-contracted? YES / NO
- 3.2 If yes, indicate:
- 3.2.1 The percentage of the contract will be sub-contracted%
- 3.2.2 The name of the sub-contractor
- 3.2.3 The B-BBEE status level of the sub-contractor.....
- 3.2.4 whether the sub-contractor is an EME YES / NO

SIGNATURE OF DECLARANT_____
TENDER NUMBER_____
DATE_____
POSITION OF DECLARANT_____
NAME OF COMPANY OR TENDERER

ANNEXURE “C”

Previous completed projects (preferably provide a detailed company profile, detailed the below mentioned information)

Project Descriptions	Client	Contact no	Contact person	Email address	Period of projects	Value of projects	Project Commence date	Completed date

Current projects (preferably provide a detailed company profile, detailed the below mentioned information)

Project Descriptions	Client	Contact no	Contact person	Email address	Period of projects	Value of projects	Project Commence date	Completion date