

**RFP 35/2025: APPOINTMENT OF A SERVICE PROVIDER TO CONDUCT AND PROVIDE
COMPENSATION AND BENEFIT SURVEYS**

Questions & Answers

Closing Date: 2 December 2025 at 11:00

#	Question	Answer
1.	What is the current headcount for SARS?	SARS's current headcount is approximately 13 000 to 14 000.
2.	For the salary and wage survey past 12months and next 12 months- Does SARS require 2025 data and forecast to 2026?	Yes, bidders must refer to 2.1 (b) of the BRS. The wage survey should cover the past and anticipated next 12 months, and data should be provided for the national market with the ability to segment by industry.
3.	Will all bidders who submitted their tender documents will be invited to deliver a presentation	All bidders that meet the pre-qualification requirements will be invited for presentation in line with 7.3 of the main RFP document.
4.	Are Bidders allowed to include the spreadsheet for pricing on the same USB of the technical documents?	Yes. Technical response should be included in folder 1 and pricing information in folder 2. Refer to 6.5.2 of the main RFP document.
5.	If you are a new company that goes into a JV with a new company. Will the financial analysis of the new company affect us negatively in the bidding.	SARS is unable to provide a definitive response to the question, as it largely depends on the financial standing of the entities involved and the specific structure of the joint venture, particularly regarding the allocation of risks and benefits.
6.	Are the three (3) years of audited financial statements only apply for JVs.	No, the three (3) years of audited financial statements are required from all bidders (entities). Refer to 7.2 of the main RFP document.
7.	Bidders are required to provide a quote for a 5-year period, kindly confirm the intended start year? Will this be from 2025 or 2026	The estimated start year for the contract is in 2026.

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8	Documents that need to be initialled and signed, please confirm if this will also include ANNEXURE: A and MAIN RFP DOCUMENT	No, there is no requirement to initial the Main RFP document and Annexure A. SARS does however require bidders to complete Annexure D where it is required that "Bidder to reference where in the proposal submission requirements are substantiated (page and paragraph).
General and Important		
Bidders must carefully read the RFP document and its annexures.		