







RFP 40/2025: APPOINTMENT OF A SERVICE PROVIDER FOR THE PROVISION OF JOB EVALUATION AND TRAINING OF JOB EVALUATION OVERSIGHT COMMITTEE MEMBERS, AS AND WHEN REQUIRED FOR A PERIOD OF 5 YEARS

Question & Answers

Last updated: 07/01 /2026

#	Question	Answer								
Briefing Session Questions										
1	The invitation to bid requests pricing for a five-year period. However, on the pricing template provided, pricing has only been completed from Year 2 onwards. We understand that the document is not editable. Kindly advise, as Year 1 pricing appears to be missing.	<p>Table 1: Annual Escalation – The proposed unit cost per job evaluation will only be escalated in year 2 of the contract onwards therefore the headings are correct, bidders to take note of the pricing template note number 6 for further clarity</p> <p>Pricing for year 1 to be completed on Table 2 to Table 4.</p>								
2	We have checked both the main RFQ document and your website and no related information is available.	<p>Kindly refer to the tender documents for the attached service level agreement and Annexure B. (Please see below images for ease of reference)</p> <p>Published Tenders</p> <p>RFP 40/2025: Appointment of a Service provider for the provision of Job Evaluation and Training of Job Evaluation Oversight Committee members, as and when required for a period of 5 (five) years</p> <p>Closing Date: 28/01/2026 11:00 (Click here for tender documents)</p> <p>Briefing Session Date: (Non-Compulsory) 2025/12/15 at 11:00</p> <table><tr><td> Annexure B - Service Levels and Pe...</td><td>Adobe Acrobat Document</td><td>163 KB</td><td>No</td></tr><tr><td> SERVICES AGREEMENT FOR JOB EV...</td><td>Adobe Acrobat Document</td><td>520 KB</td><td>No</td></tr></table>	 Annexure B - Service Levels and Pe...	Adobe Acrobat Document	163 KB	No	 SERVICES AGREEMENT FOR JOB EV...	Adobe Acrobat Document	520 KB	No
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3	Annexure C: response to technical requirements, is missing and was not included in the pack that was published.	Kindly note that the reference to Annexure C on page 38 of the main RFP document simply refers to your technical proposal submission documents as required per technical scorecard, e.g. CV, certificates, etc. No additional document referenced as Annexure C is required.								
4	The Job Evaluation requirements outlined in the RFQ document specifies that the service provider is expected to apply the Hay Grading Methodology and that the outcome of the job evaluation process must be a Hay grade. In addition, it is	Yes, the absence of formal Hay accreditation would result in disqualification, SARS requirement is for the service provider to have the Hay Accreditation.								

	<p>stated that SARS requires the service provider to have valid Hay grading accreditation and proof of Job Evaluation certification for the Job Evaluators.</p> <p>We would appreciate confirmation as to whether the absence of formal Hay accreditation would result in disqualification, if service provide is able to correlate and present job evaluation outcomes aligned to recognised Hay grades.</p>	
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