



City of Johannesburg  
Johannesburg Development Agency

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## INVITATION TO BID

### REQUEST FOR FORMAL WRITTEN PRICED QUOTATIONS

**ADVERT DATE:** 14 MARCH 2024

**COMPULSORY BRIEFING MEETING:** 19 MARCH 2024

**TIME:** 10:00AM TO 11:00AM

**VENUE:** THE AUDITORIUM AT NO. 3 HELLEN JOSEPH STREET, THE BUS FACTORY, NEWTOWN.  
JOHANNESBURG, 2000

**CLOSING DATE:** 25 MARCH 2024

**CLOSING TIME:** 12H00

**BID DESCRIPTION:** RFQ-ORGANISATIONAL CLIMATE; CULTURE SURVEY; CHANGE MANAGEMENT FACILITATION AND TRAINING FOR THE JDA FOR 6 MONTHS

**BID NUMBER:** JDA/OC-CS-CMFT/03/2024

BID DOCUMENTS MUST BE DEPOSITED IN THE BID BOX SITUATED AT:

Offices of the Johannesburg Development Agency, 3 Helen Joseph Street, The Bus Factory, Newtown, Johannesburg, 2000

**Bidders should ensure that bids are delivered timeously to the correct address. If the bid is late, it will not be accepted for consideration.**

**NB: NO BIDS WILL BE CONSIDERED FROM PERSONS IN THE SERVICE OF THE STATE** (see definition below)

<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.

**ANY ENQUIRIES REGARDING THE BIDDING PROCEDURE MAY BE DIRECTED TO:**

**Department:** Procurement **Contact Person:** Mr. Siyambonga Gcobo  
**Tel:** 011 688 7811 **Fax:** 011 688 7899 **E-mail:** [sgcobo@jda.org.za](mailto:sgcobo@jda.org.za)

**ANY REQUIRIES REGARDING TECHNICAL INFORMATION MAY BE DIRECTED TO:**

**Department:** Human Resources **Contact Person:** Ms. Kelebogile Lekgetho  
**Tel:** 011 688 7881 **Fax:** 011 688 7899 **E-mail:** [klekgetho@jda.org.za](mailto:klekgetho@jda.org.za)

**PLEASE NOTE: TENDERS MUST BE SUBMITTED ON THE TENDER DOCUMENTATION ISSUED. TENDER DOCUMENTATION MUST NOT BE REPRODUCED OR REARRANGED. ANY ADDITIONAL INFORMATION MUST BE SUBMITTED AS A SEPARATE ATTACHMENT TO THE TENDER DOCUMENT FAILURE TO DO SO WILL RESULT IN YOUR BID BEING DISQUALIFIED**

**OFFER PAGE**

**THE FOLLOWING PARTICULARS MUST BE FURNISHED  
(FAILURE TO DO SO WILL RESULT IN YOUR BID BEING DISQUALIFIED)**

NAME OF BIDDER .....

BID DESCRIPTION .....

.....

BID NUMBER .....

POSTAL ADDRESS .....

STREET ADDRESS .....

CONTACT PERSON .....

TELEPHONE NUMBER      CODE ..... NUMBER .....

CELLPHONE NUMBER .....

FACSIMILE NUMBER      CODE ..... NUMBER .....

E-MAIL ADDRESS .....

COMPANY REGISTRATION NUMBER .....

NATIONAL CENTRAL SUPPLIER DATABASE NUMBER .....

VAT REGISTRATION NUMBER .....

TAX VERIFICATION PIN NUMBER .....

TOTAL BID PRICE      R..... **INCLUDING VALUE ADDED TAX**

TOTAL BID PRICE in words .....

.....

.....

..... **INCLUDING VALUE ADDED TAX**

SIGNATURE OF BIDDER .....

CAPACITY UNDER WHICH THIS BID IS SIGNED .....

DATE .....

**FAILURE TO COMPLETE THE OFFER PAGE IN FULL WILL RESULT TO SUCH A BIDDER BEING DISQUALIFIED.**

## **SUPPLIERS DATABASE REGISTRATION**

National Treasury launched the National Central Supplier Database (NCSD) with effect from 1 September 2015.

This will enable prospective suppliers to register their companies on the following website [www.csd.gov.za](http://www.csd.gov.za)

### **Transitional Period (1 September 2015 to 30 June 2016)**

1. During the transitional period suppliers are requested to register on the website where all their essential information such as Tax Clearance Certificates, VAT, Company Registration Numbers and CIPC business status will be verified.
2. When conducting business with the JDA, you will be requested to provide us with the following:
  - Supplier Number and;
  - Supplier Registration Security Code so we can print your real-time information;
  - Banking details with bank Stamp and;
  - Certified BBBEE Certificate.

Once a supplier has registered on NCSD, it will no longer be a requirement to provide the JDA with an Original Tax Clearance Certificate or any other registration documents.

### **After Transitional Period 1 July 2016**

Effective 1 July 2016, the JDA will only award business to suppliers who are registered on NCSD and suppliers will no longer be required to provide information as stipulated above.

### **For more registration information, please:**

Ms. Kgadi Mphela on 011 688 7813

Mr. Siyambonga Gcobo on 011 688 7811

## To all Stake Holders

### RE: The channels of reporting fraudulent and Corrupt Activities

The City of Johannesburg has a **zero-tolerance approach to Fraud, Theft, Corruption, Maladministration, and Collusion** by suppliers with employees.

To reinforce this commitment, more channels have been added to report any Fraudulent and Corrupt activities.

Instances of corporate fraud and misconduct remain a constant threat to service delivery. The City of Johannesburg took a resolution to adopt strategic interventions aimed at combatting fraud and corruption.

The City took a decision to centralize the reporting of fraudulent and corrupt activities through the establishment of an independent fraud hotline.

All people doing business with the Johannesburg Development Agency are encouraged to report any corrupt or illegal practice.

Employees are encouraged to report fraud, waste or other concerns suggestive of dishonest or illegal activities.

### Anyone can report fraudulent and corrupt activities through one of the following channels:

- Toll free number: 0800-0025-87 (all official languages)
- Email Address: Whistle@joburg.org.za
- Walk in: 48 Ameshhof Street, SAPPI Building, East Wing, 5<sup>th</sup> Floor
- Social Media Pages: Facebook (Group Forensic and investigation services GFIS) and Twitter (@cojgfs)
- Management Request and referrals: Various Departments and Entities



Let's join hands to take up the Fight against Fraud and Corruption in our society.

**WE ENCOURAGE ALL PEOPLE DOING BUSINESS WITH US TO REPORT ANY CORRUPT OR ILLEGAL PRACTICE**

RFQ-ORGANISATIONAL CLIMATE; CULTURE SURVEY; CHANGE MANAGEMENT FACILITATION AND TRAINING FOR THE JDA FOR 6 MONTHS

**Project Implementation is six (6) months.**

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**ADVERT DATE:** 14 MARCH 2024

**COMPULSORY BRIEFING MEETING:** 19 MARCH 2024

**TIME:** 10:00AM TO 11:00AM

**VENUE:** THE AUDITORIUM AT NO. 3 HELLEN JOSEPH STREET, THE BUS FACTORY, NEWTOWN.  
JOHANNESBURG, 2000

**CLOSING DATE:** 25 MARCH 2024

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**BID NUMBER:** JDA/OC-CS-CMFT/03/2024

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**MARCH 2024**

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### ANNEXURES

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## **COPY OF ADVERT**

### **TENDERING PROCEDURES**

#### **Tender Notice and Invitation to Tender**

**BID DESCRIPTION:** RFQ-ORGANISATIONAL CLIMATE; CULTURE SURVEY; CHANGE MANAGEMENT FACILITATION AND TRAINING FOR THE JDA FOR 6 MONTHS

**BID NUMBER:** JDA/OC-CS-CMFT/03/2024

The Johannesburg Development Agency invites credible and experienced companies and or Joint ventures that are eligible to submit tenders provided that they meet the criteria stated in the tender data for conducting an Organisational Climate and Culture Survey and Change Management Facilitation Process for the JDA for a period of six (6) months.

Queries relating to the issue of these documents and procurement may be addressed to Mr. Siyambonga Gcobo at Tel: (011) 688 7811; fax (011) 688 7899; or e-mail: [sgcobo@jda.org.za](mailto:sgcobo@jda.org.za)

Technical queries or queries relating to the project may be addressed to Ms. Kelebogile Lekgetho at (011) 688 7881; fax: (011) 688 7899; or e-mail to: [klekgetho@jda.org.za](mailto:klekgetho@jda.org.za)

Documents may be downloaded from the JDA website: [www.jda.org.za](http://www.jda.org.za) and e-Tender portal: [www.etenders.gov.za](http://www.etenders.gov.za) on **14 March 2024**. Tenders must only be submitted on the tender document that is downloaded from the stipulated websites only. The retyping of the tender document is not permitted.

A Compulsory Clarification Meeting with representatives of the Employer will take place physically at the premises of Johannesburg Development Agency, The Bus Factory, 3 Helen Joseph Street, Newtown **on the 19<sup>th</sup> of March 2024 starting at 10h00am – 11h00am.**

**The closing date and time for receipt of tenders is 12h00 on the 25 March 2024**

Telegraphic, telephonic, telex, facsimile, e-mailed and late tenders will not be accepted.

**Tenders must only be submitted on the tender documentation that is issued. The retyping of the tender document is not permitted.** Requirements for sealing, addressing, delivery, opening and assessment of tenders are stated in the Tender Data.

The physical address for the delivery of tender documents is Johannesburg Development Agency, Ground Floor Reception Area, The Bus Factory, 3 Helen Joseph Street (formerly President Street), Newtown 2000.

Requirements for sealing, addressing, delivery, opening and assessment of tenders are stated in the Tender Data.

The JDA's selection of qualifying tenders will be at the JDA's sole discretion and will be final. The JDA does not bind itself to accept any particular tender and correspondence will be entered into with successful tenderer.

**“WE ENCOURAGE ALL PEOPLE DOING BUSINESS WITH US TO REPORT ANY CORRUPT OR ILLEGAL PRACTICE**

”

## 1. INTRODUCTION

The Johannesburg Development Agency (JDA) hereby requests experienced and reputable companies to submit quotations on conducting an Organisational Climate and Culture Survey and facilitate the Change Management Process located at No 3 Hellen Joseph Street, The Bus Factory, Newtown.

### 1.1 Background

The JDA is currently facing unprecedented service delivery challenges in terms of the performance and low staff morale which is evident from the numerous daily interactions with employees. These challenges are impeding JDA from effectively fulfilling its mandate of delivering efficient and timeous services to its stakeholders.

The AGSA report revolves around the culture issues that impact negatively on staff morale and performance, it is therefore essential for JDA to cultivate a culture of trust, meaningful engagements, lifelong learning for performance excellence.

In order for JDA to establish a culture baseline and improve its current organization's culture there is a need for and we hereby request a service provider to conduct this Organisational Climate and Culture Survey and facilitate the Change Management Process.

## 2. SCOPE OF WORK AND DELIVERABLES

JDA has around 90 employees and the entity seeks to appoint a competent, capable, and experienced organisation to facilitate training on change management, culture survey and also motivate employees within JDA.

Employees will benefit in terms of team development which is a cornerstone for productivity. As a value add the service provider should give advice or its opinion on how the current JDA culture status aligns to the desired state or future strategic goals/objectives and best practice service delivery focused local municipality standards.

The successful service provider will be expected to render the following services:

### 2.1. First session

To conduct a climate and culture survey, subsequently conduct formal training focusing on explaining and illustrating the importance of achieving and maintaining positive relationships, business longevity, continued commitment and collaboration of teamwork.

The facilitator will be expected to successfully build an organizational change management structure and maintain its integrity, culture management is crucial. This training should be directed at outlining the need for such culture change management interventions and the benefits thereof by offering a shared set of norms, values, and beliefs. The foundation for interpersonal understanding and communication within the organization will also be provided for a significant impact on the organization's effectiveness, capacity to handle change, and ability to create an environment that will allow the company to accept and sustain change as well as adding value to tradition, self-discipline, dedication, and teamwork.



Facilitator is expected to:

1. Gather information, identify and document current team dynamics, issues, and behaviours.
2. Highlight the importance of resolving current team dynamics, issues, and behaviours.
3. Encourage group morale for promotion of team building amid adversity.
4. Enhance appreciation of roles, goals, and group-established expectations.
5. Accelerate processes of team roles and improving of a shared vision.
6. Illustrate advantages of cooperation over competition.
7. Share the importance of meeting targets, timeously.
8. To ignite an increase in efficiency and emphasis on sharing knowledge and resources.
9. Inspire communal support, team productivity, inter-departmental communication, and conflict resolution techniques.
10. Prompt inclusive decision making.
11. Identify possibilities in change.
12. Demonstrate ways to improve and uphold the JDA values.
13. Inspire innovation and creativity.

## **2.2. Second session**

The second session of the training will be focusing on the process of employees learning to work together on humorous activities to create a climate that encourages and value the contributions towards organisational culture and change management. Their energies are directed toward problem solving, task efficiency and effectiveness, understanding organizational values and maximizing the use of all members resources to achieve the team purpose.

The activities will ensure the following but not limited:

1. Clarify values and organizational culture code.
2. Reinforce the vision and purpose – Ensure that everyone in the organization is clear on vision, values, culture code and how those elements lead to success.
3. Empower behaviours aligned with values, culture code, vision & mission.
4. Align conversations up and down the organization.
5. Target effort on high impacts areas
6. Emphasize success, plan for wins, celebrate change.
7. Develop a relaxed climate for communication.
8. Develop mutual trust.
9. Develop a safe environment for constructive criticism.
10. Capacity to create innovative ideas.

### **3. COMPULSORY BRIEFING CLARIFICATION MEETING**

JDA site is located in **No 3 Helen Joseph Street, The Bus Factory, Newtown**. The compulsory briefing will be held:

**Date: 19 March 2024**

**Time: 10:00am – 11:00am**

### **4. DURATION**

- Facilitating the Change Management Process and conducting the Culture and Climate Survey, which will be done in collaboration with the Human Capital department, should be undertaken in a period of no longer than six (6) months.

### **5. APPOINTMENT**

The services are required to be started and completed within thirty (30) days duration from the day of appointment.

The services required are outlined in item 2 above. This is followed by item 4.1 below which applicants are required to take note of.

### **6. Notes**

- 6.1 Applicants are to ensure that they have adequate resources to undertake the work under stringent timeframes.
- 6.2 Disputes shall be settled in good faith between parties in an effort to resolve the dispute. If the dispute is not resolved at that meeting, the Parties will attempt to settle it by mediation.
- 6.3 The JDA reserves the right to ask tenderers to replace any member/s of the proposed team if they do not meet the JDA requirements.
- 6.4 Successful tenderers will be required to sign the JDA's Standard Form Agreement and appendices.
- 6.5 The JDA reserves the right to ask tenderers to replace any member/s of the proposed team if they do not meet the JDA requirements.
- 6.6 No tender will be awarded to a bidder whose tax matters are not in order with SARS.
- 6.7 No tender will be awarded to a bidder who is not registered on CSD.
- 6.8 The tender is issued out in line with the Popi Act
- 6.9 The tender will be evaluated in terms of the PPR of 2022.

## 7. PRICING

Table below serves as a guide to pricing required from each bidder as follows.

- 7.1.1 Fees must include standard disbursements such as typing, reproduction, copying, binding of documents, telephonic / electronic and facsimile communications, courier, local travel and accommodation, etc.
- 7.1.2 Tenderers must ensure that the final **TOTAL FEE INCLUSIVE OF VAT** is correctly carried to the “offer” page. The value recorded on the offer page will be regarded as the tendered amount to render services. Failing to price as required will result in the tender being disqualified.
- 7.1.3 Successful tenderers will be remunerated in accordance with JDA’s Standard Form Agreement.

**Failure to complete in full the pricing table and price as required will result in the tender being disqualified for noncompliance.**

Detailed below is information upon which fees must be based on (refer to item 2 above for detailed scope of work).

### 7.2 PRICING TABLE

Table 1.

Basis for pricing – The JDA has around 85 – 90 employees, the gathering of information and identifying the current climate (Phase 1) will be coordinated from all employees or as per your sampling methodology as well as the subsequent facilitation and/or training (Phase 2)		
Phase	Terms of Reference	Price (inclusive of vat)
1. Phase 1	Climate and Culture Survey	R
2. Phase 2	Training and Facilitation	R
<b>Total Price Inclusive of VAT</b>		<b>R</b>
<b><u>TOTAL PRICE MUST BE CORRECTLY CALCULATED AND TRANSFERRED TO THE OFFER PAGE</u></b>		

## 8. ASSESSMENT CRITERIA

Submissions will be evaluated on the criteria to follow:

- Compliance
- Technical Competence
- Price and Specific Goals
- Risk Tolerance/Commercial risk.

## 8.1 Compliance

### Bidders will be disqualified for:

- If any of its directors are listed on the register of defaulters;
- In the case of a bidder who during the last five years has failed to perform satisfactorily on previous contracts with the JDA or any other organ of state after written notice was given to that bidder that performance was unsatisfactory;
- Bidders who did not complete, in full, the tender offer page (i.e. priced, all registration numbers provided and signed);
- Bidders whose tender document has been completed in pencil;
- Bidders whose document has been faxed or e-mailed;
- Bidders whose tender document has been received after the closing time;
- Bidders whose tender document has not been deposited in the tender box at the time of closing;
- Bidders who fail to price as required i.e. as stipulated in item 6 herein;
- Bidders who did not comply with any other requirement as set out in the tender specifications;
- Bidders who failed to attend the compulsory tender briefing session;
- Bidders who have any directors in the employment of the state.
- Bidders who are not registered with the National Central Supplier Database.
- Bidders whose company directors owe the municipality rates and taxes over 90 days.
- Bidders whose company tax matters are not in order with SARS.

The pricing schedule, included as part of this document, must be completed and submitted together with your proposal. In addition to the pricing schedule, the bidder is expected to provide a detailed cost breakdown for the various project activities.

## 8.2 Technical Competence

The technical assessment is based on the criteria set-out below namely:

- (A) Key returnable documents,
- (B) Key Personnel experience and track record of the Project Team,
- (C) Company experience on completed similar projects by the company,
- (D) Contactable reference letters in the client's letter head as proof on what is mentioned on item no above for experience of the company.

Tenderers will have to submit compliant documents and score a minimum number of points in the technical evaluation in order to be considered further in the evaluation process.

The technical assessment is based on the criteria set-out below, failure to attach or submit the said documents will result in your submission being set aside.

The technical assessment is based on the criteria set-out below namely:

- key returnable documents (As stated above)
- key personnel as described above in item 2
- The experience of the company (i.e. Organisational Change Management Services) and
- Contactable references (i.e. Organisational Change Management Services).

**Total points 120, Minimum points required 84 which is 70%.**

Variables	Total Points	Criteria	Description of criteria	Max Points
<b>KEY RETURNABLE DOCUMENTS per item 6.3 to 6.19 herein</b>	<b>0 Points</b>	Valid BBEE status level certificate	Points will only be allocated for key returnable documents submitted as required / stipulated in item 7.3 to 7.19 herein	N/A
		Company registration documents		N/A
		CTS letter from SARS		N/A
		Valid Professional Indemnity Insurance R2m		N/A
		Current municipal rates account / affidavit		N/A
		3 Years audited financial statements		N/A
		Certified copies of identity documents		N/A
		Annexure A - G(in full and signed)		N/A
Variables	Total Points	Criteria	Description of criteria	Points
<b>CAPABILITY OF PROPOSED TEAM per item 6 and Annexure G</b>	<b>20</b>	<b>PROJECT MANAGER</b>		
		<p><b>Minimum five (5) years and more of experience</b> in years or more in Organisational Psychology and Development specifically Organisational Change Management. Evidence of working on similar projects in terms of scale and complexity.</p> <p><b>A bachelor's degree</b> in Bachelor's Degree in Industrial Psychology and/or any related Change Management qualification at NQF Level 7</p>	CV's must show projects, values, roles played and period. Proof of qualification must be provided to obtain the points	20
Variables	Total Points	Criteria	Description of criteria	Points
<b>COMPANY EXPERIENCE per item 6 and Annexure H</b>	<b>100</b>	<b>COMPANY SCHEDULE OF COMPLETED PROJECTS</b>		
		Five and more similar projects completed in the past five years	Points will only be allocated for having rendered the required services on organisational climate and culture survey. Nonrelated projects will not be considered.	50
		Three to four similar projects completed in the past five years		30
		One to two similar projects completed in the past five years		10
		<b>REFERENCES FOR COMPLETED PROJECTS</b>		
		Five and more satisfactory letters on similar projects completed in the past five years	References must be on client letterhead, stamped and signed by the client and must include the name / description of the related /similar project, it must confirm the service rendered, the value of the works, the date completed and a comment of the level of satisfaction with the service. References must be for projects of similar nature under project experience, and relevant to this project only. Appointment letters, Purchase Orders etc. will NOT be considered as references.  If any of the required information is not contained in the reference, then zero points will be awarded	50
		Three to four satisfactory letters on similar projects completed in the past five years		30
		One to two satisfactory letters on similar projects completed in the past five years		10

### 8.3. Price and Specific goals

- Bids will then be evaluated in accordance with the prescripts of the Preferential Procurement Policy Framework Act (PPPFA) and the associated Preferential Procurement Regulations of 2022, which stipulate an 80/20 preference point system is applicable and will be calculated with a rand value up to R50 million (all applicable taxes included).
- A valid SANAS B-BBEE Status Level Verification certificate or a B-BBEE certificate issued by the Companies and Intellectual Property Commission, with the exception of EME's and QSE's who are required to submit sworn affidavit in terms of Code of Good Practice. The sworn affidavit must be signed by the EME representative and attested by a Commissioner of oath.
- As bids are only invited for requirements with a rand value up to R50 000 000.00, the 80/20 system shall be applicable and will be calculated as follows:

ITEM	COMPONENT	POINTS
1.	<b>Price:</b>	80
2.	<b>Preferential points:</b> Specific goals	20
<b>TOTAL:</b>		<b>100</b>

Preference points shall be based on the Specific Goal as per below:

The specific goals allocated points in terms of this tender	Number of points allocated (80/20 system) (To be completed by the organ of state)	Number of points claimed (80/20 system) (To be completed by the tenderer)	Means of Verification / Evidence
Business owned by 51% or more - Black People	5		<ul style="list-style-type: none"> <li>· B-BBEE certificate or QSE/EME Affidavit;</li> <li>· Company Registration Certification</li> <li>· Certified Identification Documentation.</li> <li>· CSD report</li> </ul>

Business owned by 51% or more — Women	5		<ul style="list-style-type: none"> <li>· Company Registration Certification</li> <li>· Certified Identification Documentation</li> <li>· CSD report</li> </ul>
SMME (EME or QSE)	5		<ul style="list-style-type: none"> <li>• BBBEE Certificate / Affidavit</li> <li>• CSD registration</li> </ul>
Locality within City of Johannesburg	5		Municipal Account or Proof of Residence sign by local councillor
<b>Total Points</b>	<b>20</b>		<b>Failure to attach evidence will lead to scoring zero points</b>

#### 7.4 Risk Tolerance / Commercial Risk

The JDA has adopted a Risk Tolerance Framework (RTF) which directs the JDA to consider its risk exposure to contractors/Service Providers in terms of the number of contracts awarded to a single Contractor/service provider or the total value of contracts awarded to a single Contractor/service provider in a particular year.

In terms of the Risk Tolerance Framework, the JDA determine the risk exposure as excessive in instances where the value of the contracts for individual **Professional Service providers e.g. Project manager, Engineers, Quantity Surveyor and Consultants**) is either:

1. The greater of **R8 million** or four contracts/ projects in the current financial year or
2. The greater of **R12 million** or six contracts/projects over two financial years (current year and previous financial year).

And

For **multi-disciplinary professional teams** in instances where the value of the contracts awarded is (e.g. more than one discipline being provided by the same bidder) is either:

1. The greater of **R12 million** or six contracts/ projects in the current financial year or
2. The greater of **R20 million** or nine contracts/projects over two financial years (current year and previous financial year)

A risk analysis shall be undertaken on the bidder with the highest number of points obtained, to determine whether the tenderer does not exceed the JDA's risk framework criteria as stated above, in other words whether it falls within the ambit of the Risk Tolerance Framework as acceptable. JDA reserves the right to award a contract to a bidder who has exceeded the threshold as stated above.

**Over and above the number of projects and values, bidders will be further evaluated on commercial risks which will include but not limited to the following: poor performance on previous projects, available resources for the project, unduly high or unduly low tendered rates, significant arithmetical errors and omissions in the tender offer.**

**The above may impact the outcome of the evaluation**

- JDA reserves the right to award a contract to a bidder who has exceeded the threshold as stated above.

- Shortlisted bidders may be requested to attend interviews should there be a need for clarity
- Bidders are to note that JDA does not bind itself to accept the lowest priced bid

## **9. CLOSING DATE, TIME AND VENUE FOR SUBMISSIONS**

The words “**RFQ – ORGANISATIONAL CLIMATE AND CULTURE SURVEY AND CHANGE MANAGEMENT FACILITATION**” must be written / typed clearly on the envelope.

The envelope must be deposited in the tender box at the **Johannesburg Development Agency, Ground Floor, The Bus Factory, 3 Helen Joseph Street (formerly known as President) and Newtown** only between the hours of 08H00 and 17H00.

**The RFQ closes at 12h00 on the 25 March 2024.**

**NO LATE / E-MAILED/ TELEPHONIC / FAXED / POSTAL TENDERS WILL BE ACCEPTED OR CONSIDERED.**

The Johannesburg Development Agency’s selection of qualifying tenders shall be in the Johannesburg Development Agency’s sole discretion and shall be final. The Johannesburg Development Agency does not bind itself to accept any particular tender and no correspondence will be entered into.

Queries can be addressed in writing to:

Procurement:

Siyambonga Gcobo

E-mail: [sgcobo@jda.org.za](mailto:sgcobo@jda.org.za)

Technical:

Kelebogile Lekgetho

E-mail: [klekgetho@jda.org.za](mailto:klekgetho@jda.org.za)



**ANNEXURE A: BUSINESS DECLARATION**

**Tender/RFQ Number:** .....

**Tender/RFQ Description:** .....

**Name of Company:** .....

**Contact Person:** .....

**Postal Address:** .....  
.....

**Physical Address:** .....  
.....

**Telephone Number:** .....

**Fax Number:** .....

**Cell Number:** .....

**E-mail Address:** .....

**Company/enterprise Income**

**Tax Reference Number** : .....

(Insert personal income tax number if a one person business and personal income tax numbers of all partners if a partnership)

**VAT Registration Number:** .....

**Company Registration Number:** .....

**1. Type of firm**

- Partnership
- One person business/sole trader
- Close corporation
- Public company
- Private company

(Tick one box)

**2. Principal business activities**

.....  
.....  
.....

**3. Total number of years company has been in business: .....**

**4. Detail all trade associations/professional bodies in which you have membership**

.....  
.....  
.....

**5. Did the firm exist under a previous name?**

- Yes
- No

(Tick one box)

**If yes, what was its previous name? .....**

**6. How many permanent staff members are employed by the firm:**

**Full Time** : .....

**Part Time** : .....

**7. In the case of a firm which renders services for different disciplines, how many permanent staff members are employed by the firm in the discipline for which you are tendering:**

**Full Time** : .....

**Part Time** : .....

**8. What is the enterprise's annual turnover for the last two years and what is the estimated turnover of current commitments.**

**R** ..... **Year** .....

**R** ..... **Year** .....

**R** ..... **Year** .....

9. List all contracts which your company is engaged in and have not yet completed:

CONTRACT DESCRIPTION	LOCATION	COMPANY/ EMPLOYER	PROJECT VALUE	ESTIMATED FEES	EXPECTED COMPLETION ( MONTH & YEAR)

10. Banking details

I/We hereby request and authorise you to pay any amounts which may accrue to me/us to the credit of my/our account with the mentioned bank.

I/We understand that the credit transfers hereby authorised will be processed by computer through a system known as the “ACB Electronic Fund Transfer Service” and

I/We also understand that no additional advice of payment will be provided by my/our bank, but details of each payment will be printed on my/our bank statement or any accompanying voucher.

This authority may be cancelled by me/us giving **30 days’** notice in writing.

**BANK** : .....

**BRANCH** : .....

**BRANCH CODE** : .....

**ACCOUNT NUMBER** : .....

**ACCOUNT HOLDER** : .....

**TYPE OF ACCOUNT** : .....

**CONTACT PERSON** : .....

**CONTACT NUMBER** : .....

**PLEASE INCLUDE ORIGINAL SIGNED AND STAMPED LETTER FROM THE BANK CONFIRMING THE COMPANY'S BANKING DETAILS, PHOTOSTAT COPIES AND LETTERS BEARING ELECTRONIC SIGNATURES WILL NOT BE ACCEPTABLE.**

**The undersigned, who warrants that he/she is duly authorised to do so on behalf of the company, affirms that the information furnished in response to this request for proposal is true and correct:**

**SIGNATURE** : .....

**NAME IN FULL** : .....

**CAPACITY** : .....

**DULY AUTHORIZED TO SIGN ON BEHALF OF:** .....

**DATE** : .....

**COMPANY STAMP**

**ANNEXURE B: DECLARATION OF INTEREST**

- 1. No bid will be accepted from persons in the service of the state\*.
  
- 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 favouritism, 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: .....
  
- 3.2 Identity Number: .....
  
- 3.3 Position occupied in the company (director, trustees, shareholder\*\*) .....
- 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**

If yes, furnish particulars

.....  
.....

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

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**

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**

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**

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**

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 businesses whether or not they are bidding for this contract? **YES / NO**

If yes, furnish particulars

.....  
.....

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

FULL NAME	IDENTITY NUMBER	STATE EMPLOYEE NUMBER

**CERTIFICATION**

**I, THE UNDERSIGNED (FULL NAME)**  
.....

**CERTIFY THAT THE INFORMATION FURNISHED ON THIS DECLARATION FORM IS 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 Position

.....  
.....  
Name of Bidder Date

\* 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.

\*\* "Stakeholder" 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.

## **ANNEXURE C: 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.

<b>Item</b>	<b>Question</b>	<b>Yes</b>	<b>No</b>
4.1	Is the bidder or any of its directors listed on the National Treasury's database as a company or person prohibited from doing business with the public sector? <b>(Companies or persons who are listed on this database were informed in writing of this restriction by the National Treasury after the <i>audi alteram partem</i> rule was applied).</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.1.1	If so, furnish particulars:		
4.2	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)? <b>(To access this Register enter the National Treasury's website, <a href="http://www.treasury.gov.za">www.treasury.gov.za</a>, click on the icon "Register for Tender Defaulters" or submit your written request for a hard copy of the Register to facsimile number (012) 3265445).</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4.2.1	If so, furnish particulars:		
<b>Item</b>	<b>Question</b>	<b>Yes</b>	<b>No</b>
4.3	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	Yes <input type="checkbox"/>	No <input type="checkbox"/>



	the past five years?		
4.3.1	If so, furnish particulars:		

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"/>
4.5.1	If so, furnish particulars:		

**CERTIFICATION**

**I, THE UNDERSIGNED (FULL NAME)**

.....

**CERTIFY THAT THE INFORMATION FURNISHED ON THIS DECLARATION FORM IS 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

Position

Name of Bidder

Date

**ANNEXURE D: PARTICULARS OF CONTRACTS AWARDED BY AN ORGAN OF STATE\*\*\* DURING THE LAST 5 YEARS**

(In the event of insufficient space, kindly attach documentation)

EMPLOYER	NATURE OF WORK	VALUE OF WORK	YEAR COMPLETED

\*\*\* Organ of State means-

- ◆ a) a national or provincial department;
- ◆ b) a municipality;
- ◆ c) a constitutional institution defined in the Public Finance Management Act, 1999 (Act No. 1 of 1999);
- ◆ d) Parliament;
- ◆ e) a provincial legislature;
- ◆ f) any other institution or category of institutions included in the definition of “organ of state” in section 239 of the Constitution and recognised by the [Minister](#) by notice in the *Government Gazette* as an institution or category of institutions to which [this Act](#) applies

.....  
Signature  
*(of person authorised to sign on behalf of the organisation)*

.....  
Position

.....  
Name of Bidder

.....  
Date



City of Johannesburg  
Johannesburg Development Agency

No 3 Helen Joseph Street  
The Bus Factory  
Newtown  
Johannesburg, 2000

PO Box 61877  
Marshalltown  
2107

Tel +27(0) 11 688 7851 (O)  
Fax +27(0) 11 688 7899/63  
E-mail: info@jda.org.za

[www.jda.org.za](http://www.jda.org.za)  
[www.joburg.org.za](http://www.joburg.org.za)

## **ANNEXURE E: CERTIFICATE OF INDEPENDENT BID DETERMINATION**

I, the undersigned, in submitting the accompanying bid:

**“RFQ-ORGANISATIONAL CLIMATE; CULTURE SURVEY; CHANGE MANAGEMENT FACILITATION AND TRAINING FOR THE JDA FOR 6 MONTHS”**

in response to the invitation for the bid made by:

*Johannesburg Development Agency*

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 will not be construed as collusive bidding.

7. In particular, without limiting the generality of paragraph 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
-----------	----------

  

Name of Bidder	Date
----------------	------

**ANNEXURE F: DECLARATION ON STATE OF MUNICIPAL ACCOUNTS**

A Any bid will be rejected if:  
Any municipal rates and taxes or municipal service charges owed by the bidder or any of the directors to the municipality or a municipal entity, or to any other municipality or municipal entity, are in arrears for more than three months.

B Bid Information

- i. Name of bidder: .....
- ii. Registration Number: .....
- iii. Municipality where business is situated .....
- iv. Municipal account number for rates: .....
- v. Municipal account number for water and electricity: .....
- vi. Names of all directors, their ID numbers and municipal account number.
  - 1. ....
  - 2. ....
  - 3. ....
  - 4. ....
  - 5. ....
  - 6. ....
  - 7. ....

C Documents to be attached.

- i. A copy of municipal account mentioned in B (iv) & (v) (Not older than 3 months)
- ii. A copy of municipal accounts of all directors mentioned in B(vi) (Not older than 3 months)
- iii. Proof of directors

I/We declare that the abovementioned information is true and correct and that the following documents are attached to this form:

.....  
.....

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

**ANNEXURE G: ORGANOGRAM**

The tenderer shall list below the key personnel proposed for this project in the discipline and designation being tendered for.

DESIGNATION	NAME AND NATIONALITY	SUMMARY OF QUALIFICATIONS & EXPERIENCE

**NOTE: Detailed Curriculum Vitae (CV's) of the above proposed candidates must be provided. Said CV's MUST indicate the name and description of the project, role played in the project, project value, and the start and end dates of the project. In addition proof of relevant qualifications and of memberships to relevant professional associations must also be provided for the above proposed candidates.**