

BID PUBLICATION

RFB082/05 PROVISION OF CALL CENTRE TEMPORARY AND PERMANENT PLACEMENT SERVICES

Closing date & Time:	2006-08-21 @ 11H 00
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SCOPE:

- Telkom wishes to invite Black Owned and Managed companies to bid for the above mentioned RFB 082/05.
- Please note that Telkom has set clear Critical Criteria regarding Black and Female ownership, twenty-four months experience, full compliance to Telkom's Standard Terms and Conditions, in position of a valid Labour Broker Exemption certificate and adherence to Agency transfer fee/s, which Bidders should adhere to.

1.0 CRITICAL CRITERIA

FAILURE BY ANY BIDDER TO COMPLY WITH ANY OF THE FOLLOWING CRITICAL CRITERIA SHALL LEAD TO THE IMMEDIATE DISQUALIFICATION OF THE BID.

1.1 Set aside tender for Black Suppliers with preferably a minimum of 30% black female equity ownership.

Set aside is a special condition that gives preference in the procuring of goods and services to Black suppliers. A Black supplier shall be a natural person or legal entity that is bonafide materially owned and controlled by South African Blacks, who are commercially active on an ongoing basis to add commercial value and is certified as such by Telkom.

The Black supplier shall be the company that is 51% and above owned and managed by Blacks. Black Management control shall mean Black Executive directors, managers, members including partners who possess authority to

change and influence material decisions in the business. These managers shall be actively involved in the daily operations of the business.

The Service Provider/s shall preferably have a minimum of thirty percent (30%) Black female equity ownership.

1.2 Twenty-four (24) months experience

The Bidder/s must be in existence in the field of placement agency services for at least twenty-four (24) months.

1.3 Full compliance to Telkom's Standard Terms and Conditions.

The Bidder/s must fully comply with the Telkom Standard Terms and Conditions applicable to the provision of temporary and/or permanent placement services. The bid/s will be evaluated in respect of compliance to each condition in Section 2, 2.4 and Telkom's Standard Terms and Conditions for Services in Section 2, 2.5. A Compliance certificate has been provided as Section 5, Annexure B and must be completed by the Bidder/s for evaluation.

1.4 Bidder/s must have a valid Labour Broker Exemption Certificate (IRP30)

In addition to paragraphs 2.1.1, 2.1.2 and 2.1.3, this criterion shall apply as an additional criterion for Bidder/s who wish to render temporary placement services.

The Bidder/s must submit proof that they are in possession of a current valid Labour Broker Exemption Certificate (IRP30), issued by the South African Revenue Services (SARS), in terms of paragraph 5 of the 4th Schedule to the Income Tax Act, Act 58 of 1962.

1.5 Agency transfer fee/s

Should an existing Temporary Agency contract be terminated for any reason, the outgoing agency is expected to handover his Telkom employed temporary staff to another Temporary Agency, contracted to Telkom, at the following rate:

Ten percent (10%) of 6 months salary, based on the last six (6) months paid salary or ten percent (10%) of the monthly salary paid for the period of service, in a case where the temporary agent/s have been employed for a period less than six (6) months.
