

TRANSNET FREIGHT RAIL, a division of

TRANSNET SOC LTD

Registration Number 1990/000900/30 [hereinafter referred to as **Transnet**]

REQUEST FOR QUOTATION [RFQ] No: ERAC-FDT-BZ07-22928

FOR THE REFILLING OF SAND FOR 10E DEPOT AND DIESEL DEPOT AT ERMELO FOR A PERIOD OF 6 (SIX) MONTHS

FOR DELIVERY TO: ERMELO DEPOT

ISSUE DATE: 15 November 2016

CLOSING DATE: 24 November 2016

CLOSING TIME: 10:00

Section 1 NOTICE TO BIDDERS

1. Invitation to bid

- au
Refilling of sand for 10E Depot and Diesel at Ermelo for a period of 6 (six) months
A Bid fee of R250 [inclusive of VAT] per set is applicable, if the RFQ is to be collected from the Transnet Freight Rail Tender Office. Payment is to be made as follows: Account Name : Transnet Freight Rail Account : Standard Bank Account number : 203158598 Branch code : 004805 NOTE - This amount is not refundable. A receipt for such payment made must be presented when collecting the RFP documents and submitted thereafter with your Proposal.
This bid may be downloaded free of charge directly from the Transnet Freight Rail tender website at; http://www.transnetfreightrail-tfr.net/Supplier/Pages/Tenders.aspx Or National Treasury's e-Tender Publication Portal at www.etenders.gov.za Alternatively, this RFQ may be purchased at R250 [inclusive of VAT] per set for those Bidders that require a copy from Transnet rather than downloading from the website. If a copy of the tender document is required, prior arrangements must be made one (1) day in advance and the tender document may be collected between 07:30 and 15:00 from 15 November 2016 until 23 November 2016. This RFQ may be collected from the following address: Transnet Freight Rail Tender Advice Centre, Ground Floor, Nzasm Building, Room G18, Corner of Paul Kruger and Minaar Street Pretoria, 0001
10:00 on Thursday 24 November 2016 This tender shall close punctually at the following address: Transnet Freight Rail Nzasm Building, Tender Advice Centre, Ground Floor (FOYER) Corner of Paul Kruger and Minnaar Street Pretoria 0001 As a general rule, if a bid is late or delivered to the incorrect address, it will not be accepted for consideration.
End of validity period: Date 28 February 2017 Bidders are to note that they may be requested to extend the validity period of their bid, on the same terms and conditions, if the internal evaluation process has not been finalised within the validity period.

SPECIAL CONDITIONS

Bidders are to note that this bid may also be downloaded directly from the Transnet Freight Rail tender website **or** from National Treasury's e-Tender Publication Portal at www.etenders.gov.za free of charge. If Bidders intend to download the bid off the Portal, they are required to indicate their intention to respond to this bid by **23**rd **of November 2016** by sending an email with their contact details to the following address: gloria.nhlapho@transnet.net. This is to ensure that any required communication (e.g. addenda to the bid) in relation to this bid reaches those intending to respond.

Transnet will not be held liable if Bidders do not respond by this date and do not receive the latest information regarding this Bid as a result thereof.

2. Responses to RFQ

Responses to this RFQ [**Quotations**] must not include documents or reference relating to any other quotation or proposal. Any additional conditions must be embodied in an accompanying letter.

3. Broad-Based Black Economic Empowerment [B-BBEE]

Transnet fully endorses and supports the Government's Broad-Based Black Economic Empowerment Programme and it would therefore prefer to do business with local business enterprises who share these same values. As explained in more detail in the attached B-BBEE Claim Form Transnet will award preference points to companies who provide proof of their B-BBEE status using either the latest version of the generic Codes of Good Practice or Sector Specific Codes (if applicable).

The value of this bid is estimated to be below R1 000 000 (all applicable taxes included); and therefore the **80/20** system shall be applicable.

Respondents are required to complete Section 6 and submit it together with valid proof of their B-BBEE Status as stipulated in the Claim Form in order to obtain preference points for their B-BBEE status.

Respondents are required at all times to comply with the latest B-BBEE legislation and/or instruction notes as issued from time to time by the DTI

Note: Failure to submit valid and original (or certified copy of) proof of the Respondent's compliance with the B-BBEE requirements stipulated in Section 6 of this RFQ (the B-BBEE Preference Points Claim Form) at the Closing Date of this RFQ will result in a score of zero being allocated for B-BBEE.

4. Communication

Respondents are warned that a response will be liable for disqualification should any attempt be made by a Respondent either directly or indirectly to canvass any officer(s) or employee of Transnet in respect of this RFQ between the closing date and the date of the award of the business.

A Respondent may, however, before the closing date and time, direct any written enquiries relating to the RFQ to the following Transnet employee:

Name: Bonga Zuma Email: <u>bonga.zuma@transnet</u>.net

Telephone: 013 658 2471

Respondents may also, at any time after the closing date of the RFQ, communicate the following individuals on any matter relating to its RFQ response:

Name	Email address	Telephone
Gloria Nhlapho	gloria.nhlapho@transnet.net	012 315 4124
Dudu Mkhwebane	dudu.mkhwebane@transnet.net	012 315 4121

5. Legal Compliance

The successful Respondent shall be in full and complete compliance with any and all applicable national and local laws and regulations.

6. Changes to Quotations

Changes by the Respondent to its submission will not be considered after the closing date and time.

7. Pricing

All prices must be quoted in South African Rand on a fixed price basis, excluding VAT.

8. Prices Subject to Confirmation

Prices quoted which are subject to confirmation will not be considered.

9. Binding Offer

Any Quotation furnished pursuant to this Request shall be deemed to be an offer. Any exceptions to this statement must be clearly and specifically indicated.

10. Disclaimers

Transnet is not committed to any course of action as a result of its issuance of this RFQ and/or its receipt of a Quotation in response to it. Please note that Transnet reserves the right to:

- modify the RFQ's goods / service(s) and request Respondents to re-bid on any changes;
- reject any Quotation which does not conform to instructions and specifications which are detailed herein;
- disqualify Quotations submitted after the stated submission deadline;
- not necessarily accept the lowest priced Quotation or an alternative bid;
- reject all Quotations, if it so decides;
- place an order in connection with this Quotation at any time after the RFQ's closing date;
- award only a portion of the proposed goods / service/s which are reflected in the scope of this RFQ;
- split the award of the order/s between more than one Supplier/Respondent should it at Transnet's discretion be more advantageous in terms of, amongst others, cost or developmental considerations ; or
- make no award at all;

- validate any information submitted by Respondents in response to this bid. This would include, but
 is not limited to, requesting the Respondents to provide supporting evidence. By submitting a bid,
 Respondents hereby irrevocably grant the necessary consent to Transnet to do so;
- Request audited financial statements or other documentation for the purposes of a due diligence exercise; and/or
- not accept any changes or purported changes by the Respondent to the bid rates after the closing date and/or after the award of the business, unless the contract specifically provides for it.

Should a contract be awarded on the strength of information furnished by the Respondent, which after conclusion of the contract, is proved to have been incorrect, Transnet reserves the right to cancel the contract and/or place the Respondent on Transnet's list of Restricted Suppliers.

Transnet reserves the right to undertake post-tender negotiations [PTN] with selected Respondents or any number of short-listed Respondents, such PTN to include, at Transnet's option, any evaluation criteria listed in this RFQ document. In the event of any Respondent being notified of such shortlisted/preferred bidder status, his bid, as well as any subsequent negotiated best and final offers (BAFO), will automatically be deemed to remain valid during the negotiation period and until the ultimate award of business.

Should the preferred bidder fail to sign or commence with the contract within a reasonable period after being requested to do so, Transnet reserves the right to award the business to the next highest ranked bidder, provided that he/she is still prepared to provide the required goods at the quoted price.

Under such circumstances, the validity of the bids of the next ranked bidder(s) will be deemed to remain valid, irrespective of whether the next ranked bidder(s) were issued with a Letter of Regret. Bidders may therefore be requested to advise whether they would still be prepared to provide the required goods at their quoted price, even after they have been issued with a Letter of Regret.

Transnet reserves the right to lower the threshold for Technical from **70%** to **60%** if no Bidders pass the predetermined minimum threshold.

11. Scope of Work

Specification for loading & offloading of Blast rite or equivalent sand for the locomdotive and cleaning of platforms

11.1 Introduction:

- (a) The refilling of Blass rite or equivalent sand to the locomotives is TFR's responsibility.
- (b) TFR has on contract basis hired a respondent to do the refilling of Blass rite or equivalent sand to the locomotives in accordance to the set targets of TFR.
- (c) The refilling of Blass rite or equivalent sand is done at the Diesel locomotive staging siding 10E depot and Diesel locomotive staging siding where there are sand drying facilities.
- (d) The filling of Blass rite or equivalent sand in the locomotives is done in all the 2 locomotive staging sidings.

11.2 Safety Instructions:

- (a) Safety induction to the respondent's employees will be conducted before commencing with the rendering of service.
- (b) Safety induction will be conducted by TFR employee for one day to the respondent's employees. NB: (OHT)
- (c) A copy of the working procedure for the different locomotive staging sidings will be given and explained to the respondent's employees during induction.
- (d) All the detailed activities performed and explained during the induction must be signed for by the respondent's employees and the copies must be kept for record purposes by TFR and the ser.
- (e) Before the respondent can be allowed to work in TFR premises, the required PPE must be worn.
- (f) It is the respondent's responsibility to supply his / her employees with PPE as required by TFR.
- (g) The required PPE from the respondent's employees on TFR premises is as follows:
 - (i) Reflective vest
 - (ii) Safety boots / shoes
 - (iii) Safety gloves
 - (iv) Respirator dust mask
 - (v) Goggles / glasses to protect the eyes

<u>NB:</u> should the above mentioned PPE not be worn, that particular employee will not be allowed to work. This will be regarded as a bridge of contract by the supplier and may result in the termination of contract as TFR does not compromise on SAFETY.

- (h) The respondent should ensure that its employees work safely as required by TFR.
- (i) Failing to comply with safe working, the respondent will carry the cost that resulted from unsafe working of his / her employees.
- (j) All incidents that involve the supplier will be investigated by TFR and the respondent will be advised of the findings and recommendations.
- (k) The respondent will be expected to implement the recommended actions within the time frame given by TFR.
- (I) TFR may require the respondent's employees to be witnesses during incidents investigation.
- (m) The respondent may be requested to form part of the investigation committee to investigate incidents that involves his / her employees and this request may not be unreasonably withheld.

11.3 Required service for the 2 Locomotive depots in Ermelo

- (a) Throughout the year a 24 / 7 service is required by TFR in filling locomotives with Blass rite sand or equivalent within the 2 locomotive staging sidings i.e.
 - (i) 10E locomotive staging siding
 - (ii) Diesel locomotive staging siding

- (b) Blass rite sand will be provided by TFR.
- (c) The tools of trade, i.e. shovels, respirators, etc. will be provided by the respondent to his employees.
- (d) Four employees from the respondent per shift are required per locomotive staging siding to fill locomotives with sand, and a three shift working procedure is required to manage fatique.
- (e) three shifts working is recommended to manage fatigue.
- (f) A hot-seat change over must be made when changing shifts to avoid train delays.
- (g) The respondent must provide transport for his / her own employees.
- (h) The respondent must ensure that his / her employees do not delay trains by not timeously filling sand on the locomotives.
- (i) Any non conformance to the requirements and target of filling Blass rite sand to the locomotives as set by TFR will not be tolerated. The respondent will therefore be notified immediately.
- (j) TFR management will closely monitor the filling of sand.

11.4 Specification on high signing on Procedure for Respondent's Employees:

- (a) The respondent must ensure that his / her employees adhere to the signing on procedure in accordance to TFR requirements i.e.
 - (i) Report to section manager
 - (ii) Sign on at the correct time according to the rooster / shift
 - (iii) Good physical appearance (Sober with sufficient rest)
 - (iv) Test for substance abuse, i.e. Alco blower
 - (v) Adhere to instructions from section manager
 - (vi) No employee (TFR, TRE & Supplier) will be allowed to start working without adhering to the above signing on procedure.
 - (vii) Employees found to be under the influence of substance abuse will be removed from TFR premises.
- (b) The respondent will be notified about such incidents, when his / her employees are involved.
- (c) the respondent will be responsible for dealing with his / her employees in accordance to the respondent 's own disciplinary procedure.
- (d) Check hand over from previous shift regarding the job.
- (e) Before starting on a shift, the respondent's employees must first check whether there is enough Blass rite or equivalent sand for the shift.
- (f) Any shortage of Blass rite or equivalent sand must immediately be reported to TFR employee (shedman / 10E loco inside duties section manager)

11.5 Specification on the filling of Blast rite or equivalent sand:

- (a) Only Blass rite or equivalent sand must be filled on the locomotives sand boxes.
- (b) There must be no foreign object, i.e. stones, plastics, papers, etc on the dry Blast rite or equivalent sand.

- (c) Wet Blast rite or equivalent sand is not allowed / must not be filled on the locomotive sand boxes.
- (d) When wet sand is noticed on the sand boxes, the respondent's employee must notify TRE and receive guidance on what must be done.
- (e) The platforms must always be kept clean, i.e. no wheelbarrows, shovels must be left on it.
- (f) The spillage of Blast rite or equivalent sand on the platforms must always be cleaned, the respondent's supervisor must ensure that this is done.
- (g) The respondent's employees may be required to assist in any of the 2 Ermelo locomotive departments, and this will be done after consultation with the respondent's supervisor.
- (h) The sanding of locomotives is normally done in the following lines:
 - (i) 10E loco = Line number one, line number two and line number three.
 - (ii) Diesel loco = Line one to seven

11.6 Filling of Blast rite or equivalent sand on the Locomotive

- (a) When a set arrives at the locomotive staging siding (Loco), TRE employees will put in a board on the leading locomotive as seen when approaching the loco from the main line.
- (b) The purpose of the board is for safeguarding the employees who must work on that set (locomotives) and it will be placed as follows:-
 - (i) red board during the day
 - (ii) and a red light at night
- (c) When this board is placed on that set, it will be an indication that the respondent's employees must start filling the silica sand on that set / locomotives.
- (d) TRE employees will simultaneously do the trip inspection whilst the respondent's employees are busy filling the locomotives with silica sand.
- (e) The person who finishes last who on the locomotives set must remove the board and hand it over to TRE employees.

11.7 Personnel/Resource (Plant, equipment and teams) Requirements

- (a) Respondent shall provide 4 (four) employees per depot i.e. 8 employees per shift and ensure that there are no train delays caused by under supply of staff.
- (b) Amongst the 4 (four) employees per depot and per shift, one will be responsible for supervision and one will be responsible for the First aider.
- (c) It is the duty of the respondent to report any deviation on staff complement.
- (d) The following resources (Plant and equipment) should be provided by the respondent:
 - a. Wheel borrows
 - b. Shovels
 - c. Washing soap
 - d. Transport for the staff

11.8 Ablution Facilities:

Rest rooms will be provided by TFR only to be used during eating periods by the respondent's employees.

(a) Respondent will provide his employees with hot plate, kettle, heater etc. if deemed necessary.

11.9 Disposal of dirty Blast rite sand or equivalent sand

- (a) Dirty Blast rite or equivalent sand that is collected from the cleaning of platforms / spillages from the wheelbarrows will be disposed by TFR following the disposal policy.
- (b) The respondent's employees may be used during the disposal of Blast rite or equivalent sand.

11.10 Requirements for Safety, Risk, Health and Environmental plan

A Safety, Risk, Health and Environmental plan will be required to be submitted with the RFQ document. The respond should take the following points in consideration when compiling the plan

11.10.1	Contractor SHEQ Policy Statement
11.10.2	List of Contractor Employees
11.10.3	Project Management
11.10.3.1	Notification of Construction Work (Construction Regulation 3, Annexure A)
11.10.3.2	Registration with WCC
11.10.3.3	SHEQ Plan Review
11.10.3.4	Agreement with Mandataries (Section 37(2) of OHS Act)
11.10.3.5	Appointments of Contractor
11.10.3.6	Site Organisation
11.10.3.7	Assignment of Duties
11.10.3.8	Construction Work Supervisor (Construction Regulation 6)
11.10.3.9	Subordinate Construction Work Supervisor (Construction Regulation 6)
11.10.3.10	Construction Safety Officer (Construction Regulation 6(7)
11.10.3.11	List of subcontractors already appointed - List to be revised at least monthly
11.10.3.12	Health and Safety Representative (Section 17 of OHS Act)
11.10.3.13	Portable Fire Equipment Inspector
11.10.4	Incident Management
11.10.4.1	Health, Safety and Environmental Performance Statistics
11.10.4.2	Incidents and or injuries
11.10.4.3	Reporting
11.10.4.4	Investigation
11.10.4.5	Medical Surveillance and certificate of fitness
11.10.4.6	Occupational Diseases
11.10.5	Audits

11.10.5.1	Legal Compliance Audits
11.10.5.2	Audit Report
11.10.5.3	Frequency of Audits
11.10.5.4	Findings and Analysis
11.10.5.5	Corrective Action
11.10.6	Substance Abuse Testing
11.10.6.1	Proof of testing
11.10.6.2	Substance abuse is compulsory before any work commence.
11.10.7	Logbooks and Registers
11.10.7.1	Electric Equipment / Tools Register – Portable
11.10.7.2	Fall Protection Plan Checklist
11.10.7.3	Fire fighting appliance Register – Portable
11.10.7.4	Personal Protective Equipment and Clothing
11.10.7.5	Scaffold Register
11.10.8	Risk Management
11.10.8.1	Task descriptions
11.10.8.2	Risk Identification, Analysis, Mitigating Steps, Monitoring Steps and Review Plan
11.10.8.3	Risk Assessment (Construction Regulation 7)
11.10.8.4	Occupational Hygiene Surveys e.g Noise, Dust etc
11.10.9	Education and Training
11.10.9.1	Induction training (Construction Regulation 7(9)
11.10.9.2	Site Specific Training
11.10.9.3	First Aid training and Equipment
11.10.10	Emergency Planning – Evacuation plan
11.10.10.1	Client procedure
11.10.10.2	Site Procedure
11.10.10.3	Emergency response numbers
11.10.11	SHE Communications
11.10.11.1	Safety/Toolbox talks
11.10.11.2	Incident Recall
11.10.12	Safe Working Procedures
11.10.12.1	Method Statements
11.10.12.2	Safe Operating Procedures
11.10.12.3	Task/Job observations
11.10.13	Fall Protection Plan
11.10.13.1	Documented fall protection plan

11.10.13.2	Rescue Plan
11.10.13.3	Training/Certification
11.10.13.4	Fall arrest and protection equipment
11.10.14	Personal Protective Equipment and Clothing
11.10.14.1	PPE required
11.10.14.2	PPE proof of issue
11.10.15	Project security
11.10.15.1	Security risks identified
11.10.15.2	Access control
11.10.16	Environmental Management Plan

Note: TFR will obtain Environmental authorisation (EIA and EMP) and permits from the relevant authority (when necessary) prior to commencement of the project (e.g Construction)

Provide procedure of the following:

- 1. Control of Dust
- 2. Noise Pollution Control
- 3. Waste management
- 4. Environmental Incident Management (Sect 30 NEMA)
- 5. Contamination of surface and underground water
- **6.** Soil Contamination
- 7. Storm Water Drainage
- **8.** Environmental Clean-up and Rehabilitation
- 9. Environment monitoring
- 10 Environmental training and awareness
- 11. Provision for Environmental Clean-up and Rehabilitation Cost (Budget)

12. Legal review

A Proposal submitted by a Respondent will be subjected to review and acceptance or rejection of its proposed contractual terms and conditions by Transnet's Legal Counsel, prior to consideration for an award of business.

13. Security clearance

Acceptance of this bid could be subject to the condition that the Successful Respondent, its personnel providing the goods and its subcontractor(s) must obtain security clearance from the appropriate authorities to the level of CONFIDENTIAL/ SECRET/TOP SECRET. Obtaining the required clearance is the responsibility of the Successful Respondent. Acceptance of the bid is also subject to the condition that the Successful Respondent will implement all such security measures as the safe performance of the contract may require.

14. National Treasury's Central Supplier Database

Respondents are required to self-register on National Treasury's Central Supplier Database (CSD) which has been established to centrally administer supplier information for all organs of state and facilitate the verification of certain key supplier information. Transnet is required to ensure that price quotations are invited and accepted from prospective bidders listed on the CSD. Business may not be awarded to a Respondent who has failed to register on the CSD. The CSD can be accessed at https://secure.csd.gov.za/. Respondents are required to provide the following to Transnet in order to enable it to verify information on the CSD:

Supplier Number:	Unique registration reference number:
Supplier Number:	Unique registration reference number.

15. Tax Compliance

Regulation 14 of the Preferential Procurement Regulations, 2011 issued in terms of the Preferential Procurement Policy Framework Act (PPPFA) states that no tender may be awarded to any person whose tax matters have not been declared by the South African Revenue Services (SARS) to be in order.

15.1 New Tax Compliance Status (TCS) System

SARS has implemented a new Tax Compliance Status (TCS) system in terms of which a taxpayer is now able to authorise any 3rd party to verify its compliance status in one of two ways: either through the use of an electronic access PIN, or through the use of a Tax Clearance Certificate obtained from the new TCS system.

Respondents are required to provide the following to Transnet in order to enable it to verify their tax compliance status:

Tax reference number:		
Tax Clearance Certificate & TCC Number:	and PIN:	

15.2 Tax Compliance Requirements for Foreign Entities

Tax compliance requirements are not applicable to foreign bidders/individuals with no South African tax obligations. Where foreign bidders seek to be exempted from the requirement to submit a tax clearance certificate / tax clearance PIN issued by SARS, such entities are required to complete a sworn affidavit on their tax obligation categorization. The affidavit must confirm an answer of "No" to all questions below in order for a Respondent to be regarded as being exempt from submitting a tax clearance certificate or tax clearance PIN:

- a) Is the entity a tax resident of the Republic of South Africa (RSA)?
- b) Does the entity have a branch/locally registered entity in the RSA?
- c) Does the entity have a permanent establishment in the RSA?
- d) Does the entity have any source of income (income is defined as per the Income Tax Act 58 of 1962 as the amount remaining of the gross income of any person for any year or period of assessment after deducting therefrom any amounts exempt from normal tax under Part I of Chapter II of the Act) in the RSA in the current tax year?
- (e) Is the entity liable in the RSA for any form of taxation in the current tax year?

 If a Respondent's answers to any one (or more) of the questions above changes to a "Yes" at any time during the bid process and/or after award of the contract (should a particular Respondent be

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successful), then the Respondent undertakes to comply with its tax obligations and to report to Transnet accordingly with either a tax clearance certificate / tax clearance PIN issued by SARS.

16. Protection of Personal Data

In responding to this bid, Transnet acknowledges that it may obtain and have access to personal data of the Respondents. Transnet agrees that it shall only process the information disclosed by Respondents in their response to this bid for the purpose of evaluating and subsequent award of business and in accordance with any applicable law. Furthermore, Transnet will not otherwise modify, amend or alter any personal data submitted by Respondents or disclose or permit the disclosure of any personal data to any Third Party without the prior written consent from the Respondents. Similarly, Transnet requires Respondents to process any personal information disclosed by Transnet in the bidding process in the same manner. The detailed mutual duties of Transnet and the Respondents to protect personal information is contained in paragraph 37 of the General Bid Conditions.

Transnet urges its clients, suppliers and the general public to report any fraud or corruption to TIP-OFFS ANONYMOUS: 0800 003 056

RFQ FOR THE REFILLING OF SAND FOR 10E DEPOT AND DIESEL DEPOT AT ERMELO FOR A PERIOD OF 6 (SIX) MOTHS

CLOSING VENUE: TRANSNET FREIGHT RAIL
NZASM BUILDING,
TENDER ADVICE CENTRE, GROUND FLOOR (FOYER)
CORNER OF PAUL KRUGER AND MINNAAR STREET
PRETORIA, 0001

CLOSING DATE & TIME 24 NOVEMBER 2016 AT 10:00 VALIDITY PERIOD: 28 FEBRUARY 2016

SECTION 2 EVALUATION CRITERA AND RETURNABLE DOCUMENTS

1 Evaluation Criteria

Transnet will utilise the following criteria [not necessarily in this order] in choosing a Supplier/Respondent, if so required:

Criterion/Criteria	Explanation	
Administrative	Submission of Mandatory Documents / Schedules.	
responsiveness	Submission of Essential Documents / Schedules.	
	Submission of Other Documents / Schedules.	
	Letter of Good Standing Issued by Department of Labour	
Substantive	Prequalification criteria, if any, must be met and	
Responsiveness	Duly completed Statutory Labourer's Minimum Wage Schedule	
	(Section 8)	
	Price Schedule completed in full (Section 3)	
Functionality	As prescribed in terms of the Preferential Procurement Policy Framework	
Threshold	act (PPPFA), Act 5 of 2000 and its Regulations, Respondents are to note	
	that functionality is included as a threshold with prescribed percentage	
	of 70% .	
	Safety, Risk, Health and Environmental Plan (50%)	
	Bidders must submit the minimum contents for Safety, Risk, Health and	
	Environmental Plan as per specification	
	Resources (Plant, Equipment and Teams) (50%)	

Bidders to provide list of all resources to be used for the project as	
specification (Section 7)	
Final weighted	Pricing and price basis [firm]
evaluation based • B-BBEE status of company – Preference points will be awarded to a bidder	
on 80/20	for attaining the B-BBEE status level of contribution in accordance with the
preference point	table indicated in Annexure A: B-BBEE Claim Form.

2. Validity Period

Transnet desires a validity period from the closing date of this RFQ.

Bidders are to note that they may be requested to extend the validity period of their bid, on the same terms and conditions, if the internal evaluation process has not been finalised within the validity period. However, once the adjudication body has approved the process and award of the business to the successful bidder(s), the validity of the successful bidder(s)' bid will be deemed to remain valid until a final contract has been concluded.

With regard to the validity period of short-listed bidders, please refer to Section 1, Page 3. This RFQ is valid until **28 February 2017**.

3. Disclosure of Prices Quoted

Respondents are to note that, on award of business, Transnet is required to publish the tendered prices and preferences claimed of the successful and unsuccessful Respondents *inter alia* on the National Treasury e-Tender Publication Portal, (www.etenders.gov.za), as required per National Treasury Instruction Note 01 of 2015/2016

4. Returnable Documents

Returnable Documents means all the documents, Sections and Annexures, as listed in the tables below.

All Returnable Sections, as indicated in the header and footer of the relevant pages, must be signed, stamped and dated by the Respondent.

 Respondents are required to submit with their Quotations the <u>mandatory Returnable Documents</u>, as detailed below.

Failure to provide all these Mandatory Returnable Documents at the Closing Date and time of this RFQ will result in a Respondent's disqualification. Respondents are therefore urged to ensure that <u>all</u> these Documents are returned with their Quotations.

Please confirm submission of these mandatory Returnable Documents by so indicating [Yes or No] in the tables below:

Mandatory Returnable Documents	Submitted [Yes or No]
SECTION 3 : Quotation Form/Pricing Schedule	
Statutory Labourer's Minimum Wage Schedule	

b) In addition to the requirements of section (a) above, Respondents are further required to submit with their Quotations the following **essential Returnable Documents** as detailed below.

Failure to provide all these Returnable Documents may result in a Respondent's disqualification. Respondents are therefore urged to ensure that <u>all</u> these documents are returned with their Quotations.

	Essential Returnable Documents used for scoring	Submitted [Yes or No]
-	Valid and original (or a certified copy) proof of Respondent's compliance to B-BBEE requirements stipulated in Section 6 of this RFQ	
-	Safety, Risk, Health and Environmental Plan	
-	Resources (Plant and equipment)	

Other Essential Returnable Documents:

Failure to provide other essential Returnable Documents <u>may</u> result in a Respondent's disqualification. Bidders are therefore urged to ensure that <u>all</u> these documents are returned with their Proposals.

Please confirm submission of these essential Returnable Documents by indicating Yes or No in the table below:

OTHER ESSENTIAL RETURNABLE DOCUMENTS & SCHEDULES	MITTED
	[Yes or No]
- In the case of Joint Ventures, a copy of the Joint Venture Agreement or written confirmation of the intention to enter into a Joint Venture Agreement	
Tax Clearance Certificate or electronic access PIN obtained from SARS's new Tax Compliance Status (TCS) system	
[Consortia / Joint Ventures must submit a separate Tax Clearance Certificate for each party]	
SECTION 4: Certificate of Acquaintance with RFQ Documents	
SECTION 5: RFQ Declaration and Breach of Law Form	
SECTION 6: B-BBEE Preference Claim Form	

5. CONTINUED VALIDITY OF RETURNABLE DOCUMENTS

The successful Respondent will be required to ensure the validity of all returnable documents, including but not limited to its Tax Clearance Certificate and valid B-BBEE Verification Certificate, for the duration of any contract emanating from this RFQ. Should the Respondent be awarded the contract [the Agreement] and fail to present Transnet with such renewals as and when they become due, Transnet shall be entitled, in addition to any other rights and remedies that it may have in terms of the eventual Agreement, to terminate such Agreement forthwith without any liability and without prejudice to any claims which Transnet may have for damages against the Respondent.

SECTION 3 QUOTATION FORM

I/We
hereby offer to supply the goods/services at the prices quoted in the Price Schedule below, in accordance
with the conditions related thereto.

I/We agree to be bound by those terms and conditions in:

- the Standard RFQ Terms and Conditions for the Supply of Goods or Services to Transnet; and
- any other standard or special conditions mentioned and/or embodied in this Request for Quotation.

I/We accept that unless Transnet should otherwise decide and so inform me/us, this Quotation [and, if any, its covering letter and any subsequent exchange of correspondence], together with Transnet's acceptance thereof shall constitute a binding contract between Transnet and me/us.I/We further agree that if, after I/we have been notified of the acceptance of my/our Quotation, I/we fail to deliver the said goods/service/s within the delivery lead-time quoted, Transnet may, without prejudice to any other legal remedy which it may have, cancel the order and recover from me/us any expenses incurred by Transnet in calling for Quotations afresh and/or having to accept any less favourable offer.

Price Schedule

I/We quote as follows for the goods required, on a "delivered nominated destination" basis, excluding VAT:

SCHEDULE OF QUANTITIES

ITEM	DESCRIPTION	QUANTITY	UNIT OF	UNIT PRICE PER	TOTAL PRICE IN
			MEASURE	MONTH	6 (SIX) MONTHS
1	Refilling of Blast rite or	6 Months	Month		
	equivalent sand in 10E				
	Depot				
	(12 Employees)				
2	Refilling of Blast rite or	6 Months	Month		
	equivalent sand in				
	Diesel Depot				
	(12 Employees)				
TOTAL PRICE, exclusive of VAT					
			VA	T (if applicable)	
		Total Inclus	ive of VAT (v	vhere applicable	

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Delivery Lead-Time from date of purchase order : _____ [days/weeks] Notes to Pricing:

- a) All Prices must be quoted in South African Rand, exclusive of VAT
- b) To facilitate like-for-like comparison bidders must submit pricing strictly in accordance with this price schedule and not utilise a different format. Deviation from this pricing schedule could result in a bid being disqualified.

Please note that should you have offered a discounted price(s), Transnet will only consider such price discount(s) in the final evaluation stage if offered on an unconditional basis.

SECTION 4

CERTIFICATE OF ACQUAINTANCE WITH RFQ DOCUMENTS

By signing this Quotation Form the Respondent is deemed to acknowledge that he/she has made himself/herself thoroughly familiar with, and agrees with all the conditions governing this RFQ. This includes those terms and conditions contained in any printed form stated to form part hereof, including but not limited to the documents stated below. As such, Transnet will recognise no claim for relief based on an allegation that the Respondent overlooked any such condition or failed properly to take it into account calculating tendered prices or any other purpose:

1.	Transnet's General Bid Conditions*
2.	Standard RFQ Terms and Conditions for the supply of Goods or Services to Transnet
3.	Transnet's Supplier Integrity Pact*
4.	Vendor Application Form* and all supporting documents (first time vendors only). Alternatively,
	for all existing vendors, please complete the table below under the heading "Existing vendors".
5.	E4B – Minimum communal Health requirements
6.	E4E – Safety Arrangements and Procedural Compliance (Act 85 of 1993) and applicable
	Regulations

Respondents are to note that the documents marked with a "*" are available on request or at the Transnet website (<u>www.transnet.net</u>). Please click on "Business with Us", proceed to the tab "Tenders" and then click on "Standard Bid Documents".

<u>Existing vendors</u>: existing vendors are required to confirm whether all the information (e.g. company address, contact details, banking details, etc.) relating to the existing vendor number is still correct at the time of submission of this bid or update their information in the table below:

Transnet Operating	Vendor Number	Information still	Information change [indicate detail
Division [e.g. TFR,		current [tick if	of change/s & attach appropriate
TE, etc]		applicable]	proof]

Should the Bidder find any terms or conditions stipulated in any of the relevant documents quoted in the RFQ unacceptable, it should indicate which conditions are unacceptable and offer alternatives by written submission on its company letterhead, attached to its submitted Bid. Any such submission shall be subject to review by Transnet's Legal Counsel who shall determine whether the proposed alternative(s) are acceptable or otherwise, as the case may be. A material deviation from the Standard terms or conditions could result in disqualification.

Bidders accept that an obligation rests on them to clarify any uncertainties regarding any bid to which they intend to respond, before submitting the bid. The Bidder agrees that he/she will have no claim based on an allegation that any aspect of this RFQ was unclear but in respect of which he/she failed to obtain clarity.

The bidder understands that his/her Bid will be disqualified if this Certificate of Acquaintance with RFQ documents included in the RFQ as a returnable document, is found not to be true and complete in every respect.

SIGNED at	on this da	ay of	20
SIGNATURE OF WITNESSES		ADDRESS OF WITNESSES	
1			
Name			
2			
2			
Name			
SIGNATURE OF RESPONDENT'S AUTHO	ORISED REPRESENTAT	IVE:	
NAME:		-	
DESIGNATION:		_	

SECTION 5

We _	do hereby certify that:
1.	Transnet has supplied and we have received appropriate responses to any/all questions applicable] which were submitted by ourselves for RFQ Clarification purposes;
2.	we have received all information we deemed necessary for the completion of this Request Quotation [RFQ];
3.	we have been provided with sufficient access to the existing Transnet facilities/sites and any a all relevant information relevant to the Supply of the Goods as well as Transnet information at Employees, and has had sufficient time in which to conduct and perform a thorough due diliger of Transnet's operations and business requirements and assets used by Transnet. Transnet of therefore not consider or permit any pre- or post-contract verification or any related adjustment to pricing, service levels or any other provisions/conditions based on any incorrect assumption made by the Respondent in arriving at his Bid Price.
4.	at no stage have we received additional information relating to the subject matter of this RFQ from Transnet sources, other than information formally received from the designated Transactontact(s) as nominated in the RFQ documents;
5.	we are satisfied, insofar as our entity is concerned, that the processes and procedures adopted Transnet in issuing this RFQ and the requirements requested from Bidders in responding to the RFQ have been conducted in a fair and transparent manner; and
6.	furthermore, we declare that a family, business and/or social relationship exists / does not ex [delete as applicable] between an owner / member / director / partner / shareholder of our end and an employee or board member of the Transnet Group including any person who may involved in the evaluation and/or adjudication of this Bid.
7.	In addition, we declare that an owner / member / director / partner / shareholder of our entity / is not [delete as applicable] an employee or board member of the Transnet Group.
8.	If such a relationship as indicated in paragraph 6 and/or 7 exists, the Respondent is to complet the following section:
	AME OF OWNER/MEMBER/DIRECTOR/ ER/SHAREHOLDER: ADDRESS:

[Failure to furnish complete and accurate information in this regard will lead to the disqualification of a response and may preclude a Respondent from doing future business with Transnet]

9. We declare, to the extent that we are aware or become aware of any relationship between ourselves and Transnet [other than any existing and appropriate business relationship with Transnet] which could unfairly advantage our entity in the forthcoming adjudication process, we shall notify Transnet immediately in writing of such circumstances.

BR	EACH OF LAW					
10.	We further hereby certify that <i>I/we have/have not been</i> [delete as applicable] found guilty during the preceding 5 [five] years of a serious breach of law, including but not limited to a breach of the Competition Act, 89 of 1998, by a court of law, tribunal or other administrative body. The					
	type of breach that the Respondent is required to disclose excludes relatively minor offences or misdemeanours, e.g. traffic offences. This includes the imposition of an administrative fine or penalty. Where found guilty of such a serious breach, please disclose: NATURE OF BREACH:					
	DATE OF BREACH:					
	Respondent from the bidding processerious breach of law, tribunal or r					
SIO	GNED at	on this day of20				
For and on behalf of		AS WITNESS:				
duly au	ithorised hereto					
Name:		Name:				
Position:		Position:				
Signature: Date: Place:		Signature:				
		Registration No of Company/CC				
		Registration Name of Company/CC				

SECTION 6

ANNEXURE A: B-BBEE PREFERENCE POINTS CLAIM FORM

This preference form must form part of all bids invited. It contains general information and serves as a claim for preference points for Broad-Based Black Economic Empowerment [**B-BBEE**] Status Level of Contribution.

NB: BEFORE COMPLETING THIS FORM, BIDDERS MUST STUDY THE GENERAL CONDITIONS, DEFINITIONS AND DIRECTIVES APPLICABLE IN RESPECT OF B-BBEE, AS PRESCRIBED IN THE PREFERENTIAL PROCUREMENT REGULATIONS, 2011.

1. GENERAL CONDITIONS

- 1.1 The following preference point systems are applicable to all bids:
 - the 80/20 system for requirements with a Rand value of up to R1 000 000 (all applicable taxes included); and
 - the 90/10 system for requirements with a Rand value above R1 000 000 (all applicable taxes included).
- 1.2 The value of this bid is estimated to be below R1 000 000 (all applicable taxes included) and therefore the 80/20 preference point system shall be applicable.
- 1.3 Preference points for this bid shall be awarded for:
 - (a) Price; and
 - (b) B-BBEE Status Level of Contribution.
- 1.4 The maximum points for this bid are allocated as follows:

	POINTS
PRICE	80
B-BBEE STATUS LEVEL OF CONTRIBUTION	20
Total points for Price and B-BBEE must not exceed	100

- 1.5 Failure on the part of a bidder to submit a B-BBEE Verification Certificate from a Verification Agency accredited by the South African Accreditation System [SANAS], or a Registered Auditor approved by the Independent Regulatory Board of Auditors [IRBA] or a sworn affidavit confirming annual turnover and level of black ownership in case of all EMEs and QSEs with 51% black ownership or more together with the bid, will be interpreted to mean that preference points for B-BBEE status level of contribution are not claimed.
- 1.6 The purchaser reserves the right to require of a bidder, either before a bid is adjudicated or at any time subsequently, to substantiate any claim in regard to preferences, in any manner required by the purchaser.

2. **DEFINITIONS**

- (a) "all applicable taxes" includes value-added tax, pay as you earn, income tax, unemployment insurance fund contributions and skills development levies;
- (b) **"B-BBEE"** means broad-based black economic empowerment as defined in section 1 of the Broad-Based Black Economic Empowerment Act;
- (c) "B-BBEE status level of contributor" means the B-BBEE status received by a measured entity

- based on its overall performance using the relevant scorecard contained in the Codes of Good Practice on Black Economic Empowerment, issued in terms of section 9(1) of the Broad-Based Black Economic Empowerment Act;
- (d) "bid" means a written offer in a prescribed or stipulated form in response to an invitation by an organ of state for the provision of services, works or goods, through price quotations, advertised competitive bidding processes or proposals;
- (e) **"Broad-Based Black Economic Empowerment Act"** means the Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003);
- (f) **"CIPC"** means the Companies and Intellectual Property Commission, formerly known as CIPRO, the Companies and Intellectual Property Registration Office.
- (g) **"comparative price"** means the price after the factors of a non-firm price and all unconditional discounts that can be utilized have been taken into consideration;
- (h) "consortium or joint venture" means an association of persons for the purpose of combining their expertise, property, capital, efforts, skill and knowledge in an activity for the execution of a contract;
- (i) "contract" means the agreement that results from the acceptance of a bid by an organ of state;
- (j) **"EME"** means an Exempted Micro Enterprise as defines by Codes of Good Practice under section 9 (1) of the Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003);
- (k) "firm price" means the price that is only subject to adjustments in accordance with the actual increase or decrease resulting from the change, imposition, or abolition of customs or excise duty and any other duty, levy, or tax, which, in terms of the law or regulation, is binding on the contractor and demonstrably has an influence on the price of any supplies, or the rendering costs of any service, for the execution of the contract;
- (I) **"functionality"** means the measurement according to predetermined norms, as set out in the bid documents, of a service or commodity that is designed to be practical and useful, working or operating, taking into account, among other factors, the quality, reliability, viability and durability of a service and the technical capacity and ability of a bidder;
- (m) "non-firm prices" means all prices other than "firm" prices;
- (n) "person" includes a juristic person;
- (o) "QSE" means a Qualifying Small EEnterprise as defines by Codes of Good Practice under section 9 (1) of the Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003);
- (p) "rand value" means the total estimated value of a contract in South African currency, calculated at the time of bid invitations, and includes all applicable taxes and excise duties;
- (q) "sub-contract" means the primary contractor's assigning, leasing, making out work to, or employing, another person to support such primary contractor in the execution of part of a project in terms of the contract;
- (r) **"total revenue"** bears the same meaning assigned to this expression in the Codes of Good Practice on Black Economic Empowerment, issued in terms of section 9(1) of the Broad-Based Black Economic Empowerment Act and promulgated in the *Government Gazette* on 9 February 2007;
- (s) "**trust"** means the arrangement through which the property of one person is made over or bequeathed to a trustee to administer such property for the benefit of another person; and
- (t) "**trustee**" means any person, including the founder of a trust, to whom property is bequeathed in order for such property to be administered for the benefit of another person.

3. ADJUDICATION USING A POINT SYSTEM

- 3.1 The bidder obtaining the highest number of total points will be awarded the contract.
- 3.2 Preference points shall be calculated after prices have been brought to a comparative basis taking into account all factors of non-firm prices and all unconditional discounts.
- 3.3 Points scored must be rounded off to the nearest 2 decimal places.
- 3.4 In the event that two or more bids have scored equal total points, the successful bid must be the one scoring the highest number of preference points for B-BBEE.
- 3.5 However, when functionality is part of the evaluation process and two or more bids have scored equal points including equal preference points for B-BBEE, the successful bid must be the one scoring the highest score for functionality.
- 3.6 Should two or more bids be equal in all respects, the award shall be decided by the drawing of lots.

4. POINTS AWARDED FOR PRICE

4.1 THE 80/20 PREFERENCE POINT SYSTEMS

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

$$Ps = 80 \left(1 - \frac{Pt - P \min}{P \min} \right)$$

Where

Ps = Points scored for comparative price of bid under consideration

Pt = Comparative price of bid under consideration

Pmin = Comparative price of lowest acceptable bid

5. POINTS AWARDED FOR B-BBEE STATUS LEVEL OF CONTRIBUTION

5.1 In terms of Regulation 5 (2) and 6 (2) of the Preferential Procurement Regulations, preference points must be awarded to a bidder for attaining the B-BBEE status level of contribution in accordance with the table below:

B-BBEE Status Level of Contributor	Number of points
Contributor	(80/20 system)
1	20
2	18
3	16
4	12
5	8
6	6
7	4
8	2
Non-compliant contributor	0

5.2 A bidder who qualifies as a EME in terms of the B-BBEE Act must **submit a sworn affidavit confirming Annual Total Revenue and Level of Black Ownership**. Furthermore EMEs may

also obtain a sworn affidavit from CIPC (formerly CIPRO) Self Service Terminals when registering a business or filing annual returns. In these instances Transnet would require proof of turnover as well as proof of ownership. Sworn affidavits must substantially comply with the format that can be obtained on the DTI's website at www.dti.gov.za/economic empowerment/bee codes.jsp.

- 5.3 QSEs that are at least 51% Black owned or higher are only required to obtain a sworn affidavit on an annual basis confirming that the entity has an Annual Total Revenue of R50 million or less and the entity's Level of Black ownership.
- 5.4 A Bidder other than EME or a QSE that is at least 51% Black owned 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.
- 5.5 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.
- 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 hid.
- 5.7 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.
- A person will not be awarded points for B-BBEE status level if it is indicated in the bid documents that such a bidder intends sub-contracting more than 25% 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 capability and ability to execute the sub-contract.
- 5.9 A person awarded a contract may not sub-contract more than 25% of the value of the contract to any other enterprise that does not have an equal or higher B-BBEE status level than the person concerned, unless the contract is sub-contracted to an EME that has the capability and ability to execute the sub-contract.
- 5.10 Bidders are to note that the rules pertaining to B-BBEE verification and other B-BBEE requirements may be changed from time to time by regulatory bodies such as National Treasury or the DTI. It is the Bidder's responsibility to ensure that his/her bid complies fully with all B-BBEE requirements at the time of the submission of the bid.

6. BID DECLARATION

6.1 Bidders who claim points in respect of B-BBEE Status Level of Contribution must complete the following:

7. B-BBEE STATUS LEVEL OF CONTRIBUTION CLAIMED IN TERMS OF PARAGRAPHS 1.4 AND 5.1

7.1 B-BBEE Status Level of Contribution:..... =(maximum of 20 points)

(Points claimed in respect of paragraph 7.1 must be in accordance with the table reflected in paragraph 5.1 and must be substantiated by means of a B-BBEE certificate issued by a Verification Agency accredited by SANAS or a Registered Auditor approved by IRBA or a sworn affidavit.

8. SUB-CONTRACTING

8.1 Will any portion of the contract be sub-contracted?

(Tick applicable box)

YES	NO	

8.1.1	If yes, indicate:
	i) What percentage of the contract will be subcontracted
9.	DECLARATION WITH REGARD TO COMPANY/FIRM
9.1	Name of company/firm:
9.2	VAT registration number:
9.3	Company registration number:
9.4	TYPE OF COMPANY/ FIRM
	Partnership/Joint Venture / Consortium One person business/sole propriety Close corporation Company (Pty) Limited [Tick APPLICABLE BOX]
9.5	DESCRIBE PRINCIPAL BUSINESS ACTIVITIES
9.6	COMPANY CLASSIFICATION Manufacturer Supplier Professional respondent Other respondents, e.g. transporter, etc. [TICK APPLICABLE BOX]
9.7	Total number of years the company/firm has been in business:
9.8	I/we, the undersigned, who is / are duly authorised to do so on behalf of the company/firm, certify that the points claimed, based on the B-BBE status level of contribution indicated in paragraph 7 of the foregoing certificate, qualifies the company/ firm for the preference(s) shown and I / we acknowledge that:
	i) The information furnished is true and correct:

- The information furnished is true and correct;
- ii) The preference points claimed are in accordance with the General Conditions as indicated in paragraph 1 of this form;
- iii) In the event of a contract being awarded as a result of points claimed as shown in paragraph 7, the contractor may be required to furnish documentary proof to the satisfaction of the purchaser that the claims are correct;
- iv) If the B-BBEE status level of contribution has been claimed or obtained on a fraudulent basis or

any of the conditions of contract have not been fulfilled, the purchaser may, in addition to any other remedy it may have –

- (a) disqualify the person from the bidding process;
- (b) recover costs, losses or damages it has incurred or suffered as a result of that person's conduct;
- (c) cancel the contract and claim any damages which it has suffered as a result of having to make less favourable arrangements due to such cancellation;
- (d) restrict the bidder or contractor, its shareholders and directors, or only the shareholders and directors who acted on a fraudulent basis, from obtaining business from any organ of state for a period not exceeding 10 years, after the *audi alteram partem* (hear the other side) rule has been applied; and
- (e) forward the matter for criminal prosecution.

WITNESSES	SIGNATURE(S) OF BIDDERS(S)
1	DATE:
2	ADDRESS

SECTION 7

RFQ SCHEDULE OF PLANT, EQUIPMENT AND TEAMS

Schedule of major plant, equipment and teams to be used in the execution of this agreement in terms of the Agreement Conditions and Specifications. The respondent must state which plant is immediately available and which will be ordered for.

Plant and equipment on order and which will be available for work tendered for the state of the	. idiit (and equipment immediately available for work tendered for :
	-	
Teams immediately available for work tendered for :	Plant a	and equipment on order and which will be available for work tendered for
Teams immediately available for work tendered for :		
Teams immediately available for work tendered for :		
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SECTION 8

STATUTORY LABOURER'S MINIMUM WAGE SCHEDULE

ion for labourers.