

**BUSINESS SUPPORT FOR THE MAINTENANCE OF THE HUMAN RESOURCES SAP PAYROLL
AND INFORMATION SYSTEM FOR A PERIOD OF THIRTY-SIX (36) MONTHS
TENDER BRIEFING - MINUTES**

<u>CONTRACT NUMBER:</u>	JW CHR 004/25R
<u>CONTRACT TITLE:</u>	BUSINESS SUPPORT FOR THE MAINTENANCE OF THE HUMAN RESOURCES SAP PAYROLL AND INFORMATION SYSTEM FOR A PERIOD OF THIRTY-SIX (36) MONTHS
<u>DEPARTMENT:</u>	OPERATIONS
<u>DATE OF MEETING:</u>	13 JULY 2026
<u>TIME OF MEETING:</u>	11:00
<u>VENUE FOR MEETING:</u>	65 NTEMI PILISO STREET, TURBINE HALL, AUDITORIUM
<u>CLOSING DATE:</u>	22 JULY 2026
<u>MARCH CLOSING TIME:</u>	10:30AM

1. **WELCOME**

Mr Gudani Mugabi welcomed everyone who attended the meeting and introduced JW personnel.

NAME & SURNAME	EMAIL ADDRESS	DEPARTMENT
Gudani Mugabi	gudani.mugabi@jwater.co.za	Supply Chain
Nokuthula Henderson	nokuthula.henderson@jwater.co.za	Human Resource
Ricky Chauke	ricky.chauke@jwater.co.za	Information Technology
Gcina Ndela	Gcina.ndela@jwater.co.za	Supply Chain

2. **CONTACT PERSONS**

Ms. Nokuthula Handerson
Email: nokuthula.Henderson@jwater.co.za
Telephone number: 011 688 1491

Ms. Nthabiseng Matabane
Email: nthabiseng.matabane@jwater.co.za
Telephone number: 011 688 1512

3. **SCM – ADMIN AND BID DOCUMENTATION PRESENTATION BY Mr GUDANI MUGABI**

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- Mr Gudani Mugabi indicated that this is an open tender and the meeting is **NON-COMPULSORY**, therefore bidders who did not attend the meeting will be considered for this tender.
- Tender documents are available in PDF format at no cost on Johannesburg water website and eTenders.gov.za as of -08 July 2026.
- Tender documents need to be bound and contain all pages. Tenderers, therefore, need to ensure that the tender document is submitted in its entirety with no pages or parts missing. The order of the documents must be as set out as on the Web page and all pages arranged correctly.
- The tender document must be filled in using black ink only, any other colour pen or pencil is prohibited.
- Tender documents may be completed electronically without altering or tampering of any of the text (terms, conditions, specifications etc.) in the tender documents.
- Any mistakes must be struck off and corrected with a single black ink line and signed (authenticated) by the tenderer. Tenderers were also advised to sign (authenticate) each alteration where there are any to avoid being disqualified.
- The use of correction fluid (Tippex) to correct mistakes is not allowed and if used the tender will be disqualified.
- The tender document must be completed in full, and all the forms must be fully completed and signed accordingly. Tenderers must not leave any blank spaces upon completion of the tender document.
- Tenderers must refer to the checklist on page 5 to 8 of the tender document for guidance.
- Make sure that your pricing schedule is fully completed and signed.
- Each bid must be submitted in a separate, properly sealed envelope/ package on which the Name, email address and telephone number of the tenderer must be indicated. The Tender number and Description must be clearly written on the envelope/ package.
- Tender documents submitted via courier services will be accepted provided that the bidder instructs such courier company or its representative to deposit the tender document in the tender box provided. Under no circumstances should tender documents be handed to an employee of JW. JW will not be held liable for any documents that are not in the tender box at the time of closing.
- Tender documents may not be submitted via the South African Post Office as only tender documents received in the Tender box at the time of closing will be considered.

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- Tenderers must make sure that they read and understand the requirements of the tender. Should tenderers need any clarity, they are encouraged to email the contact **Nthabiseng Matabane and Nokuthula Henderson** (contact details are on the cover page of the tender document).
- Tenderers are required to submit a hard copy document and an electronic copy on a USB flash drive, however tenderers who did not submit the USB will not be disqualified. Electronic submissions of tenders are **NOT** allowed.
- Tenderers must be registered on Central Supplier Database (CSD) and provide their registration MAAA**** number on the cover page of the tender document. Tenderers must ensure that they are always tax compliant on CSD.
- The 80 / 20 points scoring system will be applicable to this tender. 80 points will be allocated to Price and the remaining 20 points will be for specific goals.

SPECIFIC GOALS POINTS ALLOCATION

- Businesses located within the boundaries of a region in COJ, COJ municipality
- Attention must be brought to the documentation the tenderers must submit in order for JW to verify points claimed. If the tenderer has claimed more points, then the verification document supports, JW will adjust the points claimed when calculating the preference points in line with verification documents submitted.
- Tenderers tendering as JV must submit a JV BBBEE certificate.
- In bids where consortia / joint ventures / sub-contractors are involved; each party must submit a separate TCS certificate / pin / CSD number.
- Tenders will be valid for 90 days after the closing date or any other duration agreed to by the tenderer and JW prior to tender validity expiring.
- Co-bidding is prohibited. (Tenderer being a member / owner / shareholder in more than one consortium / entity for the same project). Please read MBD 9 Certificate of Independence prior to signing the declaration.
- Tenderers are encouraged to truthfully declare all other company interests they may have, with specific reference to Question 3.14, of which if not fully completed, might lead to disqualification. Tenderers are encouraged to utilise the CIPC bizportal (www.bizportal.gov.za), free registration to check the companies for which a director is a director for. This can be done by inserting an ID number for the director tendering and the portal will show all companies, whether active or not.

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- No bids will be considered from persons in the service of the state.
- Tenderers must recheck on the JW website and etender page for any communication send to tenderers as there might be a problem with the emails send to the tenderers. This communication might include addendums to tender for extension of closing dates, changes in the tender specification, changes in pricing schedules, or any other matter affecting the tender in question, and which might have an impact on how tenderers respond.
- Tenders will be opened in public soon after the closing time and recording of received documents but not later than 11:00 at the tender office located at Turbine Hall, 65 Ntemi Piliso Street, Newtown, 2001, ground floor. Tenderers' names and total prices, where practical will be read out.
- Tenderers are encouraged to note the closing date and time of the tender; late tenders will not be accepted. The closing date for this tender is 22 July 2026 at 10:30.
- All bids are to be deposited in the tender box allocated on the ground floor at No.65 Ntemi Piliso street Turbine Hall, Newtown.

SUPPORTING DOCUMENTS

1. SARS one-time TAX PIN
2. Where business and/or director premises are owned, a municipal rates and taxes statement of account must be submitted (not older than three (03) months and NOT IN ARREARS for more than 90days). If in arrears an acknowledgement of debt agreement must be entered into with municipality concerned and submitted with the tender.
3. Where business and/or director premises are leased/ hired/ rented, a valid lease agreement should be submitted duly signed and indicating the address at which the business is situated and where the director resides. The lease should be valid and active at time of tender submission and closing.
4. 3-year financial statements (audited where applicable) , especially in instances where the tendered value is estimated to exceed R10million including VAT.
5. Joint Venture / Consortium Agreement signed by all parties.
6. Valid BBBEE Certificate issued by a SANAS accredited verification agency or copy thereof or a valid (EME/QSE) sworn affidavit/ or CIPC EME affidavit
7. A completed and signed Invitation to Bid form MBD 1

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8. A completed and signed Pricing Schedule – Firm Prices (Purchases) MBD 3.1
9. A completed and signed Declaration of Interest form MBD 4
10. A completed and signed Preference Points (Specific Goals) Claim Form MBD 6.1
11. A completed and signed Declaration of Bidder's Past Supply Chain Management
 - a. Practices MBD 8
12. A completed and signed Certificate of Independent Bid Determination (MBD 9)

Ms Nokuthula Henderson presented the following

4. SCOPE OF WORK

The service provider(s) shall be required to Business Support for the Maintenance of the Human Resources SAP Payroll and Information System and in accordance with the specifications as outlined in this document for a period of thirty-six (36) months.

5. EVALUATION CRITERIA

The tender will be evaluated in four (04) stages;

Stage 1: Mandatory Evaluation Criteria

NO.	MANDATORY CRITERIA	YES
1.	Valid SAP Partner accreditation	Yes
2.	Completed and signed Pricing Schedule	Yes

Stage 2: Administrative Evaluation Criteria

The bidder is required to submit completed and signed administrative forms as stipulated on the tender document.

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Stage 3: Functionality Evaluation Criteria

EVALUATION CRITERIA					
CRITERIA NO.	CRITERIA	EVIDENCE	SUB-CRITERIA/CLAUSE	MAX SCORE	SCORE
1	TENDERER'S EXPERIENCE The tenderer (Company) must have experience in Business Support for the Maintenance of the Human Resources SAP Payroll and Information System, mentioning the specific SAP HR modules, inclusive of tax year end processes, which were rendered successfully within South Africa.	The tenderer must provide references indicating a minimum of 2 years experience in Business Support for Maintenance of the Human Resources SAP Payroll and Information System, mentioning the specific SAP HR modules, inclusive of tax year-end processes, which were rendered successfully within South Africa. <i>The contactable reference letter template must be completed by the referee and included in the tender submission. Alternatively, the client's letterhead may be used for this purpose provided it complies with the functional criteria requirements. A separate form must be completed for each reference as required in the evaluation criteria. The Information provided will be verified and if found to be false or misrepresented, punitive measures will be instituted against the respective party including blacklisting and restriction from participating in any future government tender.</i>	Less than two (2) years' Experience in Business Support for Maintenance of the Human Resources SAP Payroll and Information System, mentioning the specific SAP HR modules, inclusive of year-end tax processes	50	0
			Two (2) years' to less than three (3)years' Experience in Business Support for Maintenance of the Human Resources SAP Payroll and Information System, mentioning the specific SAP HR modules, inclusive of tax year-end processes.		30
			Three (3) years or more Experience in Business Support for Maintenance of the Human Resources SAP Payroll and Information System, mentioning the specific SAP HR modules, inclusive of tax year-end processes.		50
2	Provision of Maintenance and Support of the Org Publisher Organizational Reporting and Management Reporting	The tenderer must provide references indicating a minimum of 2 years' experience where Maintenance and Support of the Org Publisher Organizational Reporting and Management Reporting Tools integrated with the SAP HR/PY system, were successfully rendered within South Africa.	Less than two (2) years' Experience in Management support of the Org Publisher Organizational Reporting and Management Reporting tool with the SAP HR/PY system.	50	0

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	Tools with the SAP HR/PY system.	<i>The contactable reference letter template must be completed by the referee and included in the tender submission. Alternatively, the client's letterhead may be used for this purpose provided it complies with the functional criteria requirements. A separate form must be completed for each reference as required in the evaluation criteria. The Information provided will be verified and if found to be false or misrepresented, punitive measures will be instituted against the respective party including blacklisting and restriction from participating in any future government tender.</i>	Two (2) years to less than three (3) years' Experience in Management support of the Org Publisher Organizational Reporting and Management Reporting tool with the SAP HR/PY system.		30
			Three (3) years or more Experience in Management support of the Org Publisher Organizational Reporting and Management Reporting tool with the SAP HR/PY system.		50
MINIMUM QUALIFYING SCORE					60
TOTAL					100

Note: "It is the Tenderer's responsibility to ensure that the contactable references provided are accurate and reachable. The Johannesburg Water reserves the right, at its discretion, to verify references for tenderers who meet the minimum qualifying score, including conducting checks on selected references where deemed necessary for due diligence purposes. The Contactable Reference will have five working days from time of request by Johannesburg Water to confirm, in writing, the information on the Contactable Reference letter. Failure to confirm the reference by the Tenderer's reference contact within the stipulated time will result in the points for contactable reference not being allocated to the Tenderer."

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Stage 4: Price and Preference Points Evaluation

The tenderer will be evaluated on 80/20 preference system.

6. PRICING SCHEDULE

The provided quantities are an estimate and the actual required quantities when the contract is in place may vary from the stipulated estimated quantities.

The tenderer must provide unit rates and totals for each year as required.

The tenderer must provide a total for year 1 to year 3 Excluding VAT, the VAT amount and the total for year 1 to year 3 Including VAT.

The pricing schedule must be fully completed and signed.

7. AWARD AND ALLOCATION STRATEGY**Award Strategy**

The tender will be awarded to the highest scoring tenderer in terms of price and specific goals.

Allocation Strategy

Allocate to the highest scoring tenderer in terms of price and specific goals.

8. SPECIAL CONDITIONS

It was emphasised that the tenderers are to ensure that they thoroughly go through the special conditions of the tender, as they would be the terms and conditions of the contract upon award.

9. QUESTIONS AND ANSWERS

<u>#</u>	<u>QUESTIONS</u>	<u>RESPONSES</u>
1)	Which other document must tenderer submit except the valid lease agreement?	Municipal rates and taxes statement of account must be submitted (not older than three (03) months and NOT IN ARREARS for more than 90days). If in arrears an acknowledgement of debt agreement must be entered into with municipality concerned and submitted with the tender.

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2)	Training per employee, is it per day or hour?	Six (6) payroll employees per day as per pricing schedule.
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CLOSURE

Should bidders need any clarity, all queries are to be submitted 10 days before the closing date.

Mr Gudani Mugabi thanked all who attended the briefing, and the meeting was adjourned.