

PART A INVITATION TO BID

YOU ARE HEREBY INVITED TO BID FOR REQUIREMENTS OF THE (SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE)					
RFQ NUMBER:	Q11853/2026	CLOSING DATE:	27 January 2026	CLOSING TIME:	11H00am
DESCRIPTION: APPOINTMENT OF A SERVICE PROVIDER TO PROVIDE SECURITY GUARDING SERVICES FOR THE SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI) AT NATIONAL ZOOLOGICAL GARDEN, PRETORIA FOR A PERIOD OF TWO (2) MONTHS.					
BID RESPONSE DOCUMENTS MAY BE E-MAILED TO BELOW ADDRESSES:					
Submission of proposals: Proposals must be emailed to S.SCM-Quotations@sanbi.org.za <u>Failure to send to the above email address will result in your bid being disqualified.</u> <u>Please state the Bid number as the reference number on the subject line when responding to the RFQ</u>					
BIDDING PROCEDURE ENQUIRIES MAY BE DIRECTED TO			TECHNICAL ENQUIRIES MAY BE DIRECTED TO:		
CONTACT PERSON	Ripfumelo Fumani		CONTACT PERSON	Dumisi Mokoena	
TELEPHONE NUMBER	012 843 5000		TELEPHONE NUMBER	(012) 843-5000	
FACSIMILE NUMBER	N/A		FACSIMILE NUMBER	N/A	
E-MAIL ADDRESS	R.fumani@sanbi.org.za		E-MAIL ADDRESS	D.Mokoena@sanbi.org.za	
SUPPLIER INFORMATION					
NAME OF BIDDER					
POSTAL ADDRESS					
STREET ADDRESS					
TELEPHONE NUMBER	CODE		NUMBER		
CELLPHONE NUMBER					
FACSIMILE NUMBER	CODE		NUMBER		
E-MAIL ADDRESS					
VAT REGISTRATION NUMBER					
SUPPLIER COMPLIANCE STATUS	TAX COMPLIANCE SYSTEM PIN:		OR	CENTRAL SUPPLIER DATABASE No:	MAAA
B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE	TICK APPLICABLE BOX ☐ Yes ☐ No		B-BBEE STATUS LEVEL SWORN AFFIDAVIT ☐ Yes ☐ No		TICK APPLICABLE BOX ☐ Yes ☐ No
[A B-BBEE STATUS LEVEL VERIFICATION CERTIFICATE/ SWORN AFFIDAVIT (FOR EMES & QSEs) MUST BE SUBMITTED IN ORDER TO QUALIFY FOR PREFERENCE POINTS FOR B-BBEE]1					

ARE YOU THE ACCREDITED REPRESENTATIVE IN SOUTH AFRICA FOR THE GOODS /SERVICES /WORKS OFFERED?	☐ Yes ☐ No [IF YES ENCLOSE PROOF]	ARE YOU A FOREIGN BASED SUPPLIER FOR THE GOODS /SERVICES /WORKS OFFERED?	☐ Yes ☐ No [IF YES, ANSWER THE QUESTIONNAIRE BELOW]
---	--	--	--

QUESTIONNAIRE TO BIDDING FOREIGN SUPPLIERS

IS THE ENTITY A RESIDENT OF THE REPUBLIC OF SOUTH AFRICA (RSA)?	☐ YES ☐ NO
DOES THE ENTITY HAVE A BRANCH IN THE RSA?	☐ YES ☐ NO
DOES THE ENTITY HAVE A PERMANENT ESTABLISHMENT IN THE RSA?	☐ YES ☐ NO
DOES THE ENTITY HAVE ANY SOURCE OF INCOME IN THE RSA?	☐ YES ☐ NO
IS THE ENTITY LIABLE IN THE RSA FOR ANY FORM OF TAXATION?	☐ YES ☐ NO
IF THE ANSWER IS "NO" TO ALL OF THE ABOVE, THEN IT IS NOT A REQUIREMENT TO REGISTER FOR A TAX COMPLIANCE STATUS SYSTEM PIN CODE FROM THE SOUTH AFRICAN REVENUE SERVICE (SARS) AND IF NOT REGISTER AS PER 2.3 BELOW.	

PART B TERMS AND CONDITIONS FOR BIDDING

1. BID SUBMISSION:	
1.1.	BIDS MUST BE DELIVERED BY THE STIPULATED TIME TO THE CORRECT ADDRESS. LATE BIDS WILL NOT BE ACCEPTED FOR CONSIDERATION.
1.2.	ALL BIDS MUST BE SUBMITTED ON THE OFFICIAL FORMS PROVIDED– (NOT TO BE RE-TYPED) OR IN THE MANNER PRESCRIBED IN THE BID DOCUMENT.
1.3.	THIS BID IS SUBJECT TO THE PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 2000 AND THE PREFERENTIAL PROCUREMENT REGULATIONS, 2017, THE GENERAL CONDITIONS OF CONTRACT (GCC) AND, IF APPLICABLE, ANY OTHER SPECIAL CONDITIONS OF CONTRACT.
1.4.	THE SUCCESSFUL BIDDER WILL BE REQUIRED TO FILL IN AND SIGN A WRITTEN CONTRACT FORM (SBD7).
2. TAX COMPLIANCE REQUIREMENTS	
2.1	BIDDERS MUST ENSURE COMPLIANCE WITH THEIR TAX OBLIGATIONS.
2.2	BIDDERS ARE REQUIRED TO SUBMIT THEIR UNIQUE PERSONAL IDENTIFICATION NUMBER (PIN) ISSUED BY SARS TO ENABLE THE ORGAN OF STATE TO VERIFY THE TAXPAYER'S PROFILE AND TAX STATUS.
2.3	APPLICATION FOR TAX COMPLIANCE STATUS (TCS) PIN MAY BE MADE VIA E-FILED THROUGH THE SARS WEBSITE WWW.SARS.GOV.ZA.
2.4	BIDDERS MAY ALSO SUBMIT A PRINTED TCS CERTIFICATE TOGETHER WITH THE BID.
2.5	IN BIDS WHERE CONSORTIA / JOINT VENTURES / SUB-CONTRACTORS ARE INVOLVED; EACH PARTY MUST SUBMIT A SEPARATE TCS CERTIFICATE / PIN / CSD NUMBER.
2.6	WHERE NO TCS PIN IS AVAILABLE BUT THE BIDDER IS REGISTERED ON THE CENTRAL SUPPLIER DATABASE (CSD), A CSD NUMBER MUST BE PROVIDED.
2.7	NO BIDS WILL BE CONSIDERED FROM PERSONS IN THE SERVICE OF THE STATE, COMPANIES WITH DIRECTORS WHO ARE PERSONS IN THE SERVICE OF THE STATE, OR CLOSE CORPORATIONS WITH MEMBERS PERSONS IN THE SERVICE OF THE STATE."

NB: FAILURE TO PROVIDE / OR COMPLY WITH ANY OF THE ABOVE PARTICULARS MAY RENDER THE BID INVALID.

SIGNATURE OF BIDDER:

CAPACITY UNDER WHICH THIS BID IS SIGNED:

(Proof of authority must be submitted e.g. company resolution)

DATE:

BIDDER'S DISCLOSURE

1. PURPOSE OF THE FORM

Any person (natural or juristic) may make an offer or offers in terms of this invitation to bid. In line with the principles of transparency, accountability, impartiality, and ethics as enshrined in the Constitution of the Republic of South Africa and further expressed in various pieces of legislation, it is required for the bidder to make this declaration in respect of the details required hereunder.

Where a person/s are listed in the Register for Tender Defaulters and / or the List of Restricted Suppliers, that person will automatically be disqualified from the bid process.

2. Bidder's declaration

- 2.1 Is the bidder, or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest¹ in the enterprise, employed by the state? **YES/NO**

- 2.1.1 If so, furnish particulars of the names, individual identity numbers, and, if applicable, state employee numbers of sole proprietor/ directors / trustees / shareholders / members/ partners or any person having a controlling interest in the enterprise, in table below.

Full Name	Identity Number	Name of State institution

Do you, or any person connected with the bidder, have a relationship with any person who is employed by the procuring institution? **YES/NO**

- 2.2.1 If so, furnish particulars:

.....

- 2.3 Does the bidder or any of its directors / trustees / shareholders / members / partners or any person having a controlling interest in the enterprise have any interest in any other related enterprise whether or not they are bidding for this contract? **YES/NO**

¹ the power, by one person or a group of persons holding the majority of the equity of an enterprise, alternatively, the person/s having the deciding vote or power to influence or to direct the course and decisions of the enterprise.

2.3.1 If so, furnish particulars:

.....

3 DECLARATION

I, the undersigned, (name)..... in submitting the accompanying bid, do hereby make the following statements that I certify to be true and complete in every respect:

- 3.1 I have read, and I understand the contents of this disclosure.
- 3.2 I understand that the accompanying bid will be disqualified if this disclosure is found not to be true and complete in every respect.
- 3.3 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 consortium² will not be construed as collusive bidding.
- 3.4 In addition, there have been no consultations, communications, agreements or arrangements with any competitor regarding the quality, quantity, specifications, prices, including methods, factors or formulas used to calculate prices, market allocation, the intention or decision to submit or not to submit the bid, bidding with the intention not to win the bid and conditions or delivery particulars of the products or services to which this bid invitation relates.
- 3.4 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.
- 3.5 There have been no consultations, communications, agreements, or arrangements made by the bidder with any official of the procuring institution in relation to this procurement process prior to and during the bidding process except to provide clarification on the bid submitted where so required by the institution; and the bidder was not involved in the drafting of the specifications or terms of reference for this bid.
- 3.6 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.

I CERTIFY THAT THE INFORMATION FURNISHED IN PARAGRAPHS 1, 2 and 3 ABOVE IS CORRECT.

I ACCEPT THAT THE STATE MAY REJECT THE BID OR ACT AGAINST ME IN TERMS OF PARAGRAPH 6 OF PFMA SCM INSTRUCTION 03 OF 2021/22 ON PREVENTING AND COMBATING ABUSE IN THE SUPPLY CHAIN MANAGEMENT SYSTEM SHOULD THIS DECLARATION PROVE TO BE FALSE.

.....
 Signature

.....
 Date

.....
 Position

.....
 Name of bidder

² Joint venture or Consortium 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.

PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022

This preference form must form part of all tenders invited. It contains general information and serves as a claim form for preference points for specific goals.

NB: BEFORE COMPLETING THIS FORM, TENDERERS MUST STUDY THE GENERAL CONDITIONS, DEFINITIONS AND DIRECTIVES APPLICABLE IN RESPECT OF THE TENDER AND PREFERENTIAL PROCUREMENT REGULATIONS, 2022

1. GENERAL CONDITIONS

1.1 The following preference point systems are applicable to invitations to tender:

- the 80/20 system for requirements with a Rand value of up to R50 000 000 (all applicable taxes included); and
- the 90/10 system for requirements with a Rand value above R50 000 000 (all applicable taxes included).

1.2 To be completed by the organ of state

- a) The applicable preference point system for this tender is the **80/20** preference point system.
- b) The **80/20 preference point system** will be applicable in this tender. The lowest/ highest acceptable tender will be used to determine the accurate system once tenders are received.

1.3 Points for this tender (even in the case of a tender for income-generating contracts) shall be awarded for:

- (a) Price; and
- (b) Specific Goals.

1.4 To be completed by the organ of state:

The maximum points for this tender are allocated as follows:

	POINTS
PRICE	80
SPECIFIC GOALS	20
Total points for Price and SPECIFIC GOALS	100

1.5 Failure on the part of a tenderer to submit proof or documentation required in terms of this tender to claim points for specific goals with the tender, will be interpreted to mean that preference points for specific goals are not claimed.

1.6 The organ of state reserves the right to require of a tenderer, either before a tender is adjudicated or at any time subsequently, to substantiate any claim in regard to preferences, in any manner required by the organ of state.

2. DEFINITIONS

- (a) **“tender”** means a written offer in the form determined by an organ of state in response to an invitation to provide goods or services through price quotations, competitive tendering process or any other method envisaged in legislation.
- (b) **“price”** means an amount of money tendered for goods or services and includes all applicable taxes less all unconditional discounts.
- (c) **“Rand value”** means the total estimated value of a contract in Rand, calculated at the time of bid invitation, and includes all applicable taxes.
- (d) **“tender for income-generating contracts”** means a written offer in the form determined by an organ of state in response to an invitation for the origination of income-generating contracts through any method envisaged in legislation that will result in a legal agreement between the organ of state and a third party that produces revenue for the organ of state, and includes, but is not limited to, leasing and disposal of assets and concession contracts, excluding direct sales and disposal of assets through public auctions; and
- (e) **“The Act”** means the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000).

3. FORMULAE FOR PROCUREMENT OF GOODS AND SERVICES

3.1. POINTS AWARDED FOR PRICE

3.1.1 THE 80/20 OR 90/10 PREFERENCE POINT SYSTEMS

A maximum of 80 or 90 points is allocated for price on the following basis:

$$\begin{array}{ccc}
 80/20 & \text{or} & 90/10 \\
 P_s = 80 \left(1 - \frac{P_t - P_{min}}{P_{min}} \right) & \text{or} & P_s = 90 \left(1 - \frac{P_t - P_{min}}{P_{min}} \right)
 \end{array}$$

Where

P_s = Points scored for price of tender under consideration

P_t = Price of tender under consideration

P_{min} = Price of lowest acceptable tender

3.2. FORMULAE FOR DISPOSAL OR LEASING OF STATE ASSETS AND INCOME GENERATING PROCUREMENT

3.2.1. POINTS AWARDED FOR PRICE

A maximum of 80 or 90 points is allocated for price on the following basis:

$$\begin{array}{ccc}
 80/20 & \text{or} & 90/10 \\
 P_s = 80 \left(1 + \frac{P_t - P_{max}}{P_{max}} \right) & \text{or} & P_s = 90 \left(1 + \frac{P_t - P_{max}}{P_{max}} \right)
 \end{array}$$

Where?

- Ps = Points scored for price of tender under consideration
 Pt = Price of tender under consideration
 Pmax = Price of highest acceptable tender

4. POINTS AWARDED FOR SPECIFIC GOALS

- 4.1. In terms of Regulation 4(2); 5(2); 6(2) and 7(2) of the Preferential Procurement Regulations, preference points must be awarded for specific goals stated in the tender. For the purposes of this tender the tenderer will be allocated points based on the goals stated in table 1 below as may be supported by proof/ documentation stated in the conditions of this tender:
- 4.2. In cases where organs of state intend to use Regulation 3(2) of the Regulations, which states that, if it is unclear whether the 80/20 or 90/10 preference point system applies, an organ of state must, in the tender documents, stipulate in the case of—
- (a) an invitation for tender for income-generating contracts, that either the 80/20 or 90/10 preference point system will apply and that the highest acceptable tender will be used to determine the applicable preference point system; or
 - (b) any other invitation for tender, that either the 80/20 or 90/10 preference point system will apply and that the lowest acceptable tender will be used to determine the applicable preference point system,
- then the organ of state must indicate the points allocated for specific goals for both the 90/10 and 80/20 preference point system.

Table 1: Specific goals for the tender and points claimed are indicated per the table below.

(Note to organs of state: Where either the 90/10 or 80/20 preference point system is applicable, corresponding points must also be indicated as such.)

Note to tenderers: The tenderer must indicate how they claim points for each preference point system.)

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)
1. Categories of persons historically disadvantaged by unfair discrimination on the basis of race. 100% black ownership (Points will be allocated based on the percentage of ownership per goal. Information will be verified on CSD. CSD must be attached as proof)	10	
2. Categories of persons historically disadvantaged by unfair discrimination on the basis of disability. (Points will be allocated based on the percentage of ownership per goal. Information will be verified on CSD. CSD must be attached as proof)	10	
Total	20	

DECLARATION WITH REGARD TO COMPANY/FIRM

4.3. Name of company/firm.....

4.4. Company registration number:

4.5. TYPE OF COMPANY/ FIRM

- ☐ Partnership/Joint Venture / Consortium
- ☐ One-person business/sole propriety
- ☐ Close corporation
- ☐ Public Company
- ☐ Personal Liability Company
- ☐ (Pty) Limited
- ☐ Non-Profit Company
- ☐ State Owned Company

[TICK APPLICABLE BOX]

4.6. I, the undersigned, who is duly authorised to do so on behalf of the company/firm, certify that the points claimed, based on the specific goals as advised in the tender, qualifies the company/ firm for the preference(s) shown and I acknowledge that:

- i) 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 paragraphs 1.4 and 4.2, the contractor may be required to furnish documentary proof to the satisfaction of the organ of state that the claims are correct.
- iv) If the specific goals have been claimed or obtained on a fraudulent basis or any of the conditions of contract have not been fulfilled, the organ of state may, in addition to any other remedy it may have –
 - (a) disqualify the person from the tendering 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) recommend that the tenderer or contractor, its shareholders, and directors, or only the shareholders and directors who acted on a fraudulent basis, be restricted 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, if deemed necessary

SIGNATURE(S) OF TENDERER(S).....

SURNAME AND NAME:

DATE:

ADDRESS:

.....

REQUEST FOR QUOTATION

FOR THE

APPOINTMENT OF A SERVICE PROVIDER TO PROVIDE SECURITY GUARDING SERVICES FOR THE SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI) AT NATIONAL ZOOLOGICAL GARDEN, PRETORIA FOR A PERIOD OF TWO (2) MONTHS

Quotation No: SANBI: Q11853/2026

Closing date: 27 January 2025 @ 11:00AM

RFQ documents are to be submitted via email only. No hand delivery will be accept

1. Background

The National Zoological Garden (NZG) is a campus of The South African National Biodiversity Institute (SANBI) which is located in Pretoria, City of Tshwane Municipality (CBD) Gauteng Province. The South African National Biodiversity Institute (SANBI) contributes to South Africa's sustainable development by facilitating access to biodiversity data, generating information and knowledge, building capacity, providing policy advice, and showcasing and conserving biodiversity in its national botanical and zoological gardens.

The NZG covers an area of 85 ha comprising of the following areas: Parking A & B, the entrance area (to the zoo), staff entrance, animal enclosures, picnic area, administration offices, restaurants, directors' house, animal hospital and the clinic. The campus houses various endangered and common wildlife and plant species and receives on average 37 000 visitors per month. The NZG is open to visitors daily, with official hours from 08:00 to 17:30. There is a river that crosses through the campus.

Bidders from PSIRA registered security companies are thus hereby invited to submit their bids for the forthcoming contract period of two (2) months to provide the required security services for the protection of the public, staff, assets and property of NZG.

Being located in the Tshwane CBD, NZG is particularly prone to the threat of criminal activities which includes the theft of equipment's and asserts as well as visitors' valuables. There is also a criminal syndicate targeting and stealing vehicles parked in the NZG visitor parking areas. The service provider shall be obligated to provide security services to guard and protect the NZG premises, personnel, assets (including animals), visitors and all their valuables.

The main security risks/threats are the following:

- Armed robbery, theft and malicious damage of public property while within the NZG campus; vandalism; fraud; and malicious damage of/to NZG property such as ; vehicles; equipment; materials; assets; animal food and revenue; within the premises of the NZG campus.
- Unauthorized and uncontrolled access to the campus via the Apies river and boundary fences.
- Vandalism of NZG assets and infrastructure including all stores, offices, and restaurants and game capture infrastructure.
- Poisoning and theft of animals, common and endangered species, from enclosures and breeding camps.
- Violent attacks by intoxicated visitors.

2. Invitation to Quotation

Quotations are hereby invited for the appointment of a Service Provider to provide security guarding services to the South African National Biodiversity Institute's PNZG for a period of two (2) months.

The quotation process will be coordinated by SANBI's Supply Chain Management (SCM) section at the following address:

- All submissions must be emailed to **S.SCM-Quotations@sanbi.org.za**

Scope of work

The PNZG requires a Security Service Provider to provide security guarding services through guards, access and exit control, monitoring and for reaction to unauthorised entry via the fenced perimeter of the PNZG and the securing of buildings and the premises in emergency situations.

The Security Service Provider is required to provide security guarding services 24 hours a day as specified services within the PNZG operating times.

In addition, from time-to-time additional guards may be required for special functions, exhibitions or meetings to be held in the PNZG. This will be arranged separately to the standard contract, but an indication must be given to the availability of such *ad hoc* guards or cashiers and the notice period for obtaining this additional service.

The security Service Provider must comply with all relevant South African legislation as well as with SANBI's Terms and Conditions including its security policy and those specified in the Service Level Agreement.

3.1 INDUCTION, TRAINING AND PLACEMENT OF STAFF

The Service Provider's staff members will have to undergo induction training regarding the site and the Emergency Plan for the campus. This induction is compulsory and must be attended by the Security Company's supervisors, security guards, and management. Any new employee must first be inducted before placement on site.

The inheritance of existing security guards and/or use of equipment from previous Service Providers must be discussed with and approved by SANBI in writing beforehand.

3.2 SECURITY OPERATION MANAGEMENT EXCELLENCE

The following are the expected outcomes and deliverables under this contract:

- A) Providing guarding services where all shifts are 12 hours shifts and start at 06:00 to 18:00 and 18:00 for 06:00 every 24 hours. The one shift will take over from the other at any specific station to ensure continued surveillance/control.
- B) Provide support service to deployed guards including monitoring / tracking systems of guards.
- C) Provide and manage the pedestrians and vehicles at the main entrance.
- D) Security personnel are to report on duty at least 15 minutes before official opening hours of the PNZG.
- E) Provide protection of the personnel, public, plants and property.
- F) Respond to any security related risk and emergency.
- G) Form part of the PNZG emergency response team (ERT) responding to any emergency.
- H) Provide written records of incidents, security threats/risks (Occurrence Book) and security reports.

3.3 ACCESS CONTROL

The guards at the access control gate must:

- Always ensure and maintain proper control of access onto the premises.
- Be customer-focused, patient, and polite and always remain professional in the execution of their duties.
- Monitor and patrol all areas designated to him/her for patrolling.

It is the responsibility of the Service Provider to ensure that:

- The access gates are closed and opened as per site instructions as issued by the appropriate SANBI official on a weekly basis.
- Gates are locked/unlocked at designated times, or as required according to specific instructions from appropriate SANBI staff.
- The vehicle entering and exiting the garden are registered in the appropriate security register.
- A guard remains visible at the entrance gate in between patrols and where necessary provides reactive support to SANBI in cases of suspicious or unacceptable visitor behaviour.

Guards will be required to enforce the PNZG's internal rules, and the Municipal by-laws as indicated in **Annexure A**. This includes:

- No dogs or other pets are allowed in the garden except for guide dogs.
- No littering (bottles, plastic paper, cigarette tips etc.). All rubbish brought in must be taken out or discarded into the designated bins.
- No loud music from cars or portable devices.
- No rowdy behaviour that may disturb the peace.
- No bicycles are allowed anywhere in the Garden.
- No quad bikes or scramblers or any motorised vehicle on the mountain trails.
- Vandalism and defacing of walls, buildings, signage, plants e.g. graffiti is strictly prohibited and prosecutable.
- No damage to property, no removal of plants, seeds or any other plant material or animals etc.
- Feeding of, disturbing or interference with any wild animals is strictly forbidden.

3.4 SECURITY STAFF REQUIREMENTS

The following table provides security staff requirements.

CENTRE 3: NZG, PRETORIA					
Duty Point	Grade	Number of guards	Job Purpose	Job Requirements	Other Security Aids
Site Supervisor	(Grade B)	1 x Day & 1 x Night shift (7 days / week)	- Supervision of security staff. - Investigating incidents. - Compiling reports. Reporting incidents. - Patrolling. - Providing backup services. - Submit incidents and weekly reports. - Ensure - Compliance with NZG security SOP. Peruse patrol log books.	- No criminal offence; - South African; Grade 12; - Valid PSIRA Grade C; - Firearm competency - Positive security clearance; - Proficient in English and service excellence. - At least three (3) years supervisory experience.	1x 9mm firearm - Cell phone - Bullet prove vest - Two-way radio or PTT communication - Torch - Pocket book - Pen (Black & red) - Occurrence book - Hand cuffs - Batton Sticks - Name tag - Electronic guard monitoring/clocking system. - Unarmed guards. - Taser and/or pepper spray with the knowledge on how to use them.
Main Vehicle Gate	Grade C	2 x Day & 1 x Night shift (7 days / week)	- Conducting access control duties. - Searching staff and visitors' luggage. - Answering calls. - Registering SANBI cars. - Implementing NZG security SOP.		
Parking A	Grade C	1 x Day & 1 x Night shift (7 days / week)	- Allocating visitors with parking. - Patrolling cars and ensure vehicles are not stolen.		

			• Prevent vandalism of assets. • Patrolling parking A & B areas and use clocking points to ensure that solar systems are secured.		
Parking B	Grade C	1 x Day shift (7 days / week)	• Monitoring access control point and checking parking tickets. • Protecting assets within the parking area. • Patrolling and reporting incidents.		
Paul Kruger Family Yard & Picnic	Grade C	1 x Day shift (7 days / week)	• Patrolling west of Apies river and farmyard area. • Monitoring picnic and Flamingo area. • Monitoring animal enclosures around Buitekamp.		
Sarah House and out-side perimeter	Grade C	1 x Day & 1 x Night shift (7 days / week)	• Clocking tags around the area. • Conducting access control when the gate is opened at designated times. • Monitoring animal enclosure around Australian Koala area. • Reporting suspicious movements.	• No criminal offence; • South African; Grade 12; • Valid PSIRA Grade C; • positive security clearance; • proficient in English and report writing and service excellence. • Must have at least three (3) years' experience.	• Two-way radio or PTT communication • Torch • Pocket book • Pen (Black & red) • Occurrence book • Hand cuffs • Batton Sticks • Name tag • Electronic guard monitoring/clocking system. • Unarmed guards. • Taser and/or pepper spray with the knowledge on how to use them.

Cable mountain/turning	Grade C	1 x Day & 1 x Night shift (7 days / week)	• Monitoring Mountain kiosk. • Clocking the designated areas. • Monitoring cable car area and animal enclosures.
Director's house	Grade C	1 x Day & 1 x Night shift (7 days / week)	• Preventing vandalism and illegal movement. • Patrolling the area and use clocking systems. • Monitoring animal enclosures around Buitekamp.
Sundial	Grade C	1 x Day & 1 x Night shift (7 days / week)	• Armed Security Officer monitoring the forest area. • Monitoring rhino and zebra enclosures and surrounding areas. • Patrol using clocking systems.
Apies river	Grade C	1 x Day & 1 x Night shift (7 days / week)	• Monitoring Apies river and prevent vandalism around the river. • Protect cable within the river. Monitoring animal enclosures around Apies river and use clocking systems.
Waterhole	Grade C	1 x Day &	• Patrolling the surrounding

		1 x Night shift (7 days / week)	area that include compost area. • Monitoring animal enclosures around the area and use clocking systems. • Checking buildings that include Conference room, Honeymoon and Waterhole buildings.		
Waste Area & Composed machine	Grade C	1 x Day & 1 x Night shift (7 days / week)	• Monitoring, patrolling and clocking picnic and Dukuduku Kiosk. • Patrolling Apies river and Farmyard area. • Monitoring surrounding animal enclosures.		
North-west Paul Kruger	Grade C	1 x Night shift (7 days / week)	• Monitoring, patrolling and clocking picnic and Dukuduku Kiosk. • Patrolling Apies river and Farmyard area. • Monitoring surrounding animal enclosures.		
Clinic	Grade C	1 x Night shift (7 days / week)	• Monitoring Clinic Building, Stormy Bay and the whole Civil Area. Use clocking system.		

Animal Hospital Quarantine	Grade C	1 x Night shift (7 days / week)	Monitoring, clocking and patrolling Grey House Building, Bio-informatics Building and Animal Quarantine Areas.		
Aquarium	Grade C	1 x Night shift (7 days / week)	Monitor, patrolling and clocking Reptile Area, Aquarium Area and Education Centre.		
South West Paul Kruger	Security Officer	1 x Night shift (7 days / week)	Monitoring Flamingo kiosk and all animal enclosures around the area. Use clocking system.		

The number of security guards may be reviewed as and when required. This will be communicated to the Service Provider in order to amend their monthly invoice in line with the actual number of security guards on site. The successful Bidder will be required to provide extra guards during the events.

3.5 LANGUAGE PROFICIENCY

All guards including the gate personnel must be proficient in English and at least one other official language. Due to the nature of our business, communication is essential and it is therefore required that guards must be able to read, write and communicate effectively in English.

3.6 SUPERVISION OF WORK

The Service Provider will be required to supervise and exercise proper control over its personnel and shall not hold SANBI liable for any loss or injury caused to the said personnel. The Service Provider will seek to resolve any problems relating to its personnel in line with the laws of the country (e.g. Labour Laws).

3.7 RESPONSIBILITIES

The Service Provider will provide and take responsibility for the following:

- Security guards as per section 3.4 above and in the cases where additional guards are required.
- Guarding and cashier services.
- Access control books, registers, and Occurrence Books (OB).
- Rechargeable torches.
- Firearm and gun trap

- Marked vehicle
- Two-way radios, Push to Talk (PTT) devices and registered on frequencies, service providers.
- Professional looking security guards with protection equipment and/or security uniform for guards that is weather appropriate.
- Smart phones and subscriptions (capable of working e-mails and WhatsApp).
- Ensuring that the Service Level Agreement (SLA) conditions are complied with by adhering to the performance standards required (Specifications for service provider performance management).
- Undertake to providing security guards as required for the rendering of services at the campus during situations of crisis.
- Ensuring guards are customer service-focused, and value and treat SANBI visitors with respect.

3.8 SANBI will take responsibility for the:

- Provision, upkeep and maintenance of the guard houses and toilet facility.
- Provision, upkeep and maintenance of remotes for gates and the access gates.
- Provision, upkeep and maintenance of necessary keys and padlocks.
- Provision of weekend instructions including SANBI weekend duty and standby staff.
- Provision of operational procedures and requirements.
- Regular refresher communication and/or induction on PNBG operations where necessary.

3. Mandatory requirements

Bidders must include the following documentation (**failure to submit this required documentation WILL lead to disqualification**):

- a) A valid company's Private Security Industry Regulatory Authority (PSIRA) registration certificate as a security Service Provider. Such registration must remain valid during the period of the contract.
- b) A valid company owner(s) or management team's Private Security Industry Regulatory Authority (PSIRA) registration certificate(s). Such registration must remain valid during the period of the contract.
- c) A certified copy of the company's valid ICASA licence or a contract with a recognised Service Provider for PTT communication for the specific service area covering the location of the campus. This must remain valid for the duration of the contract.
- d) **Fee/cost structure as for Annexure B** including breakdowns and availability of additional staff/services on short notice.
- e) Formal quotation with company letterhead.
- f) Valid letter of good standing from the office of the Compensation Commissioner as required by the Compensation for Occupational Injuries and Diseases Act (COIDA).
- g) A certified copy of **Liability Insurance Cover** for the company and for company employees and the amount available per claim (minimum 1 million Rand). This must be valid during the duration of the contract.
- h) Duly completed and signed SBD forms.

4. Other documents required

Each tender document should also include the following documentation, although failure to submit these documents will not result in disqualification. However, the information contained in them is required for evaluation purposes:

- a) **Company information and profile:** mission statement and policies with an indication of the management, communication and supervision structures and including a section on how staff will be managed on campus.
- b) **CVs** of Project manager and the Supervisors.
- c) **Track record:** A list of similar contracts held in the past three (3) years that should include the name of the client, scope of the services, duration dates and value of contract.
- d) **Five reference letters** Signed reference letters from at least five (5) signed current or previous clients that have been provided with security services within the past 5 years.
- e) **Evidence of operational capacity to perform the required security services:**
 - 1) **Details of the availability of control room/s in the province, vehicles, and other equipment** to fulfil duties as per the specification and **systems and processes** for management, communication, and support for guards on duty.
 - 2) Two-way Radio / PTT communication:
 - i. Effective communication can be maintained across the PNZG. On site test will be done between the control room and PNZG:
 - 1. Using the supervisor's vehicle mobile radio from one (1) location on PNZG, and
 - 2. Using the company's handheld radio from one (1) location at the entrance area.
- f) A copy of the company Central Supplier Database (CSD) registration report.
- g) The Company's health and safety policy and health and safety training plan.

NB: Sufficient information must be provided to allow the Bid Evaluation Committee to score bids against all criteria.

5. Confidentiality

Any or all information made available to the Service Provider by SANBI shall be regarded as confidential and shall not be made available to third parties without the prior written consent of SANBI.

6. Preparation of Proposal

SANBI shall not be held liable for any cost that has been incurred by the Service Provider in the preparation of the proposal, the obtaining of certificates or any other cost that might be incurred in submitting the proposal.

7. Quotation documentation availability

The Quotation documents are available from the SANBI website – www.sanbi.org

8. Contract period

A two (2) months contract will be entered into with the Service Provider.

9. Pricing

Based on the specifications outlined in Annexure B, give a specific pricing breakdown for the two (2) months contract and include the pricing for all the items/equipment charged for in the breakdown.

10. Compliance reports and meetings

The Service Provider and SANBI will enter into a Service Level Agreement (SLA) for monitoring and compliance purposes.

11. Evaluation criteria

In accordance with the National Treasury Instruction Note on the Amended Guidelines in Respect of Bids that include Functionality as a Criterion for Evaluation (Issued 3 September 2010), this bid will be evaluated in two stages:

Stage 1:

The first stage will evaluate functionality according to the criteria listed in the tables below.

CRITERIA FOR EVALUATING FUNCTIONALITY				
No	Criteria	Sub Criteria		Weight
1	Company Experience			(60)
1.1	Bidders must demonstrate an in-depth experience and expertise in the field of Security Services within Government or Private sector, with relevant supporting documents provided.	More than nine (9) years' relevant experience.	20	20
		Between six (6) and nine (9) years' relevant experience.	16	
		Between three (3) and six (6) years' relevant experience.	12	
		Between one (1) and three (3) years' relevant experience.	8	
		Less than one (1) year relevant experience	4	
		No submission of evidence or	0	
1.2	COMPANY TRACK RECORD	More than nine (9) clients	20	20
	Attach the following documents:	Between seven (7) and nine (9) clients	16	
	• Provide a list of current and previous clients (company name, contact person, telephone number, services provided, total value of the contract and contract duration with dates).	Between four (4) and seven (7) clients	12	
		Between two (2) and four (4) clients	8	
		Between one (1) and two (2) clients.	4	
		No submission	0	
	• Provide no less than five traceable reference letters: Signed reference letters from clients in the past five years (company name, contact person, telephone number, services provided, total	Five (5) and more relevant reference letters including the supporting documents	20	20
		Four (4) relevant reference letters including the supporting documents	16	

CRITERIA FOR EVALUATING FUNCTIONALITY				
No	Criteria	Sub Criteria		Weight
	value of the contract and contract duration with dates, performance of the Service Provider per service provided). The reference letters must be relevant to the tender. <i>In addition, provide the following supporting documents pertaining to the list and reference letters (Official Purchase Orders, or Service Level Agreement, or Appointment Letters with contact details and value of contracts)</i>	Three (3) relevant reference letters including the supporting documents	12	
		Two (2) relevant reference letters including the supporting documents	8	
		One (1) relevant reference letter including the supporting document	4	
		No submission	0	
2	Supervisory Qualification and Experience			(40)
2.1	Site manager and supervisors qualification in the security industry <i>(Attach certified copies of qualification, i.e. One site manager and three supervisors)</i>	Grade A/B, Driver's license, Matric or Grade 12 and Post Matric qualification in Security	20	20
		Grade A/B, Driver's license and Matric or Grade 12	10	
		Grade A/B and Driver's license	5	
		Non-submission	0	
2.2	Site manager and supervisors experience in the security industry <i>(Submit curriculum vitae indicating site manager and three supervisors experiences in security services in terms of their role)</i>	More than six (6) years' relevant experience	20	20
		Between four (4) and six (6) years' relevant experience	16	
		Between three (3) and four (4) years' relevant experience	12	
		Between one (1) and three (3) years' relevant experience	8	
		Less than one (1) year relevant experience	4	
		Non-submission	0	
	Total			100

NB: Compliance with the minimum of **70 points** is required to be considered for the next evaluation phase.

Stage 2: Specific Goals

The second stage will evaluate the price and specific goals of those bids that meet the minimum threshold for functionality. In accordance with the Preferential Procurement Regulations, 2022 pertaining to the Preferential Procurement Policy Framework Act (No. 5 of 2000), the 80/20-point system will be applied in evaluating proposals that qualify for further consideration, where price constitutes 80 points and a maximum of 20 points will be awarded based on the bidder's specific goals.

Specific Goal	Total Points
1. Categories of persons historically disadvantaged by unfair discrimination on the basis of race. 100% black ownership (Points will be allocated based on the percentage of ownership per goal. Information will be verified on CSD. CSD must be attached as proof).	(10)
2. Categories of persons historically disadvantaged by unfair discrimination on the basis of disability. (Points will be allocated based on the percentage of ownership per goal. Information will be verified on CSD. CSD must be attached as proof).	(10)
Total Points	20

12. General terms

All documents submitted in the response to this Request for Quotation (RFQ) must be written in English.

Security Service Providers shall not assume that information and/or documents supplied to SANBI before at any time prior to this RFQ are still available or that they will be considered and shall not make any reference to such information and/or documentation in their response to the RFQ.

Each Quotation shall be valid for a period of three months calculated from the closing date of this Quotation. Any enquiries in connection with this RFQ shall be submitted in writing to the following e-mail address: S.SCM-Quotations@sanbi.org.za, referring to your request as: **Quotation number: SANBI: Q11151/2024 The Provision of Security Services for The National Zoological Garden, Pretoria** as the subject.

For any technical information the following persons may be contacted:

Mr Dumisi Mokoena, Deputy Director Security Services: SANBI Pretoria at the following email address: D.Mokoena@sanbi.org.za and/or Mr Albert Segale, Director: Technical Services: National Zoological Garden, Pretoria at the following email address: A.Segale@sanbi.org.za

NB: The deadline for submission of enquiries is 11:00AM on 21 January 2026. No feedback will be provided after the deadline.

The appointment of a successful Service Provider shall be subject to all parties agreeing to mutually acceptable contractual Terms and Conditions. In the event of all parties failing to reach an agreement within 30 days from the appointment date, SANBI reserves the right and shall be entitled to appoint the second contractor or to re-advertise should the second tenderer not be acceptable.

SANBI has the right:

- To verify any information supplied in the tender documents.
- Not to appoint any Service Provider.
- To cancel or withdraw this RFQ at any time without attracting any penalties or liabilities.
- To appoint one or more Service Providers, depending on the outcome, to separately or jointly be responsible for the provision of security services on the campus.
- To have the final say in the appointment and that this will be binding.
- To disqualify a tender or cancel any subsequent contracts should it be found that information disclosed was factually inaccurate and/or that a misrepresentation of facts may have occurred.
- To know the minimum wages paid to security personnel by the Service Provider (Should be in line with sectorial determination prescribed).

13. Safety, health and environmental requirements

Service Providers are required to comply with all acts, regulations and standards relating to Safety, Health and Environment.

All Service Providers entering into a contract with the South African National Biodiversity Institute (SANBI) shall, as a minimum, comply with the following requirements:

- The Occupational Health & Safety Act (OHSA) (Act 85 of 1993) and its Regulations: **A current, up-to-date copy of the Occupational Health and Safety Act as well as Safety, Health and Environment file for the company shall be available on site at all times.** The Health and Safety file will become SANBI property at the end of the contract.
- The Service Provider's staff will be expected to attend induction training including being familiar with the part of the Garden they are stationed in, and evacuation procedures within the first week before commencing any work (A signed register of such induction must be available in the Safety, Health and Environmental file and be available to the internal and external auditors and SHE representatives of SANBI on request).
- The Compensation for Occupational Injuries & Diseases Act (Act 130 of 1996): The Service Providers will be required to submit a letter of good standing from the office of the Compensation Commissioner as required by the Compensation for Occupational Injuries and Diseases. The letter should be issued by the Department of Labour. **A current, up-to-date copy of the Compensation for Occupational Injury and Diseases Act (COIDA) shall be available on site at all times.**
- National Environmental Management Act (Act No. 107 of 1998).
- Waste Act (Act 59 of 2008).

The Service Provider shall:

- Create and maintain a safe and healthy work environment for its own staff and those of SANBI.
- Execute the work in a manner that complies with all the requirements of OHASA and all its associated Regulations, and in so doing, minimize the risk of incidents occurring. Should an

incident occur, report this to SANBI within 24 hours and explain the remedial processes put in place.

- Provide all related working equipment such as protective clothing, harnessing, etc. to ensure the safety and health of its own staff and those of others.
- Respond to the notices issued by SANBI's Health and Safety Agent as follows:
 - a. Improvement Notice: improve health and safety performance over time so that repeat notices are not issued.
 - b. Contravention Notice: rectify contravention within given time.
 - c. Prohibition Notice: terminate affected activities with immediate effect and only resume activities when it is safe to do so.

14. Submission of Quotation

Closing date 27 January 2026 @ 11:00am

Submission of proposals must be emailed to S.SCM-Quotations@sanbi.org.za. Only emailed submissions will be accepted.

Emailed applications must not be more than 8MB in size.

ANNEXURE A. SUMMARY OF PNZG RULES

GENERAL INFORMATION

- No dogs or other pets are allowed in the garden except for guide dogs.
- No littering (bottles, plastic paper, cigarette tips etc.). All rubbish brought in must be taken out or discarded into the designated bins.
- No loud music from cars or portable devices.
- No rowdy behaviour that may disturb the peace.
- No bicycles are allowed anywhere in the Garden.
- No quad bikes or scramblers or any motorised vehicle on the mountain trails.
- Vandalism and defacing of walls, buildings, signage, plants e.g. graffiti is strictly prohibited and prosecutable.
- No damage to property, no removal of plants, seeds or any other plant material or animals etc.
- Feeding of, disturbing or interference with any wild animals is strictly forbidden.
- Parking is only available at the main parking area. Cars are not allowed anywhere else in the Garden and may not park at the Garden office.
- Roller skates, skate boards or any other wheel mountain sport/play apparatus may not be used in the Garden.
- No bats or balls or any other playing that involved balls, bats, golf clubs, etc. is allowed anywhere in the Garden.
- No vehicles or people may overnight in the Garden, except by prior arrangement and written approval by the garden manager.
- No structures or shelters may be erected in the Garden except for umbrellas.
- Under no circumstances may vehicles park at the Restaurant, braai area or Lapa "drop off zone".
- Under no circumstances are the use of portable braais or open fires including gas braais/grillers allowed in the Garden except on the designated braai area.
- Wedding photos, matric ball photos or any other professional photo/video or commercial photo/video shoots is - not allowed unless prior written permission was obtained and then when payment has been made in accordance with Garden policy filming and photography.
- No selling of or promotion of any goods or services may take place in the Garden except at the restaurant or with prior written permission from Garden Management.
- The use of the Garden for private functions may only take place after written agreements and permits have been obtained by the event or function organiser.

ANNEXURE B. PRICING SCHEDULE

(NB: This section must only be included in the pack marked “Original” and not in any of the copies).

Bidders Declaration:

I, _____ in the capacity of

_____ representing the bidder (company name) _____
is hereby dually authorised to declare that:

1. The payment of security guards will take place on the following (date or day)
_____ Monthly / Weekly and is not dependant on the payment of services by SANBI.
2. Pricing is fully inclusive of all required services, with associated salaries, items, equipment, vehicles, and functions required to provide an effective security service to SANBI.
3. Accept that any omission of any pricing related to providing an effective security service by the bidder of will not be accepted once the RFT has closed.

Name: (printed): _____

Capacity:

Signature: _____

Date:

Bidders: Witness

Name: (printed): _____

Signature:

Date: _____

Table D1: Pricing schedule

	Grade B Night supervisor (including relief security guard*)	Grade B Day supervisor (including relief security guard*)	Grade C Night security (including relief security guard*)	Grade C Day security (including relief security guard*)
(A): BASIC COSTS PER MONTH				
Basic monthly salary	R	R	R	R
Provident fund (Monthly)	R	R	R	R
Statutory annual bonus (Monthly)	N/A	N/A	N/A	N/A
UIF (Monthly)	R	R	R	R
COVID/WCA (Monthly)	R	R	R	R
SUB TOTALS PER MONTH (SUM OF ABOVE) (A)	R	R	R	R
(B): OTHER DIRECT COSTS AS PER PSIRA SECTORAL DETERMINATION PER MONTH				
Sunday pay premium	R	R	R	R
Public holiday premium	R	R	R	R
Leave Provision	R	R	R	R
Sick pay	R	R	R	R
Night Shift allowance	R	R	R	R
Study leave	R	R	R	R
Family responsibility leave	R	R	R	R
PSIRA "Per SO" fees	R	R	R	R
Premium allowance	R	R	R	R
Sets of uniform	R	R	R	R
Hospital Cover	R	R	R	R
Bargaining Council Levy	R	R	R	R
Long Service Bonus (5 Years average)	N/A	N/A	N/A	N/A
Training (Skill Development Levy)	N/A	N/A	N/A	N/A
Cleaning Allowance	R	R	R	R
TOTAL COSTS PER MONTH PER CASHIER AND GUARD EXCLUDING VAT (A+B)	R	R	R	R
TOTAL COSTS EXCLUDING VAT	X 2 MONTHS	X 2 MONTHS	X 2 MONTHS	X 2 MONTHS
	R	R	R	R

*The pricing schedule must comply with the Private Security Industry Regulatory Authority guidelines

*Relief Security guard is a permanent employee.

Equipment costs to include the following:

Table D2: Equipment costs (once off at start of contract)

Items or equipment	Quantity	Rand per item	Total price
Communication method: Specify what method(s) is to be used			
a) Cell phone	1		
b) Two-way Radio(s) Specify - Two-way Radios (base radio) or / and - Two-way Radios (handheld) / Push To Talk (PTT) unit	1 or / and 16		
Other Equipment			
9mm firearm	1		
Bullet trap	1		
Bullet proof vest	1		
Rechargeable torches	10		
Taser / Shock Sticks	10		
Pepper sprays	10		
Hand Cuffs	10		
TOTAL			

Table D3: Total costs to SANBI

	Monthly cost	Total costs for two months
<i>1 x Grade B Night Security Supervisor (from 18:00 to 06:00 daily). Total cost excluding VAT</i>	R	R
<i>1 x Grade B Day Security Supervisor (from 06:00 to 18:00 daily). Total cost excluding VAT</i>	R	R
<i>15 x Grade C Night Security Guard (from 18:00 to 06:00 daily). Total cost excluding VAT</i>	R	R
<i>11 x Grade C Day Security guard. (from 06:00 to 18:00 daily). Total cost excluding VAT</i>	R	R
<i>Equipment (from list above) excluding VAT</i>	R	R
<i>*Overheads costs excluding VAT ^</i>	R	R
<i>VAT</i>	R	R
<i>Total costs including VAT</i>	R	R

* Overhead costs must be broken down as prescribed by PSIRA which must include supervision of work by the service provider and other overhead costs which are important according to PSIRA.

Not to be included in total quote, but for information only:

Table D4: *Ad hoc* guards and cashier costing per 8-hour shift

Grade	Daily rate including VAT
Grade B Night supervisor	R
Grade B Day supervisor	R
Grade C Night Shift	R
Grade C Day Shift	R