

**PANEL OF RECRUITMENT SERVICES INCLUDING TALENT IDENTIFICATION, AND
COMPETENCY ASSESSMENTS FOR A 36 MONTHS (THREE YEARS) PERIOD.**

BID NUMBER: RFP/002/23

		For the attention of: Ms Xalati Maluleke Email address: tenders@gpf.org.za
PAGE	QUERIES	GPF RESPONSE
	<p>If one of our consultants have 15 years of experience, but they don't have the relevant qualification in HR, yet they have the AIPAC, for instance, our company possibly isn't worth SABPP, registered with those people. Do we get disqualified even though we've got we currently in the industry?</p> <p>So can we still tender for the other requirement in terms of the qualification because they go together with the experience if we qualify, or we will still get less in terms of the weighing?</p>	<p>In all fairness this is a standard document that was sent out to the market. If the bidder does not qualify in for this criterion, no points will be allocated as per the Tender document requirement.</p>
10	<p>The scope of work indicates that we are allowed to only have met a proposal for one of the requirements or services.</p> <p>So, for example, if we only want to do anxieties like a metric assessment, then we focus that, we do have to do all three?</p>	<p>Yes, you don't have to do all three.</p> <p>It's possible that you may want to do in relation to 1 annexure and that's that will be yes.</p>
	<p>I'm I wanted to get clarity with regards to an annexure 3 for functionality.</p> <p>Must we submit CV's and Organogram, for example MIE as they will be the one that will be doing checks for us as a subcontractor? or must it be CVS and organogram off the recruitment agency?</p>	<p>If the company is subcontracting, the subcontractor documents must be submitted as well.</p>
11	<p>Clarity on the PSYCHOMETRIC assessment and technical assessments.</p> <p>So, on page 11, you stated that the GPF will communicate to the service provider, appointed the competency and capability assist assessment requirements which will inform the determined test battery and then on page 16 the submission says provide a detailed outline of the project deliverables. Indicate the battery of tests to be applied.</p>	

	<p>If you're going to determine the battery of tests, how do you expect us to indicate a battery of tests.?</p> <p>Do you have a competency dictionary for each level in the organization that we would then use to make suggestions and under an extra 2?</p>	<p>A competency framework is loaded on the website</p>
	<p>In terms of qualifications, I just wanted to ask if the team never directly studied human resources, but they have other degrees where some of the team members had human resources as a modular right? Do we submit the degree qualifications, or must we submit the degree qualifications and the module for the human resources?</p>	<p>Refer to the addendum</p>
	<p>How big is your team normally the recruitment companies will be responsible for 80% or 20%</p>	<p>There is no specific number as recruitment vary from year to year. So, it depends on a need by need basis where there's a vacancy</p>
	<p>On this psychometrics and using third parties, So, say that we do outsource, we use MIE to do cycle metrics. Do we need to get a letter confirming from MIE confirming that they will provide the services for us or do we ourselves need to be registered with the HPCSA?</p>	<p>However, to administer the test they need to be registered.</p>
	<p>How many agencies do the organization normally send the request to, do you send to all the agencies that are listed on the database?</p>	<p>The request will be sent to all service providers that qualified to be in the panel list.</p>
	<p>How many agents are wanting to put out to tender successful agencies.</p>	<p>This is an open tender for all agencies interested to bid.</p>
	<p>What is the usual panel consisted of for interviews on your end.</p>	<p>Recruitment line manager Three other internal panel members and Human capital resources</p>
	<p>How long does your recruitment processes normally take?</p>	<p>Three months to conclude the process, however it can be shorter than that.</p>
	<p>Do you have payment terms for the ones that you do select?</p>	<p>GPF follows 30 days payment terms</p>
	<p>What is the percentage of the final recruitment decision, does the psychometric assessments can't form. So, for instance, you've got the qualifications, you've got the reference checks and the verifications, you've got the results of the interview process, and then you've obviously got the competency or PSYCHOMETRIC assessment.</p>	<p>GPF apply the 80% the actual recruitment interview results and apportion the other percentage.</p>

	Do we need the billing structure to be submitted or does that come on a later stage?	The pricing at this stage is not required, only at the RFQ stage for bidders who qualified
	<p>I just want to clarify according to the below, we can choose any one of the three services as mentioned in the tender documents. For example, we would only like to bid for the Psychometric Assessments.</p> <p>Annexure A: Candidate identification.</p> <p>Annexure B: Psychometric Assessments</p> <p>Annexure C: Vetting and Background Checks</p>	Yes. The service provider can choose to bid for any one of the three services.
	<p>In follow up to our briefing session can you kindly advise if the assessments that must be administered by the awarded service provider be DPSA accredited? Or would you consider if the battery of assessments is aligned to that of the DPSA?</p> <p>In addition to the above in regard to the technical assessments, will the job knowledge and skills that GPF would typically like to assess be communicated to us prior in order to align the assessments on our end.</p>	The service provider will be required to conduct psychometric assessments by practitioners who are duly registered with the Health Professions Council of South Africa (HPCSA).
	<p>kindly like to enquire if there are any possibilities that we can still submit for the above tender.</p> <p>our company has only had sight of this great opportunity today, but I see the briefing was yesterday.</p>	Bidder who did not attend compulsory briefing session will be disqualified
	Identify the section that refers to pricing. If there is no section, please identify the preferred method for pricing.	The pricing at this stage is not required, only at the RFQ stage for bidders who qualified