

APPOINTMENT OF A SERVICE PROVIDER TO SUPPLY THE CBE WITH A SIGN LANGUAGE INTERPRETATION SERVICE FOR THE NATIONAL STAKEHOLDER ENGAGEMENT.

1. BACKGROUND

- 1.1. The Council of the Built Environment (CBE) is a statutory body established in terms of the Council for Built Environment Act (No. 43 of 2000) and an entity of the Department of Public Works and Infrastructure (DPWI). The CBE is a schedule 3(a) public entity and is subject to compliance with the Public Finance Management Act (PFMA) Act No. 29 of 1999 and Treasury regulations.
- 1.2. Sections 3(c) and (d) of the CBE Act mandate it to promote ongoing human resource development in the built environment, and to facilitate participation by the built environment professions in integrated development in the context of achieving national goals. It is an overarching body that lead, regulate, coordinate, and advise the six Professional Councils namely: Architectural Profession, Landscape Architectural Profession, Engineering Profession, Property Valuers Profession, Project and Construction Management Professions, and Quantity Surveying Profession. The CBE also entered into a working relationship with the following professional bodies as part of the built environment family – South African Council for Planners, Environmental Assessment Practitioners Association of South Africa, and South African Geomatics Council. In the main, the central mandate of the Council for the Built Environment is to:
 - a) Transform the Built Environment Industry
 - b) Create skilled Built Environment professionals
 - c) Expedite the empowerment of women, youth and persons with disabilities
- 1.3. The objects of the CBE are to:
 - *Promote and protect the interests of the public in the built environment;*
 - *Promote and maintain a sustainable built environment and natural environment;*
 - *Promote ongoing human resource development in the built environment;*
 - *Facilitate participation by the built environment professions in integrated development in the context of national goals;*
 - *Promote appropriate standards of health, safety and environmental protection within the Built environment;*
 - *Promote sound governance of the built environment professions;*
 - *Promote liaison in the built environment in the field of training, both in the republic and elsewhere, and to promote the standards of such training in the republic;*
 - *Serve as a forum where the representatives of the built environment professions may Discuss the relevant required qualifications; standards of education; training and Competence; promotion of professional status; and legislation impacting on the built Environment.*

- *Ensure the uniform application of norms and guidelines set by the councils for the professions throughout the built environment.*

- 1.4. In 2019, the CBE organized its 3rd Transformation Indaba to tackle obstacles hindering transformation in the sector. It aims to fulfill the resolutions made during the indaba by utilizing Transformation Collaborative Forums (TCF), formed in partnership with the Department of Public Works and Infrastructure (DPWI). These TCFs engage various departments and stakeholders to address identified challenges through discussions. The TCFs are divided into the following categories affecting the Built Environment in its entirety:
 - a) Procurement, Policy, Legislation and Socio-Economic Development (PPLSED TCF) which has since incorporated the Occupational Specific Dispensation (OSD TCF).
 - b) Women Empowerment and Gender Equality (WEGE TCF)
 - c) Professional Skills and Capacity Development (PSCD TCF)
 - d) Health, Safety, Public Protection and Universal Access (HSPPUA TCF)
 - e) Environmental Sustainability (ES TCF)
- 1.5. The forums meet twice a year (biannually) to assess the progress made against the established objectives and to deliberate on contemporary issues influencing the built environment. Furthermore, these Transformation Collaborative Forums (TCF) converge at an annual National Stakeholder Engagement event aimed at tackling overarching challenges within the built environment and providing updates on individual Forum activities. This platform also serves to delve into current issues relevant to the built environment sector.
- 1.6. As such, The Council for the Built Environment (CBE) is set host a National Stakeholder Engagement in honour of the CBE 20-year Review on 26 July 2024 under the theme *“Past, Present and Future Mirror”* at a venue to be confirmed in Pretoria, Gauteng. The 20-year review evaluated the CBE in fulfilling its responsibilities as outlined in the CBE Act; and how well the organization achieved its objectives and implemented its mandate. The National Stakeholder Engagement will highlight the industry's significance, and aid in workforce planning, making it an ideal platform to launch the CBE's 20th-anniversary review.
- 1.7. The review empowers the CBE to comprehensively evaluate its 20-year performance in goal attainment, understand external influences on itself and the Built Environment sector, assess stakeholder engagement and satisfaction levels, identify emerging challenges and opportunities, provide recommendations for its 2024 Strategic Plan, and demonstrate transparency and accountability through an open performance review and reporting.

- 1.8. These address sections 3 and 4 of the Council for the Built Environment Act 43 of 2000 which mandates the CBE *to promote and protect the interests of the public in the built environment; promote and maintain a sustainable built environment and natural environment including discussions on sustainability; promote ongoing human resource development in the built environment; provide advice and consultation on national policy that could impact on the built environment;* amongst others.
- 1.9. The review also uncovered the following thematic areas, which will frame the plenary sessions of the engagement:
- a) **The Built Environment:** assess changes in the broader operational context of CBE over the past two decades, evaluating its protection of public interests, promotion of sustainability, and responsiveness to evolving conditions.
 - b) **Built Environment Education:** focus on CBE's efforts to advance skills development, uphold training standards, and address relevant issues in Built Environment education.
 - c) **Built Environment Councils and Professionals:** Assess CBE's initiatives in promoting governance in councils, facilitating professional participation in integrated development, and overseeing the exercise of norms and standards.
 - d) **CBE Governance and Administration:** Delves into its internal management, including Council composition, oversight, appeals committee, ethical standards, and executive stability.
- 1.10. As such, the CBE is requiring the services of an experienced and suitably qualified sign language interpreter to render a service for Persons with hearing impairments/Disabilities. The CBE aims to prioritize those businesses owned by persons with disabilities or has employees who are persons with disabilities for the National Stakeholder Engagement workshop/Event which takes place on the 26th of July 2024.

2. PROJECT PROPOSAL

- 2.1. South African Sign Language was formally recognized in the Constitution of the Republic of South Africa, Act 108 of 1996, as the primary language of the Deaf community in the country. It was also acknowledged in Sub-section 6(4) of the South African Schools Act, Act 84 of 1996, as an official language for educational purposes in public schools. South African Sign Language is recognized as an indigenous language of South Africa, with President Cyril Ramaphosa signing the South African Sign Language Bill into law on July 19, 2023, thereby elevating it to the status of the 12th Official Language.

- 2.2. The CBE requires support from a sign language interpretation service provider. The service provider will offer experienced and suitably qualified sign language interpreters, as specified in Paragraph 3 of this document. The CBE will evaluate proposals from potential service providers or individuals who can demonstrate/supply the following:
- 2.2.1. The selected service provider or individuals shall Perform:
- a) Sign language interpretation from spoken or written English
 - b) Sign language interpretation from spoken isiZulu or Xhosa
 - c) Sign language interpretation from spoken Northern and/ or South Sesotho and/ or Setswana.
- 2.2.2. The scope of the service will include, but may not be limited to providing sign language services in the following areas:
- a) Translate facilitators' and participants' remarks, questions, tasks, and so on into sign language for deaf participants.
 - b) Provide sign language services for the hearing-impaired audience during the event; when required submit translation in word processed documents, incorporating any suggested changes as may be recommended.
 - c) Interpret/Translate communication products in sign language.
 - d) Interpret the deaf individuals' questions, comments and responses to the chairperson from sign language to voice.
 - e) To prevent missing translations or poor interpretation quality during an event, mobilize and coordinate additional interpreters (if necessary).
 - f) The Service Provider is responsible for making sure the Sign Language Interpretation Services are of consistently high quality and satisfy the Client's needs.
 - g) Complete the work within the stipulated time frame
 - h) Ensure the clarity and accuracy of interpretation by understanding and familiarizing themselves with relevant subject matters and terminologies.
- 2.3. It is preferred that the service provider is owned either by individuals with disabilities or has a majority ownership by individuals with disabilities.
- 2.4. A referenceable track record to illustrate proficiency and competence. A minimum of two (2) signed reference letters for similar work undertaken for previous clients. The reference letters must:
- a) contain valid contact details
 - b) be on an official letterhead of the issuing company
 - c) contain a valid signature of a designated official of the issuing company
 - d) not be older than three years
- 2.5. Bidders must complete the Price Schedule as provided for in Table 1 of this document.

3. INTERPRETER SPECIFICATIONS

- 3.1. The proposed Interpreter must be registered with the Regulatory Body for Sign Language Interpreters and Translators.
- 3.2. Fluent in Sign Language (English) and proficient in spoken languages; English, Northern and/ or South Sotho or Setswana and isiZulu and/ or isiXhosa.
- 3.3. A professional who is punctual and has the ability to convey complex ideas and concepts.
- 3.4. The bidder must have a minimum of 3 years of experience as a sign language interpreter, one that has experience preferably in large events such as conferences or large event. Please provide a Company Profile or CV of the key resource (s).
- 3.5. Any qualification in sign language interpretation will be ideal, but individuals with a bachelor's degree of Arts in South African Sign Language will be given first preference.
- 3.6. An ability to work in a fast paced and multicultural environment while maintaining a degree of proficiency, while being able to be sensitive.
- 3.7. A referenceable track record to illustrate proficiency and competence. Bidders must provide a minimum of two (2) signed reference letters for similar work undertaken for previous clients.

4. IMPORTANT NOTES FOR THE SERVICE PROVIDER

4.1. Quality Assurance

- 4.1.1 The appointed service provider will enter into an agreement with the CBE on the delivery of quality work, within agreed timelines for the scope of work outlined above.
- 4.1.2 The appointed service provider will take the responsibility to ensure that all work conforms to the highest professional standards.

5. COST

- 5.1. The price proposal must include a clear breakdown of items, considering all relevant expenditure necessary for the delivery of requested services, including VAT (if applicable). Pricing for this service must be **firm**.
- 5.2. The following table must be used to populate the bidders' pricing, failing which may result in the disqualification of your proposal :

Table 1: Price Schedule

ITEM	UNIT Of MEASURE	RATE PER HOUR	TOTAL
1. Interpreter	xx Hours	R p/h	Rx
2. Interpreter	xx Hours	R p/h	Rx
Total			

6. CONDITIONS TO BE RESPECTED DURING THE CONTRACTING PERIOD

- 6.1. The service provider will work with the CBE on the project. The delivery of the services and all the records thereof shall pass into the exclusive ownership of the CBE.

7. EVALUATION PROCESS

- 7.1. The following evaluation process shall be followed:

Pre-qualification Criteria (Bidders must meet the following pre-qualification criteria. *Failure to meet these requirements shall result in the disqualification of your proposal*):

- Potential service providers must be registered on the National Treasury Central Supplier Database (CSD). The CSD registration report must be submitted. Prospective bidders must be tax compliant. **This proposal will not be awarded to any bidder who is not registered on the CSD, or whose tax matters are not in order and/or who is a restricted supplier.**
- **In line with the Preferential Procurement Regulations, 2022, this RFP will only be targeted at the following categories of:**
 - ✓ **Historically Disadvantaged Individuals on the basis of gender, race and disability:**
 - 51% - 100% black owned businesses or
 - Any % of Women ownership or
 - Any % of Youth ownership or
 - Any % of Persons with Disabilities or
 - ✓ Exempted Micro Enterprises (EMEs) with an annual turnover of less than R 10 million or
 - ✓ Qualifying Small Enterprises (QSEs) with an annual turnover of more than R 10 million and less than R 50 million.

**** The CBE reserves the right to verify the authenticity of the information submitted. The results of the verification will take precedence.**

a. Evaluation Phases:

i. Phase 1: Technical Evaluation

The bidders' proposal will be evaluated against the set criteria indicated below. A form will be used which will reflect the name of the bidder, the different criteria, with space provided to record the points awarded and motivation for points awarded. The allocation of points will not be effected on a basis of consensus.

The following scoring matrix will be used:

Unable to evaluate	Does not comply with the requirements	Partial compliance with requirements	Full compliance with requirements	Exceeds requirements	Exceptionally exceeds requirements
0	1	2	3	4	5

The following formula will be used to convert the points scored against the weight:

$$Ps = \left(\frac{So}{Ms} \right) \times 100$$

Where:

Ps = Percentage scored for technical evaluation
So = Total score of proposal under consideration
Ms = Maximum possible score

Service providers will be expected to achieve a minimum threshold score of **60%** in order to proceed to the due diligence process.

A due diligence process will be conducted in respect of all short-listed bidders to determine the capability and ability of short-listed bidders to execute this contract.

The CBE reserves the right to utilise any one or more of the below due diligence methods:

- Presentation by bidders with pre-determined questions being posed by the CBE. A set of pre-determined questions based on the submitted proposal will be posed. This will be evaluated based on a grading scheme of either consistent or not consistent with the proposal. Should more than 20% of the responses not be consistent with the bidder's proposal their proposal will be disregarded.
- An investigation by the CBE of the bidder's previous contracts carried out, availability of skills or knowledge, existing workload etc.
- Confirmation of the authenticity and content of the reference letters submitted (bidders must provide a minimum of **two** signed reference letters of similar work undertaken even if this method is not selected for due diligence). The reference letters must meet the requirements stipulated under section 2.4.

Purchase orders will also be accepted, subject to the CBE verifying the authenticity of the information submitted.

Should negative feedback be obtained from the aforementioned that will render the bidder unsuitable to execute the assignment, their proposal will be disregarded at this point and they will not proceed for further evaluation.

It must be noted that if a service provider has previously undertaken work for the CBE to which a positive report is on record, such report may be used for the purpose of due diligence in the event that the selected method(s) above is/are unsuccessful.

Should the bidder meet the requirements of due diligence, their proposal will proceed to Phase 2.

ii. Phase 2: Calculation of points

Please note that the proposals will be evaluated using the 80/20 preference point system as outlined in the Preferential Procurement Regulations, 2022 where:

- a) 80 points will be allocated for price and 20 points will be allocated for specific goals.

During phase 2, points for price will be calculated for all shortlisted bidders in accordance with the following formula:

$$P_s = 80 \left(1 - \frac{P_t - P_{\min}}{P_{\min}} \right)$$

Where:

P_s = Points scored for price of proposal under consideration
 P_t = Rand value of proposal under consideration
 P_{\min} = Rand value of lowest acceptable proposal

iii. The final points will be calculated as follows:

Points for price:	80 points
Specific Goals Contributor:	<u>20 points</u>
Final points:	<u>100 points</u>

Points awarded for Specific Goals

Provisions of the Preferential Procurement Policy Framework Act (PPPFA) of 2022 and its regulations will apply in terms of awarding points.

Bidders must submit documents as valid proof to substantiate points claimed for specific goals, that should include amongst others the Shareholder Certificate/CIPC Company Registration Documents, certified copies of ID for directors, Approved Annual Financial statements and/or any other documentation.

Failure to submit Preference points claim form and proof to substantiate points will result in the forfeiture of specific goal points. Failure to submit a correct and valid specific goals

- (1) claim will result in the forfeiture of specific goal points. Only points for price will be allocated.

In terms of Regulation 3 (1) an organ of state must, in the tender documents, stipulate goals in the invitation to submit the tender for which a point may be awarded, and the number of points that will be awarded to each goal, and proof of the claim for such goal.

Small business development	5
EME (Turnover less than R10 million)	5
QSE (Turnover higher than R10 million less than R50million)	3
Ownership	5
100% black owned	5
At least 51% black owned	4
Specific goal	10
Women ownership	4
100% women owned	4
At least 51% women owned	3
Less than 51% women owned	2
Youth ownership	4
100% youth owned	4
At least 51% youth owned	3
Less than 51% youth owned	2
Disabled ownership	2
Any disabled ownership	2

To determine whether the proposal meets the criteria of an acceptable tender, the CBE reserves the right to apply the following selection criteria, based on current case law, in determining the final outcome of the award irrespective of which bidder scores the highest final points:

- (1) the rotation of contracts amongst suppliers; following two (2) awards by the CBE to the same supplier within a period of 12 months

(2) the receipt of an abnormally low or high price i.e. more than 10% below the estimated price or more than 5% above the estimated price

A recommendation for award will then be formulated for approval by the relevant delegated authority.

EVALUATION CRITERIA

The following criteria and weights shall apply when considering the proposal:

CRITERIA FOR TECHNICAL EVALUATION	WEIGHT	SCORING GUIDELINE
Bidders must have a minimum of 3 years of experience as a professional sign language interpreter.	40	5 = 6+ yrs experience 4 = 4-5 yrs experience 3 = 3 yrs experience 2 = 1-2 yrs experience 1 = less than 12 months experience 0 = Not submitted/No experience
Interpreter is registered with the Regulatory Body for Sign Language Interpreters and Translators.	10	1=Registered 0=Not Registered
Provide a minimum of two (2) signed reference letters for similar work undertaken for previous clients. The reference letters must: <ul style="list-style-type: none"> contain valid contact details be on an official letterhead of this issuing company not be older than three years. contain a valid signature of a designated official of the issuing company 	40	5 = 4+ signed referee letters 4 = 3 signed referee letters 3 = 2 signed referee letters 2 = 1 signed referee letter 1 = List of contactable references 0 = No reference letters submitted or unsigned/undated letters or letters not relevant to assignment
Empowering supplier	10	5= ownership to the value of: <ul style="list-style-type: none"> ≥75% black female; and/or Any value for youth; and/or Any value for persons with disabilities 4= 100% black-owned entity and/or ≥ 51% black female owned entity 3= 51% or more black-owned entity 0 = No information submitted/requirement not met An additional point will be allocated if an entity has demonstrated that it employs persons with disabilities unless a score of 5 has already been allocated.
Total	100	
Threshold Score	60	

9. IMPORTANT CONDITIONS

- Protection of Personal Information - All bidders agree that personal information of persons related to or linked with bidders or respondents to this request/Bid for quotations/request for proposals or tender document is/may be required to fulfil the requirements for submitting a bid. All bidders agree that the CBE may collect, keep and process such information provided that the aforesaid uses shall be for purposes of evaluating the bid submitted. Where the information is sought to be used for other purposes, further and specific consent shall be obtained.
- Bidders shall note that any personal information that they may disclose to or share with the CBE pursuant to this request/Bid may be processed by the CBE in terms of the Protection of Personal Information Act, No.4 of 2013 and Regulations promulgated thereunder ("POPI Act"). By disclosing or sharing any personal information, the bidder is unconditionally consenting to the processing thereof by the CBE, its stakeholders or partners of such personal information for purposes related to this request/Bid. Further, the bidder declares all consents required by the POPI Act or any other law applicable in respect of all personal information disclosed has been duly and legally obtained. Thus, the bidder hereby indemnifies the CBE against any civil or criminal action, administrative fine or other penalty or loss that may arise as a result of the processing of any personal information disclosed to the CBE pursuant hereto.
- Bidders are required to submit a detailed breakdown of their pricing using the Price Schedule provided under Table 1. Failure to complete the pricing on this schedule may result in the disqualification of your proposal.
- The price quoted must be inclusive of VAT (if applicable) and prices must be firm.
- All Supply Chain Management compliant (required) documents must be completed in full and submitted. These include SBD 1, 4 and 6.1.
- Bidders must submit the company registration documents (CIPC), share certificate and ID documents of all Directors.
- Any award made to a Bidder under this proposal is conditional upon the Bidder accepting the terms and conditions contained in the General Conditions of Contract as the minimum terms and conditions upon which the CBE is prepared to enter into a contract with the successful Bidder.
- The General Conditions of Contract (GCC) are to be acknowledged and returned with your bid.
- All parties forming a joint venture or consortium for the purpose of this assignment must submit a separate CSD report for each party and all SBD forms and GCC must be completed by each party to the joint venture or consortium and submitted accordingly.
- Bidders must submit concrete proof of the existence of joint ventures and/or consortium arrangements (where applicable). The CBE will accept signed agreements as acceptable proof of the existence of a joint venture and/or consortium arrangement.

- The joint venture and/or consortium agreements must clearly set out the roles and responsibilities of the Lead Partner and the joint venture and/or consortium party. The agreement must also clearly identify the Lead Partner, who shall be given the power of attorney to bind the other party/parties in respect of matters pertaining to the joint venture and/or consortium arrangement.
- The CBE reserves the right to disregard a bidders' proposal should it be found that work was previously undertaken for the entity to which poor performance was noted during the execution of such contract that subsequently led to the cancellation of said contract in the last five years. Documentary evidence of poor performance without a cancellation of the contract may also result in the disqualification of the bidders' proposal.
- Any communication between the closing date and the award of the proposal by Bidders is discouraged.
- Whilst all due care has been taken in connection with the preparation of this proposal, the CBE makes no representations or warranties that the content of the proposal or any information communicated to or provided to Bidders during the bidding process is, or will be, accurate, current or complete. The CBE and its employees and advisors will not be liable with respect to any information communicated which may not be accurate, current or complete.
- If a Bidder(s) finds or reasonably believes it has found any discrepancy, ambiguity, error or inconsistency in this proposal or any other information provided by the CBE (other than minor clerical matters), the Bidder(s) must promptly notify the CBE in writing of such discrepancy, ambiguity, error or inconsistency in order to afford the CBE an opportunity to consider what corrective action is necessary (if any).
- Any actual discrepancy, ambiguity, error or inconsistency in the proposal or any other information provided by the CBE will, if possible, be corrected and provided to all Bidders without attribution to the Bidder(s) who provided the written notice.
- Bidders' attention is drawn to the fact that amendments to any of the Bid Conditions or setting of counter conditions by Bidders or qualifying any Bid Conditions will result in the invalidation of such proposals.
- The CBE supports the spirit of broad based black economic empowerment and recognises that real empowerment can only be achieved through individuals and businesses conducting themselves in accordance with the Constitution and in an honest, fair, equitable, transparent and legally compliant manner. Against this background the CBE condemns any form of fronting.
- The CBE, in ensuring that Bidders conduct themselves in an honest manner may, as part of the evaluation process, conduct or initiate the necessary enquiries/investigations to determine the accuracy of the representation made in bid documents. Should any of the fronting indicators as contained in the Guidelines on Complex Structures and Transactions and Fronting, issued by the Department of Trade and Industry, be established during such enquiry / investigation, the onus will be on the Bidder / contractor to prove that fronting does not exist.

- Failure to do so within a period of 14 days from date of notification may invalidate the proposal / contract and may also result in the restriction of the Bidder /contractor to conduct business with the public sector for a period not exceeding ten years, in addition to any other remedies the CBE may have against the Bidder / contractor concerned.
- A Bidder is responsible for ensuring that its personnel (including agents, officers, directors, employees, advisors and other representatives), its sub-contractors (if any) and personnel of its sub-contractors comply with all terms and conditions of this BID. In the event that the CBE allows a Bidder to make use of sub-contractors, such sub-contractors will at all times remain the responsibility of the Bidder and the CBE will not under any circumstances be liable for any losses or damages incurred by or caused by such sub-contractors.
- If a Bidder breaches the conditions of this proposal and, as a result of that breach, the CBE incurs costs or damages (including, without limitation, the cost of any investigations, procedural impairment, repetition of all or part of the bid process and/or enforcement of intellectual property rights or confidentiality obligations), then the Bidder indemnifies and holds the CBE harmless from any and all such costs which the CBE may incur and for any damages or losses the CBE may suffer.
- **Proposals must be emailed to sthembile@cbe.org.za.**
- **Bidders must please note that the CBE server can receive files to a maximum size limit of 150mb (inclusive of message content and attachment). Should files exceed this size limit, bidders may either send their files in separate emails or alternatively compress the files and submit.** It is the responsibility of prospective bidders to ensure that their proposal documents are submitted before the closing date and time of the proposal.
- Proposals received after the closing time and date will not be considered for evaluation.
- The CBE reserves the right not to award this contract.
- The award of this bid may be subject to price negotiation with the preferred bidders.
- The CBE will enter into a formal contract with the successful bidder.
- Any change of information provided in the bid document that may affect service delivery by the successful bidder must be brought to CBE's attention as soon as possible. Failure to comply may result in the contract being terminated.
- Should the bidder present information intentionally incorrectly/fraudulently their proposal will be disqualified.
- It must be noted that payment will be made upon satisfactory delivery of the service and receipt of an invoice.
- The invoice will be paid within 30 days of receipt thereof. No deposit, advance, and lump-sum payments will be made. A shorter payment period may be agreed upon by the CBE and the successful supplier and a supplier development agreement will be signed in this regard. To be

considered for the shorter payment period the service provider must meet the following requirements:

- ✓ Be at least 51% black-owned.
 - ✓ Be an Exempt Micro Enterprise (EME) (Turnover under R10 million) or a Qualifying Small Enterprise (QSE) (Turnover less than R50 million), subject to the specific Sector Code.
- The closing date for submission of proposals is **15 July 2024 at 11:00am**.
 - Proposals will be valid for a period of **30 days** after the closing date of the proposal.

**** Special Note: The CBE reserves the right not to award two contracts that are in direct conflict with each other to the same service provider.**

10. ENQUIRIES

All queries must be directed to the relevant officials [mailto:](#) as follows:

Supply Chain Management:

Procurement Officer

Ms Sthembile Madonsela

Email: sthembile@cbe.org.za

Transformation:

TCF ComSec:

Mr Martin Mabitsela

Email: Martin@cbe.org.za