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| **BID GPAA 02/2018 – Personnel Suitability Check bid**  |
| Question: | Response: |
| 1. It is expected of the company to conduct face to face interviews with Referee’s that the applicant has provided?
 | As indicated in the RFP and explained during the compulsory briefing session, the answer is yes.  |
| 1. Will the GPAA cover all travelling costs from road travel to air travel and time spent on the road and during the interview?  If so how will GPAA costs this?
 | As indicated during the compulsory briefing session, all the fees incurred in executing the service should be incorporated in your pricing. As also explained that the 80/20 principle applies. 80% of referees are based in Gauteng and 20% if not less are based elsewhere |
| 1. GPAA has a vetting department that normally does the face to face interviews based on the NIA principals, why would GPAA request the company to conduct these face to face references?
 | This was also explained in the briefing session: The vetting for security clearance only kicks in after a candidate was appointed. The various reasons for face to face references were explained, amongst which the verification of the legitimacy of information is one. If a referee is indicated as working at Company X, one of the reasons for a face to face reference is to ensure that indeed you verify that the referee is (1) employed at the company they stated (2) is indeed the supervisor/manager of the candidate in question. There are other reasons for this as well. |
| 1. It has been proven difficult to get hold of referee’s telephonically, trying to get a 1 hour meeting with these references is going to be very difficult and might delay on the delivery time, how is GPAA going to circumvent this.
 | We have experienced no challenges in this regard with our current service provider and the previous service provider. The same principle applies when the vetting officer wants to conduct a face to face interview. The referee will cooperate if approached correctly. The question is not on how GPAA is going to circumvent this. This is the expectation we have of our service provider and if they wish to tender, need to manage this. |
| 1. What is the purpose of these face to face references from a GPAA perspective and would the GPAA consider Skype as a face to face reference?
 | The rational has been explained in question 3 |