



the gpaa

Department:
Government Pensions Administration Agency
REPUBLIC OF SOUTH AFRICA

Questions and Answers

BID GPAA 01/2024: REQUEST FOR PROPOSALS (RFP) FOR THE APPOINTMENT OF A SERVICE PROVIDER TO CONDUCT ORGANISATIONAL & INDIVIDUAL PERFORMANCE REVIEW FOR A PERIOD OF 24 MONTHS.

1. How many unique jobs are there in the whole of GPAA?

Response: 307 jobs

2. I would like to confirm that phase 2 is an organizational analysis/diagnostic and not org design?

Response: Indeed, it is an organisational Analysis/Diagnosis as stated on the RFP. It has nothing to do with org design at this point.

3. Still on phase 2 you do not need a culture survey, but rather interviews and focus groups to understand how the performance culture is embedded at GPAA?

Response: Refer to paragraph 3.2.2.3 which indicates that amongst the activities the service provider will assess the Performance Culture, meaning the focus should be on Performance Culture.

4. I would also like to conform that there will be no job grading in this project but rather to review job profiles.

Response: Indeed, we do not require you to do job grading but to review job duties and responsibilities.

5. At what level would you want the business processes to be reviewed?

Response: Review them at all levels, from tactical to the strategic level.

6. Based on our experience and as we see the work, can we propose our time during which we can conclude the project?

Response: The 24 months is the approved period of the project, and the potential bidder will be paid based on that. We do agree, certain phases can be

concluded as early as possible however prospective bidder may stretch other phases such as implementation and skills transfer to cover the 24 months.

7. What will happen in the instance where the project will be completed and concluded before 24 months.

Response: The bidder will have to abide to the signed period of 24 months as per agreement, breach of contract will not be acceptable.

8. Do you expect the consultant to stay with GPAA after the presentation of the final report.

Response: What matters is that the 24 months period must be covered entirely, if the services of the consultant/ service provider in line with the project is required within the 24 months then he/she or any representative must be available.

9. What Job Grading System is used – DPSA or commercial: Hay, Peromnes or Patterson?

Response: DPSA

10. How many levels /numbers of employees are intended to have performance contracts?

Response: All employed employees must have Performance Agreements

11. What is the number of Job Families?

Response: 7 families

12. Is the GPAA considering automation as part of the solution?

Response: It is not, recommendations must be given based on service provider's findings. Unfortunately, we tried before however, because of National treasury could not be able to fund any Performance Management online system and status remains the same.

13. Part of the scope speaks to business processes and workflows, so at which level are they being documented the "business processes"?

Response: Business processes are documented at all levels of tactical, functional, business Unit and corporate/strategic level. We do have all levels of business processes i.e. task level, process models, process maps and high-level overview.

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