

**Tender Number: T50/11/21.
Tender description: Request for Proposal for the Supply Implementation, Support and Maintenance of a Payment Reporting Services System**

Question and Answers Version 2

No.	Clarification Question #	Question	Type	Answer
1	2 & 3	Extension of submission deadline to 3 December 2021 @ 11 am Will another addendum be issued to this effect?	Commercial	A Tender extension notice is published in our website.
2	7	If the RFQ is awarded mid-January 2022 and the first payroll run is expected at end February 2022, this does not allow for the 4-6 weeks set-up period. Especially if employees will be onboarded from the beginning of January 2022. How is IDC planning to pay employees in January 2022 and Feb 2022 if the system will only be implemented by late Feb?	Technical	The aim is to have the system available for testing and potentially use within February-22. Reasonable adjustments to timelines will be factored in based on the successful bidders inputs. A small group of SIPs are looking to be onboarded in January-22 to help with system testing as well sundry SEF rollout matters. We will manage how and when they onboard staff as we finalize our RFQ process.
3	14	Are employees expected to be salaried employees or paid per hour based on weekly timesheets? If employees are paid hourly based on timesheets, it is not possible to be paid on the 30th for time worked in that calendar month. We would need to implement a cut-off period e.g. payroll period is 16th February 2022 to 15th March 2022 and paid on 31st March 2022.	Technical	Participants earn hourly wages. Regarding cut-off times for wages, we will work closely with the successful bidder to put in place the most effective workflow.
4	14	If the SIPs are the employers, are they all registered with SARS for PAYE or are the employees employed by the IDC? While we acknowledge that most employees will not pay PAYE, the SIPs will still pay UIF and SDL.	Technical	The SIPs are the employers of the workers and will need to prove their capacity as a responsible employer before being accepted for the SEF. This includes compliance with relevant regulation. SIPs will register participants for UIF and COIDA and the IDC will transfer this to the SIPs for onward transmission.

5	N/A	<p>Page 15 of the RFQ document: "Verification of personal information against Department of Home Affairs database to curb ghost worker payments"</p> <p>Will the SIPs be performing criminal checks on the employees (which is especially important for individuals working with women and/or children)?</p>	Technical	<p>We will look at incorporating this functionality on a needs basis.</p>
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