OSHAKATI PREMIER ELECTRIC



REQUEST FOR EXPRESSION OF INTEREST CONSULTANCY SERVICES FOR DEVELOPMENT OF OPE DIGITAL TRANSFORMATION STRATEGY

TENDER COMMITTEE OSHAKATI PREMIER ELECTRIC

OFFICE OF THE MANAGER: FINANCE CORPORATE SERVICES & IT
EOI No. OPE/01/2025

NAME OF TENDE	RER:					 						
POSTAL ADDRES	S:					 						
CONTACT PERSO	N:					 						
E-MAIL ADDRESS	:					 						
TELEPHONE:						 	 	 	 	 	 	
TOTAL PRICE OF	FERED:	(Exc	VA.	T)	N\$	 						
		-		-								

CLOSING DETAILS: TIME: 12:00

DATE: Friday, 2 May 2025

PLACE: OPE Tender Box, OPE Reception

ITEM PAGE NO

TEN	DER NOTICE	2
	INITIONS	
	IERAL CONDITIONS	
1.	TENDERER TO SATISFY HIMSELF AS TO CONDITIONS AND CIRCUMSTANC	ES
	OF TENDER	
2.	COMPLETE ACCEPTANCE OF CONDITIONS	4
3.	DISCREPANCIES	
4.	ALTERNATIVE TENDERS	
5.	VARIATION FROM SPECIFICATIONS	
6.	PARTICULARS TO BE SUPPLIED	
7 .	FIRM TENDERS	
8.	PERIOD FOR WHICH TENDER HOLDS GOOD	6
9.	FORMAL CONTRACT AND SURETY SHIP (NOT APPLICABLE)	
10.	ASSIGNMENT	
11.	QUALITY AND GUARANTEE	
12.	PATENTS	
13.	PACKAGING	_
14.	TERMS OF PAYMENT	
15.	TIME OF TAKING OVER	
16.	PROGRESS REPORT	
17.	TERMS OF PAYMENT FOR SERVICES AND SUPPLY AND DELIVERY	
18.	MARKING OF GOODS	
19.	IMPORT CONTROL	
20.	LAWS APPLICABLE	
21.	DELIVERY	
22.	DEFAULT	
23.	SEQUESTRATION OR SURRENDER OF CONTRACTOR'S ESTATE	
24.	CANCELLATION OF CONTRACT	
25.	SALES TAX / VAT	
26.	AMENDMENT OR WITHDRAWAL	
27 .	TELEGRAPHIC TENDERS	
28.	TENDERERS QUALIFICATIONS	
29 .	SIGNING OF TENDER	
	SPECIFICATION – GENERAL REQUIREMENTS	
	STANDARD SPECIFICATIONS	
32.	SPECIFICATION - PARTICULAR REQUIREMENTS	
33.	GENERAL	
34.	TERMS OF REFERENCE FOR THE REQUEST FOR THE SUPPLY AND DELIV	
- ·•	OF MV AND LV DISTRIBUTION EQUIPMENT AND MATERIALS	
35.	PRICE SUMMARY	
	SCHEDULE OF PARTICULARS	
	DADTICIII ADS OF TENDEDED	

TENDER NOTICE

T +264-(0)65-220 229
F +264-(0)65-222 688
E info@ope.com.na
Tollfree 97790

Erf 3175, Oshakati East PO Box 1594, Oshakati, Namibia

www.ope.com.na



EXPRESSION OF INTEREST OPE/01/2025

REQUEST FOR CONSULTANCY SERVICES: DEVELOPMENT OF OPE DIGITAL TRANSFORMATION STRATEGY

Closing Date 02 May 2025

Briefing Meeting No Compulsory Briefing Meeting

Document Fees No Document Fees

Enquiries: Technical Mr. Mervin Hilundwa (<u>mhilundwa@ope.com.na</u>)

Admin Ms. Paulina Nambele (<u>pnambele@ope.com.na</u>)

Tel: +264-(0)65-220 229

The Expression of Interest (EOI) document - download it from the website: www.ope.com.na

Documents in a sealed envelope clearly marked "EOI NO OPE/01/2025" addressed to the Chairperson of the Tender Committee, must be placed in the tender box at the Oshakati Premier Electric Head Office or be posted to the Chairperson of the Tender Committee, PO Box 1594, Oshakati, to reach him at the latest by 12:00 on FRIDAY, 02 May 2025.

Please note documents received after the closing date and time will not be considered for evaluation. Arrangements can be made with the abovementioned to e-mail offers, which signed offer pages and front page must be available at the closing date and time, after which they will be considered late.

DEFINITIONS

Terms used in these Specifications shall have the normal meaning assigned to them in the context they are used, and in particular the following definitions shall apply:

"Approved"	:	Means approved by the Tender Committee of Oshakati Premier Electric
"Committee"	:	Means the Tender Committee of Oshakati Premier Electric
"Contractor"	:	Means the Tenderer whose tender has been accepted by the Tender Committee and shall include the Tenderer's Legal Personal Representative.
"Contract"	:	Means and includes these conditions, Form of Tender, all specifications, including all schedules, drawings, patterns, samples attached to the specification or any drawing, patterns, samples approved by the Tender Committee in respect of the Contract.
"Contract Price(s)"	:	Means the price(s) tendered by the Contractor and accepted by the Tender Committee for the execution of the Contract.
"Date of delivery"	:	Means the date stipulated in the Contract for the delivery of goods and /or completion of work.
"Date of Tender"	:	Means the date and time on which tenders are due to be deposited in terms of the advertisement calling for tenders.
"Delivery"	:	Means delivery in compliance with the terms and conditions of the Contract at the point of delivery specified in the Contract.
"Form of Tender"	:	Means the form of tender attached hereto. For Consultants, the Form of Tender will be their submission in the format they propose.
"Goods"	:	Include material/goods/documents.
"The Specification"	:	Means the specifications annexed to these General Conditions – Terms of Reference
"Works"	:	Means and includes goods/services to be provided and/or work to be done by the Contractor under the Contract.
"Manager:	:	Means the Manager: FINANCE CORPORATE SERVICES or his/her designated representative.

GENERAL CONDITIONS

1. TENDERER TO SATISFY HIMSELF AS TO CONDITIONS AND CIRCUMSTANCES OF TENDER

The Tenderer is in every way to satisfy himself as to the requirements of this Contract and shall obtain his own information on all matters, which could in any way influence his Works. **Oshakati Premier Electric** shall not be held liable for any neglect of the Tenderer to inform himself fully and no extra charges incurred in consequence of any misunderstanding or error on the part of the Tenderer will be allowed without the written consent of the **Tender Committee**.

No compulsory tender briefing meeting is applicable to this tender, but clarification on issues can be requested. Such clarifications must be submitted at least one (1) week before the tender closing to ensure other tenderers can also be informed of the answer should it affect the scope and/or pricing of the works.

2. COMPLETE ACCEPTANCE OF CONDITIONS

The Tenderer shall be deemed to know and understand these conditions, and the submission of a tender shall presume complete acceptance of the said conditions. Subject to any contrary provision in these conditions, the non-acceptance or variation of any of these conditions or the inclusion of any other conditions will render a tender liable to rejection.

No condition, printed or written upon any stationery used by the Tenderers, for the purpose of or in connection with his tender, shall form part of the Contract. Where such condition is in conflict with any of these conditions, the **Tender Committee** shall embody such special conditions in a specification attached to these conditions. Should such specification conflict with these conditions, the specification shall apply.

3. DISCREPANCIES

Should there appear to be any discrepancies, ambiguities or want of agreement in description, dimensions, qualities or quantities in the Contract, the consultant shall be obliged to refer the matter to the **Tender Committee** for decision before proceeding to execute the contract or part thereof in respect of which the said discrepancies, ambiguities or want of agreement appear to exist.

4. ALTERNATIVE TENDERS

Notwithstanding any provision to the contrary in these conditions, the Tenderers may submit alternative tenders which in his opinion are to Oshakati Premier Electric's advantage economically and/or technically. All alternative offers should be clearly specified as such and full specification on all items need to be supplied.

5. VARIATION FROM SPECIFICATIONS

In the event of tenders being offered for goods differing or varying from the requirement of the specification, all such variations shall be clearly indicated and described in the tenders and must be offered as an alternative. The main offer must comply to the specification, unless only an alternative is offered.

6. PARTICULARS TO BE SUPPLIED

No tender shall be considered unless it is accompanied by sufficient information to show whether or not the goods/services offered comply with the Specification/Terms of Reference.

7. FIRM TENDERS

- 1. Tenderers are free to submit firm prices, which are free from all fluctuations and not subject to any variations.
- 2. The Tenderer must clearly indicate the basis on which tendered prices has been calculated, if he/she wants to qualify for price fluctuations.
- 3. If a tender has been qualified appropriately and the basis on which tendered prices has been calculated as clearly specified, any fluctuation in tendered prices resulting from an enactment having the force of law and occurring after the closing date for submission of the tenders, shall be for Oshakati Premier Electric's account.
- 4. Where a tender has been qualified to include price fluctuations, the qualification will only be accepted on condition that the Tender Committee be given one (1) month's prior notice of the price fluctuation and that all goods delivered without one (1) month's prior notice will be considered to have been delivered at the original tender price or previously revised price.

The Tender Committee reserves the right to:

- 1. Call for new tenders upon receipt of advice of non statutory increases;
- 2. Accept any tender which is more favourable to the Tender Committee in its opinion;
- 3. Not necessarily accept the lowest, or any offer.
- 4. Terminate the existing contract forthwith when notice of non-statutory increases is given;
- 5. Should the Tenderer fail to deliver the goods or to execute the contract within the period granted in accordance with the Contract, the Tenderers shall not be entitled to claim any increase in costs in respect of the tender or any portion thereof executed after the abovementioned date, notwithstanding the fact that the Tenderer has placed the risk of increase or decrease on the Tender Committee as aforesaid, but the Tender Committee reserves for itself the right to deduct any benefit which may be due as a result of any decrease in price of items which are subject to fluctuation
- 6. Should the Tenderer wish to place the rise and fall in certain cost items and factors to the account of Oshakati Premier Electric, he must state clearly in respect of which item or factors he wants to avoid the risk of rise and fall in prices and against which tariff the price in respect of the item or factor concerned has been calculated.
 - Unless any item or factor has been reserved in accordance with this paragraph, the tender price shall be considered to be firm. In all cases where the Tenderer has made provision for fluctuation of prices, documentary proof to the satisfaction of the Tender Committee must be submitted for all items in respect of which provision has been made for the fluctuation of prices.

8. PERIOD FOR WHICH TENDER HOLDS GOOD

The fact of the submission to the Tender Committee shall be deemed to constitute an agreement between the Tenderer and the Tender Committee whereby such tender shall remain open for acceptance by the Tender Committee for a period of *ninety (90) days* from the closing date of tenders during which period the Tenderer agrees not to withdraw the same or impair or derogate from its effect.

9. FORMAL CONTRACT AND SURETY SHIP (NOT APPLICABLE)

10. ASSIGNMENT

The Contract is personal to the successful Tenderer and the Tenderer shall not sublet, assign or make over the Contract or any part thereof, or any share or interest therein, to any other person without the written consent of the Tender Committee and on such conditions as it may approve.

This clause does not apply to sub-Contractors that are regular suppliers of the Contractor for materials and minor components. The Tender Committee reserves the right to require the Contractor to submit the names of any such sub contractors for its approval.

11. QUALITY AND GUARANTEE

- 1. The risk in all goods purchased by Oshakati Premier Electric under the Contract shall remain with the Contractor until such goods have been delivered to Oshakati Premier Electric's premises.
- 2. The principal features of the goods and work are described in the specification, but the specification does not purport to indicate every detail of construction or arrangement of goods and work necessary to meet the requirements. Omission from the specification or reference to any part or parts shall not relieve the Contractor of his responsibility for carrying out work as required under the Contract.
- 3. If any dispute shall arise between the Tender Committee and the Supplier / Contractor / Consultant in connection with the quality and guarantee of the goods, either party may give the other notice in writing of the existence of such dispute, and the same shall thereupon be referred to arbitration in Namibia of a person to be mutually agreed upon.
- 4. The submission shall be deemed to be a submission to arbitration within the meaning of the terms of the Arbitration Laws in force in Namibia.

12. PATENTS

The Contractor shall pay all royalties and expenses and be liable for all claims in respect of the use of patent rights, trade marks or other protected rights, and hereby indemnifies Oshakati Premier Electric against any claims arising there from.

13. PACKAGING

14. TERMS OF PAYMENT

The Contractor shall be entitled to payment of the Contract Price by instalments by the Tender Committee, on the certificate of the Manager: Finance Corporate Services in accordance with the following provisions: -

1. Interim payments will be made on the reaching of milestones with costs involved as detailed in the consultancy tender offer.

15. TIME OF TAKING OVER

When the Works or any part thereof have been completed in accordance with the requirements of the Contract, it shall be taken over by **Oshakati Premier Electric** and the Contractor notified in writing to this effect. The date of such notification shall be the time of taking over such Works or parts thereof. It shall be in the discretion of the Manager: Finance Corporate Services whether portions and not the whole of the Works may be taken over in terms of this clause.

It shall also be in the discretion of the Manager: Finance Corporate Services to take over portions of the Works in respect of which minor items are still outstanding, provided that it be made a condition of such taking over that the outstanding items be listed and appended to the Take-over Certificate. Payment in respect of partially completed Works taken over in terms of this Clause, shall be assessed on the basis of the value of the Works taken over, less the value of the items still to be completed or rectified. If necessary, the Manager: Finance Corporate Services give his assessment of the value of the outstanding item or items to be rectified in order to arrive at the amount to be certified for payment.

16. PROGRESS REPORT

If required by the Manager: Finance Corporate Services, the Contractor shall submit weekly reports giving details of progress on the project.

17. TERMS OF PAYMENT FOR SERVICES AND SUPPLY AND DELIVERY

Terms of payment for all services as well as supply and delivery will be strictly 30 days after date of statement/invoice, provided the equipment, materials and work executed and/or delivered is to the satisfaction of Oshakati Premier Electric.

18. MARKING OF GOODS

All goods shall be marked in accordance with the customs of trade or in accordance with the provisions of the Specifications.

19. IMPORT CONTROL

All goods imported are subject to the conditions imposed by the Government and have to be complied with.

20. LAWS APPLICABLE

The Contract shall be executed in accordance with the laws of Namibia and any dispute between the Contractor/Consultant and **Oshakati Premier Electric** be decided in a Court of law, should the arbitration provisions not suffice as under 11.

21. DELIVERY

- 1. Tenders must state the period within which delivery can be affected, calculated from the date on which the official order form has been received.
- 2. The Tenderer undertakes, that should he/she, after an official order has been placed with him/her and before the date of delivery of material and equipment or the execution of installation thereof cannot take place on or before the date of completion, to inform the Tender Committee in writing of the expected delay, the reasons for it and the new date on which he/she expects to deliver the goods and complete the Contract. The Tender Committee may in its discretion, postpone the said date of delivery and completion.
- 3. Should the Tenderer fail to complete the contract on or before the date of delivery and completion, or within the extended period granted to him in terms of the Contract, the Contractor shall pay to Oshakati Premier Electric a penalty, as determined in the penalty clause in Annexure C (if any).
- 4. Where the date of delivery has been postponed to a new date, no increase in price shall become effective after the first date of delivery.
- 5. All goods must be forwarded in the name of the successful Tenderer, otherwise Oshakati Premier Electric may reject the consignment. All goods must, without exception, be accompanied by a delivery note, a copy of which shall be kept by Oshakati Premier Electric. The Tenderer is liable for the safe delivery of the goods with regard to quality, quantity, and the condition thereof at the premises of Oshakati Premier Electric.
- 6. Claims against any cartage Contractor in respect of weight, quantity, damage, or loss must be instituted by the Contractor/Supplier.
- 7. All deliveries shall be delivered at Oshakati Premier Electric stores.

22. DEFAULT

Should it appear to the Tender Committee that the Contractor is not executing the Contract in accordance with the true intent and meaning thereof, or that he is refusing or delaying to execute the Contract or that he is not carrying on the work at such rate of progress as to ensure delivery by the date of delivery or in the event of any other failure or default by the Contractor, then and in case of any such events, the Tender Committee may give notice in writing to the Contractor to make good the failure or default. Should the Contractor fail to comply with the notice within the period specified therein, then and in such a case, the Tender Committee shall, without prejudice to any of its rights under the Contract, be at liberty forthwith to perform such work as the Contractor may have neglected to do or to take the Contract wholly or in part out of the Contractor's hands and order from any other person.

The Contractor shall be responsible for any loss Oshakati Premier Electric may sustain by reason of such action as the Tender Committee may take in terms of this clause.

23. SEQUESTRATION OR SURRENDER OF CONTRACTOR'S ESTATE

In the event of an order being made for the sequestration of the Contractor's estate, whether provisional or final, or in the event of an application being made for such order or if he shall enter into, make or execute any Deed of Assignment or other composition or arrangement with, or assignment for the benefit of his creditors or, if the Contractor, being a company, is being liquidated, Oshakati Premier Electric shall have the right, summarily and without recourse to law, to terminate the Contract without prejudice to the right of Oshakati Premier Electric to sue the Contractor for any damages sustained by it in consequence of one or other of the aforementioned events.

24. CANCELLATION OF CONTRACT

Should the Tender Committee find that a Tenderer or Contractor:

- 1. Has offered, promised or given any consideration fee, bonus, discount or other inducement to any person who deals with a tender or the allocation of a contract;
- Executes a contract unsatisfactorily;
- 3. Has violated any of these conditions or any other special condition applicable to a contract;
- 4. Acts fraudulently, improperly or in bad faith in its execution of the contract;

The Tender Committee may, take into consideration all the circumstances and without prejudice to any other remedy at its disposal in respect of:

- 1. Damage and/or loss suffered;
- 2. Any additional costs or expenses incurred by Oshakati Premier Electric in calling new tenders or by accepting a less favourable tender, **disqualify the Tenderers or cancel the Contract summarily**.

25. SALES TAX / VAT

Tender prices shall, where applicable, exclude the normal sales Tax / VAT. The sales Tax/VAT shall be indicated as a separate item.

26. AMENDMENT OR WITHDRAWAL

Should the tender or part thereof be amended or withdrawn after the closing date of tender, the Tenderer shall pay to Oshakati Premier Electric an amount equal to 2% of the total nett tender price.

27. TELEGRAPHIC TENDERS

Telegraphic / Facsimile or electronic mail tenders will not be accepted.

Submission for whom the signed offer page/s are not available at the closing date and time, will be deemed late/not received and will not be considered.

28. TENDERERS QUALIFICATIONS

Before a tender is considered for award, the tenderers may be requested to submit a statement regarding their previous experience in performing comparable work, their business and technical organisation, financial resources and plant available for the use in performing the work.

29. SIGNING OF TENDER

The tender must be signed by a person duly authorised to do so. It is required to attach a board resolution indicating such authorisation in the case of companies. All the pages of the offer must be initialled and include covering letter or additional information supplied and will form part of the agreement.

30. SPECIFICATION - GENERAL REQUIREMENTS

31. STANDARD SPECIFICATIONS

32. SPECIFICATION - PARTICULAR REQUIREMENTS

Where any part of the general conditions and specifications conflict with these special requirements, these special requirements shall take precedence and shall govern.

33. GENERAL

- 1. All prices shall be quoted in Namibian currency. Any discount or brokerage allowed to Oshakati Premier Electric must be stated in the Form of Tender/Consulting Offer.
- 2. The lowest or any tender will not necessarily be accepted and the right is reserved to accept the whole or part only of any tender.
- 3. Oshakati Premier Electric reserves the right to negotiate with the three (3) most advantageous bidders, should it be required by budget constraint, or currently excluded technical requirements in the original tender that will negatively affect the delivered service or product, according to Oshakati Premier Electric.
- 4. Should there be any difference or discrepancies between the prices or particulars contained in the official Form of Tender and those contained in a covering letter from the Tenderer, the price or particulars contained in the official Form of Tender shall in all circumstances prevail.
- 5. The tender, plus copy, in a sealed envelope and endorsed as indicated on the said Form of Tender, and in the advertisement calling for tenders, must be submitted on the Form of Tender. Tenders plus copies must please be bound by sliding binders to allow the book binding of tenders at a later date, ie., no holes must be made in the documents.
- 6. A separate tender box is provided for the reception of tenders and no tender shall be considered which, subsequent to the closing hour for tenders, may be found in another box.
- 7. The Tenderer must initial all his amendments.
- 8. Tenders are subject to the Tender Regulations of Oshakati Premier Electric.

9. Tenderers are to take note that equipment supply tenders will be supplied with a Form of Tender. This will not be the case for Consulting Work offers in which case the Form of Tender is replaced by the offer from the Consultant in the format he/she prefers.

34. <u>TERMS OF REFERENCE FOR THE REQUEST FOR CONSULTANCY</u> SERVICES: DEVELOPMENT OF OPE DIGITAL TRANSFORMATION STRATEGY

OPE is embarking on a transformative journey to digitalize its entire organizational processes and systems. We seek a professional partner to collaborate with us in developing a detailed and actionable Digital Transformation Strategy that will be align to the overall OPE Business Strategy 2025 to 20230.

SCOPE OF WORKS

The scope of works for the formulation of the Digital Transformation Strategy will look at our current state and desired future inclusive of the following key business objectives:

- Current Infrastructure Assessment
- ❖ Business Process Analysis
- Stakeholder Interviews
- ❖ Technology Roadmap Development
- ❖ Change Management Planning
- Cybersecurity Assessment

Submission Details:

Interested parties are invited to submit their proposals, including a detailed approach, timelines, and cost breakdown per phase. Please include references or examples of similar digital transformation initiatives you have led or implemented, along with an outline of the team who will be working on this project. Stakeholder workshops will be conducted on site at Oshakati Premier Electric, Oshakati.

NB: PROJECT COMPLETION DATE: BEFORE END OF JUNE 2025.

Evaluation Criteria

Proposals will be evaluated based on the following criteria:

	Criteria	Weights	
1	Organisation qualifications and experience	30%	
2	Approach/Philosophy	10%	
3	Staff qualifications	20%	
4	References	20%	
5	Pricing	20%	
	Total	100%	

We look forward to partnering with a qualified consultant who will help us achieve our vision of becoming a fully digitalized organization and ensuring the long-term success of our digital transformation strategy.

35. PRICE SUMMARY

The Price Summary shall be filled in by the Firm. VAT will be indicated separately as indicated below. Firms shall indicate NIL in schedules they do not wish to complete.

Price Basis to be stated, e.g. rates of exchange for imported goods, etc., where applicable.

ITEM	DESCRIPTION	PRICE						
D.2.1.	TOTAL PRICE		N\$					
D.2.2	SUBTOTAL		N\$					
D.2.3	AMOUNT OF VAT TO	BE INCLUDED AT 15%	N\$					
D.2.4	TOTAL TENDER PRICE	E	<u>N\$</u>					
Amount in Words								
I/We hereby quote for the execution of the services as described herein and in accordance with all the aforementioned conditions, the contents of which I/We acknowledge myself/ourselves to be fully acquainted with. I/We do also acknowledge that the above prices include for delivery of materials to site, off-loading of materials and equipment and commissioning.								
Is the above-mentioned price based on any fixed price basis? (eg. Model forms for consulting works, etc.)								
DATE: SIGNATURE:								
NAME AND ADDRESS OF FIRM:								

000000

36. SCHEDULE OF PARTICULARS

ANNEXURE B

37. PARTICULARS OF TENDERER

(Regulation 23(3))

1.	Full names and postal and physical address of tenderer:
2.	Origin/registration/trade license number:
	(a) Namibian company/contractor/supplier/trader:
	Registration number and date:
	Trade license or certificate number and date, and name and address of person who issued the license or certificate:
	Financial interests held by a foreigner/foreign company (Furnish details):
	(b) Foreign company/contractor/supplier/trader:
	Country of registration
	Registration number and date
	Financial interests held by a Namibian/Namibia company (Furnish details):

3.	<u>Ca</u>	pital structure:			
		in words): N\$			
wh	ich tot	al equity capital is made up as fo	llows:		
			Amount N\$	Percentage of total capital	
	(a)	Capital owned by Namibians/ Namibian companies			
	(b)	Capital owned by foreigners/ foreign companies			
4.	<u>Pa</u>	rticulars of business:			
	(a)	Nature of activities:			
	(b)	Is the business, according to t(Yes/No)	he Ministry of Trac	de and Industry, a sma	all scale industry?
	If y	es, give details and furnish docur	mentary proof:		
	(c)	Is the tenderer located in c Ministry of Trade and Industry	communal areas/u ?(Ye	nderdeveloped area	s notified by the

If ye	es, give details and furnish documentary proof:
(d)	Particulars of structured training programmes/apprenticeship courses of approved standards for labour/technical staff and managerial cadre/specialised training of women and handicapped persons/other programmes or activities benefiting disadvantaged Namibian citizens/assistance, sponsorship, bursaries, etc., provided to vocational training centres. Attach documentary proof.
(e)	Particulars of affirmative action programmes/activities undertaken – such as promoting advancement of disadvantaged Namibian citizens; emerging Namibian entrepreneurship, women and handicapped persons; achieving a balanced structure of managerial care, etc. Attached documentary proof.

5. <u>Organisational structure:</u>

Employees:

	Category	Total numbers	Number of Namibians	Number of formerly disadvantaged Namibians	Number of foreigners
(a)	Managing Directors/ Directors				
(b)	Managers				
(c)	Office personnel/staff				
(d)	Skilled labour				
(e)	Unskilled labour				
(f)	Contract staff/labour				
TOTAL					
No. of wo	omen				
Included	in above				
	indicapped persons				
Included	in above				

6. **Buildings and erven:**

Area used	Total area (in square metres)
Area of erf	
Area of building on erf	
Area of buildings used for	
Manufacturing/assembling	
Area of buildings used as office space	
Area of buildings used for storage	

7. <u>Sub-Contractors</u>:

	S	а	subcontractor/sub	vendor/	sub	supplier	involved	in	the	performance	of	the
а	ıgr	ee	ment?	(Yes	/No)							

If "yes", state in an annexure the percentage of the total tender amount being performed by means of subcontracting, etc., and furnish in that annexure full particulars of the subcontractor/sub vendor/ sub supplier concerned, including physical address or addresses.

Signature	Date

Documents to be attached: (Mandatory)

- (1) Company profile with Resources CV that will be working on the project.
- (2) References of where similar project was completed.
- (3) Copy of Registration Certificate/Trade License. (From your Country of Registration)
- (4) Copy of Compliance with the Namibian Affirmative Action Act. (Or from your Country of Registration, etc.)
- (5) Copy of VAT Registration Certificate. (From your Country of Registration)
- (6) Copy of Good Standing with the Ministry of Finance (or foreign equivalent)
- (7) Copy of Good Standing with the Social Security Commission. (or foreign equivalent)
- (8) Copy of certificate/document to substantiate any claim as being a small-scale industry. (Optional)

OSHAKATI PREMIER ELECTRIC

ADVERTISING RESEARCH

 This information is not compulsory, but will greatly assist us in improving our service to our stakeholders.

Please indicate by means of "x", in which news paper did you read about this tender.

Republikein
The Namibian
Informanté
New Era
The Sun Daily
The Observer
Allgemeine Zeitung
(Other)
By word of mouth

Please provide details of your preferred advertising medium (i.e. how would you most easily be informed about tender notices from Oshakati Premier Electric?)

Thank you for participating.

000000