



Bela-Bela Local Municipality

Chris Hani Drive, Bela-Bela, Limpopo. Private Bagx1609

Bela-Bela 04810

Tel: 014 736 8002 Fax: 014 736 8068

Website: www.belabela.gov.za

Budget and Treasury Office

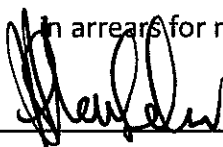
REQUEST FOR QUOTATION: CONSEQUENCE MANAGEMENT FRAMEWORK

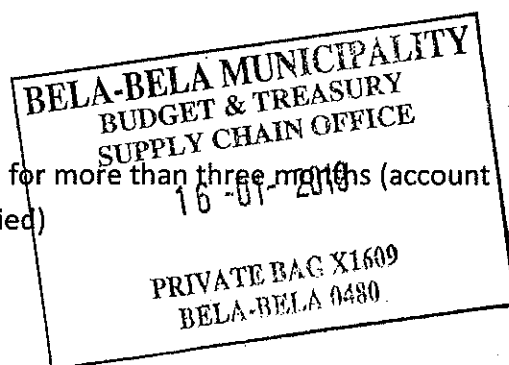
QUANTITY	DESCRIPTION
01	<p>Requirements;</p> <ul style="list-style-type: none">• 10 Years' experience in Human Resource at Senior level,• Proven Experience in Policy & Strategy Development and Review• Proven Experience in Labour Relations or Labour Law• Reference letter/s on similar project• The ability to complete the job successfully within the set time frame• Produce the credible Consequence Management Framework and Policy at the end of the project <p>NB: Full specification is obtainable from record office and municipal website.</p>

The quotation must be delivered no later than 12h00 on the 24th January 2019 to Records Office, 58 Chris Hani Drive, Bela Bela: Tel 014 736 8000; Fax 014 736 3288

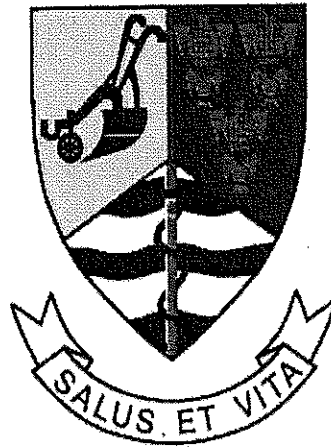
The following conditions will apply:

- Price(s) quoted must be valid for at least sixty (60) days from date of offer
- The quotation will be evaluated in terms of the 80/20 preferences system as prescribed in the Preferential Procurement Policy Framework Act (No 5 of 2000)
- The successful bidder will be the one with high scoring points
- Bidders are required to complete MBD 4, 8 and 9 forms, obtainable from SCM office
- Copies of Company Registration
- Copy of CSD summary report
- Valid Tax clearance certificate/tax pin
- Copy of B-BBEE certificate or sworn affidavit
- Municipal rates and taxes account not in arrears for more than three months (account in arrears for more than 90 days will be disqualified)


Mr. SM MAKHUBELA
MUNICIPAL MANAGER



BELA-BELA LOCAL MUNICIPALITY



CONSEQUENCE MANAGEMENT FRAMEWORK

1. Background

Bela-Bela Local Municipality has been operating without Consequence Management Framework. The consequence Management frameworks seeks to ensure that an appropriate and fair outcome, which is in the best interest of Bela-Bela Local Municipality, is applied in a consistent manner in response to an event or situation where the Municipal policies, standards and procedures are not adhered to.

2. Scope

The consequence management framework applies to all Bela-Bela Local Municipality staff

3. Purpose for the proposal

- a) The purpose of the Consequence Management framework and policy is to enhance accountability on strategic decision-making and day to day activities of the Municipality.
- b) Provide guidance for the Bela-Bela Municipality EXCO, Accounting Officer, Senior Managers and staff when overseeing or implementing decisions and development of processes, systems and techniques for enhancing accountability.
- c) Contribute to building an ethical workforce and environment that allows for innovation and responsible decision making while ensuring that legitimate precautions are taken to protect the public interest, maintain public trust, and ensure due diligence.
- d) To ensure that any alleged non adherence to policies and procedures are investigated and decisions are made in a constant manner as to the most appropriate consequence which is tracked through to completion.

4. Objectives of the Integrity Management Framework will be to:

- a) Strengthen measures and standards for enhancing accountability and promoting ethical conduct

- within the Municipality;
- b) Encourage values based management and performance;
- c) Promote ethical values in the interest of the Municipality and all its stakeholders;
- d) To drive a clean governance mind-set throughout the Municipality
- e) Ensure transparency in the decision-making process.
- f) Minimise Organizational Risk.

5. Requirements

- a) 10 Years' Experience in Human Resources at Senior Management level.
- b) Experience in Policy & Strategy Development and Review.
- c) Experience in Labour Relations or Labour Law.
- d) Reference letter/s on the similar project.
- e) The ability to complete the job successfully and within the set time frame.
- f) Produce the credible Consequence Management Framework and Policy by the 28th of February 2019.

6. Solution Approach

The approach for successfully delivering this solution must be as follow:

- a) Bela-Bela will supply a Project Manager to manage the project and all resources from its side.
- b) A meeting will be held at the start of the project to approve the project plan
- c) Updates through the course of the project will be done on a monthly basis with the relevant team members from Bela-Bela Local Municipality involved in this project.

7. VENDOR CONTRACT MANAGEMENT

A Service Level Agreement will be concluded with the successful bidders to cover all aspects of the framework as per the bidder's solution proposal and project plans.