

25th July 2024

REF NO.: 017/2024/HR&OD/Dictionary/RFQ - CLARIFICATION NO.1

THE APPOINTMENT OF A SERVICE PROVIDER TO REVIEW, UPDATE, AND DEVELOP A GENERIC, COHESIVE COMPETENCY DICTIONARY, PROFICIENCY TABLE, COMPETENCY MODEL, COMPETENCY FRAMEWORK AND 5 DISCIPLINARY SPECIFIC COMPETENCY DICTIONARIES FOR TCTA.

Dear Bidder,

TCTA hereby confirms receipt of your clarification questions as follows and the responses are given thereto.

1. The generic competency dictionary will be the 'Bible' that contains everything?

Response: No - it should contain all generic competencies specific to TCTA roles, it will not contain the technical discipline-specific competencies, as these are a separate scope requirement.

2. The proficiency table segmenting the 3 proficiency levels, will basically be a short summary with only the competency labels across the 3 levels?

Response: It would be a table delineating the 3 different proficiency levels as well as the descriptions of those 3 levels as per competency design best practice.

3. What you see as the competency model and competency framework? For us a model is role/ level specific, and the framework is the all-encompassing framework from which the model is derived.

Response: A model would be condensed visual depiction of the process that underpins the overall competency process within TCTA, whereas a framework would be the blueprint, guidelines, etc that describes it.

4. The ask here is very generic – would you want role specific profiles as well? If so, how many roles do you have in TCTA?

Response: No - Role profile design is not part of the required scope.

5. Please indicate your 3 levels.

Response: We do not have 3 levels currently, hence the scope requirement, we will be guided by the expertise of the bidder and their alignment with competency design best practice.

Yours Faithfully

Virginia Mkhabela
Supply Chain Acquisition Manager

PLEASE ACKNOWLEDGE RECEIPT OF THIS CLARIFICATION AS FOLLOWS:

Complete the section below and without delay email a copy to TCTA, email address; imosalakgotla@tcta.co.za for the attention of The Receiving Officer to confirm that you have received this clarification.

I/We herewith acknowledge receipt RFQ Clarification No.1 For RFQ:
017/2024/HR&OD/Dictionary/RFQ

Authorized Representative Name & Surname:

SIGNATURE: DATE:

ON BEHALF OF (Name of Bidder):.....