



KWAZULU-NATAL PROVINCE

TRANSPORT
REPUBLIC OF SOUTH AFRICA

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Addendum 1.

CONTRACT NUMBER: ZNB02019/00000/00/HOD/INF/23/T

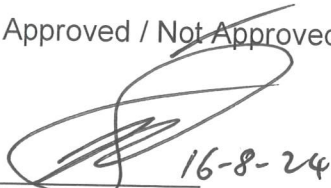
**PROFESSIONAL ENGINEERING CONSULTING SERVICES FOR D1271 NGUBEVU RIVER
BRIDGE APPROCHES: 0.5KM IN THE UMZINYATHI DISTRICT MUNICIPALITY**

DATE ISSUED:

This Addendum No. 1 comprising of a total of **14 Pages**, including this page.

Should you have any queries regarding the above, please contact me.

Approved / Not Approved



Mr T. Nkosi
Chief Financial Officer

I / We acknowledge receipt of this Addendum No. 1 and have made the required alterations to our bid documents.

BIDDER:

NAME OF SIGNATORY:

DATE:

Tender Section

1. Page T3 : Contract duration amended to 20 months (8 months for Construction and & 12 months for Close Out Included)
2. Page T14 : Key Personnel, under Lead Design Personnel, amend points for years of experience in Road Rehabilitation to Road Upgrade/ Structures – Bridge.
3. Page T18 : T2.2 Returnable Schedules SECTION G is amended to Experience in Road Upgrade /Structures – Bridge

Contract Section

1. Page C3 : Time amended for Contract Administration and Inspection to 26 weeks and Defect Liability to 52 weeks (12 months).
2. Page C9 : Clause 1 - The Period of Performance is amended to 8 Months plus defect liability period (12 Months).
3. Page C10: Clause 8.2.1 - The Period of Performance is amended to 8 Months plus defect liability period (12 Months).
4. Page C20 & C21: Part C2 Pricing Data in section C2.2.1. Valid items on BoQ corrected.
5. Page C27: Amended by including Amounts.
6. Page C30 & C75 : Amended by removing the text in red.



T1.1 TENDER NOTICE AND INVITATION TO TENDER

CONTRACT NO. ZNB02019/00000/00/HOD/INF/23/T FOR: PROFESSIONAL ENGINEERING CONSULTING SERVICES FOR D1271 NGUBEVU RIVER BRIDGE APPROCHES: 0.5KM IN THE UMZINYATHI DISTRICT MUNICIPALITY

The Province of KwaZulu-Natal, Department of Transport, invites tenders from Engineering Consultants, experienced in Roadworks, to provide professional services for **D1271 NGUBEVU RIVER BRIDGE APPROCHES: 0.5KM IN THE UMZINYATHI DISTRICT MUNICIPALITY** in the Ladysmith Region. The total duration of the project is 20 months. The duration allowed for is to achieve all 6 Engineering Council of South Africa (ECSA) Normal Fee Services stages.

Only bidders that satisfy the eligibility criteria stipulated in the Tender Data and who comply with the functionality criteria for experience of key persons, company experience in Specialised/Complex projects, as stated in the Tender Data, are eligible to be considered for further evaluation.

Bidders shall be required to demonstrate that they will have in their employ during the contract period the necessary personnel satisfying the requirements of the Scope of Work.

The requirements of the CIDB B.U.I.L.D. Programme with respect to the Standard for Skills Development is set at 150 hours per R 1 000 000 tendered. (As per CIDB B.U.I.L.D Programme - only applicable to professional services that are R5 million and above and minimum duration of 12 months)

Preference points awarded for Specific Goals are offered to tenderers who comply with the requirements of PPPFA stipulated in clause C.3.11.1 of the Tender Data.

Tender documents will be available as from **10:00 on Friday 26 July 2024**.

Free download of tender documents will be available on the www.kzntransport.gov.za and www.etenders.gov.za website and must be downloaded.

A non-compulsory clarification Meeting with representatives of the Client will be held virtually via MICROSOFT TEAMS application on **Thursday 08th August 2024 starting at 09h00 (Log in time 09h00 – 10h00)**.

Meeting Invite Link : <https://bit.ly/ZNB02019>

Queries relating to this tender may be addressed to:

Bidding procedure enquiries:	Technical enquiries:
Ms Nonhlanhla Manukuza Telephone: 033 355 0655 E-mail: Nonhlanhla.Manukuza@Kzntransport.gov.za	Dedicated Technical personnel. Telephone: 033 355 0623 E-mail: Denzyl.Anthony@Kzntransport.gov.za

Deadline for the submission of all technical enquiries is the 22nd August 2024 at 16h00.

The closing time for receipt of tenders is **11:00 on Wednesday 28th August 2024 @ 172 Burger Street**. Telegraphic, telephonic, telex, facsimile, electronic, e-mail and late tenders will not be accepted.

Requirements for sealing, addressing, delivery, opening and assessment of tenders are stated in the Tender Data.



	<p>Key Personnel</p> <p><i>Applicable resources</i></p> <p>NOTES:</p> <ul style="list-style-type: none"> Detailed CV's with qualifications, professional registration and experience per personnel to be attached to Section H. Proof of employment in the form of either payslip or appointment letter or employment contract to be attached. Only one Personnel can be assigned to each key Personnel. No duplication of Personnel is permitted. In cases where duplication is identified, points shall be allocated to the first applicable resource where the duplicated personnel meets all the minimum criteria. NB: The Employers Agent Representative shall be required to be allocated full time on this project during implementation and may not be assigned to any other project during the entire duration of the construction works. This is inline with Level 3: Full-time Construction Monitoring as per the ECSA Guideline Professional Fees, 2021. 	<p>Employers Agent</p> <p>Must be registered with ECSA as a Pr Eng or Pr Tech Eng and have a minimum of 6 years' experience in design and construction of Road Upgrade /Structures -Bridge) post qualification.</p> <p>Points for years of experience in design and construction of Road Upgrade /Structures - Bridge) – calculated post qualification.</p> <p>11 years and above = 10 9 – 10 years = 6 6 – 8 years = 4 0 - 5 years = 0</p> <p>A Maximum of 5 Points will be Awarded as per the above.</p>	10
		<p>Lead Design Engineer</p> <p>Must be register with ECSA as a Pr Eng or Pr Tech Eng and have a minimum of 6 years' experience in Road Upgrade /Structures -Bridges) post qualification.</p> <p>Points for years of experience in Road Upgrade /Structures -Bridges) – calculated post qualification</p> <p>10 years and above = 5 8 – 9 years = 3 6 – 7 years = 2 0 - 5 years = 0</p> <p>A Maximum of 5 Points will be Awarded as per the above.</p>	5
		<p>Employers Agent's Representative</p> <p>Must be register with ECSA as a Pr Eng or Pr Tech Eng with a minimum of 6 years' experience in Road Upgrade /Structures - Bridge) post qualification.</p> <p>Points for years of experience in Road Upgrade /Structures -Bridge) – calculated post qualification.</p> <p>10 years and above = 5 8 – 9 years = 3 6 – 7 years = 2 0 - 5 years = 0</p> <p>A Maximum of 5 Points will be Awarded as per the above.</p>	5



T2.2 RETURNABLE SCHEDULES

PART	DESCRIPTION	PAGE NO.	TENDER TO TICK TO CONFIRM
SECTION A	NON-COMPULSORY VIRTUAL BRIEFING SESSION	T18	
SECTION B	RECORD OF ADDENDA TO TENDER DOCUMENTS	T20	
SECTION C	COMPULSORY ENTERPRISE QUESTIONNAIRE	T21	
SECTION D	STANDARD BIDDING DOCUMENTS	T23	
	SBD 1: INVITATION TO BID	T23	
	SBD 4: BIDDER'S DISCLOSURE	T26	
	SBD 5: THE NATIONAL INDUSTRIAL PARTICIPATION PROGRAMME	T29	
	SBD 6.1: PREFERENCE POINTS CLAIM FORM IN TERMS OF THE PREFERENTIAL PROCUREMENT REGULATIONS 2022	T32	
SECTION E	B-BBEE VERIFICATION CERTIFICATE	T41	
SECTION F	CERTIFICATE OF AUTHORITY FOR SIGNATORY	T42	
SECTION G	EXPERIENCE IN ROAD UPGRADE /STRUCTURES - BRIDGE	T44	
SECTION H	KEY PERSONNEL AND CURRICULUM VITAE	T46	
SECTION I	PROOF OF PROFESSIONAL INDEMNITY AND PUBLIC LIABILITY INSURANCE	T49	
SECTION J	PROPOSED SUBCONSULTANTS/ SUBCONSULTING	T50	
SECTION K	VALID LETTER OF GOOD STANDING IN TERMS OF THE COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (COID)	T52	
SECTION L	REFERENCE LETTERS AND/OR COMPLETION CERTIFICATES	T53	
SECTION M	DEVIATIONS AND QUALIFICATIONS	T54	
SECTION N	SCHEDULE OF ALTERNATIVE TENDERS	T55	
SECTION O	TECHNICAL PROPOSAL	T56	
SECTION P	NOTICES TO TENDERERS REGARDING THE COMPLETION OF FORMS	T58	
SECTION Q	ACCEPTABLE PROOF & RIGHT TO AWARD	T60	
SECTION C1.1	FORM OF OFFER AND ACCEPTANCE	C3	
SECTION C1.2	CONTRACT DATA	C9	
SECTION C2.2	PRICING SCHEDULE	C20	

NOTE: The Tenderer is required to complete each schedule and form listed above to the best of his ability as the evaluation of tenders and the eventual contract will be based on the information provided by the Tenderer. Failure of a Tenderer to complete the schedules and forms to the satisfaction of the Client will lead to rejection on the grounds that the tender is non-responsive.



PART C1: AGREEMENTS AND CONTRACT DATA

C 1.1 FORM OF OFFER AND ACCEPTANCE

C1.1.1 FORM OF OFFER

The Client, identified in the acceptance signature block, has solicited offers to enter a contract for the procurement of consulting engineering services as follows:

CONTRACT NUMBER: **ZNB02019/00000/00/HOD/INF/23/T**

PROJECT NAME: **PROFESSIONAL ENGINEERING CONSULTING SERVICES FOR FOR D1271 NGUBEVU RIVER BRIDGE APPROCHES: 0.5KM IN THE UMZINYATHI DISTRICT MUNICIPALITY**

The tenderer, identified in the offer signature block, has examined the documents listed in the tender data and addenda thereto as listed in the tender schedules, and by submitting this offer has accepted the conditions of tender.

By the representative of the tenderer, deemed to be duly authorized, signing this part of this form of offer and acceptance, the tenderer offers to perform all of the obligations and liabilities of the Consulting Engineer under the contract including compliance with all its terms and conditions according to their true intent and meaning for an amount to be determined in accordance with the conditions of contract identified in the contract data.

THE OFFERED TOTAL OF THE PRICE FOR THE SERVICES INCLUSIVE OF VALUE ADDED TAX IS (CONTRACT PRICE)

Rand (in words);

.....

.....

R.....(in figures)

TIME FOR COMPLETION OF THE SERVICES (REFER TABLE 3.1.9)

The date for commencement of the services will be the date of acceptance of this offer, or as stated in Part C.1.2.2.1 (h).	
The time for completion of the services will be stated by the client in Part C.3.3 of this Agreement. If the time is not stated in Part C.3.3 the tenderer is to state the time required for completion of the services below	
Stage 1: Inception (weeks)	1 week
Stage 2: Concept and Viability (weeks)	1 week
Stage 3: Design Development (weeks)	2 weeks
Stage 4: Documentation and Procurement (weeks)	4 weeks
Stage 5: Contract Administration and Inspection (weeks)	26 weeks
Stage 6: Handover-Report (weeks)	1 week
Stage 7: Close-out Report (weeks)	52 weeks

C1.2 CONTRACT DATA

C1.2.1 CONDITIONS OF CONTRACT

The Conditions of Contract which shall be utilised is the Standard Professional Services Contract (July 2009) published by the Construction Industry Development Board.

In this document the word "**Consultant**" has been replaced with "**Consulting Engineer**". The word "**Employer**" (and all its derivatives) is replaced by the word "**Client**", except where reference is being made to the term *Employers Agent* and *Employer's Agent Representative* as per the provisions of the General Conditions of Contract (GCC), 2015.

C1.2.2 DATA PROVIDED BY THE EMPLOYER

Clause	Data
1	<p>The Client is the KwaZulu Natal Department of Transport Address: 172 Burger Street, Pietermaritzburg 3201 Telephone: 033 355 8600</p> <p>The authorised and designated representative of the Client is: Name: Mr D Anthony</p> <p>The address of receipt of communication is: Address: 172 Burger Street, Pietermaritzburg 3201 Faximile: 033 342 3962 E-mail: Denzyl.Anthony@Kzntransport.gov.za Telephone: 033 355 0600</p> <p>The contract is for the provision of consulting engineering services for D1271 NGUBEVU RIVER BRIDGE APPROCHES: 0.5KM IN THE UMZINYATHI DISTRICT MUNICIPALITY</p> <p>The Period of Performance is 8 Months plus defect liability period (12 Months).</p> <p>The Start Date will be date of the last party signing this agreement and terminate 12 months plus defect liability period (12Months) thereafter.</p>
3.4.1	Communication by e-mail / facsimile is not permitted.
3.5	The location for the performance of the Project is along D1271 (KM17.3) Under the Ladysmith Region.
3.6	The Consulting Engineer may not release public or media statements or publish material related to the Services or Project under any circumstances.
3.9.2	The time-based fees used to determine changes to the Contract Price are as stated in the Pricing Data
3.12.1	The penalty payable is R 10 000.00 per day subject to a maximum amount of R 3 600 000.00
3.15.1	The programme shall be submitted within 7 Days of the award of the contract.
3.15.2	The Consulting Engineer shall update the programme at intervals not exceeding 12 Weeks.
4.3.1(d)	The Consulting Engineer is required to assist in the obtaining of approvals, licences and

Clause	Data
	permits from the state, regional and municipal authorities having jurisdiction over the Project.
5.4.1	The Consulting Engineer is required to provide professional indemnity cover as set out in the Professional Indemnity Schedule.
5.4.1	<p>The Consulting Engineer is required to provide the following insurances:</p> <ol style="list-style-type: none"> 1. Insurance against Professional Indemnity Cover is: Three (3) times the value of the tendered final offer for normal services, excluding disbursements, VAT and Contingencies. Period of cover: Duration of Contract inclusive of the duration of the Design Period as agreed upon during the Design Development Stage. 2. Insurance against: Third Party Indemnity Cover is: R10 000 000-00 Period of cover: Duration of Contract 3. Insurance against: General Public Indemnity Cover is: R10 000 000-00
5.5	<p>The Consulting Engineer is required to obtain the Client's prior approval in writing before taking any of the following actions:</p> <ol style="list-style-type: none"> 1. Appointment of sub-contractors for the performance of services 2. Appointing Key Persons not listed by name in the Contract Data 3. Any other work not as specified in the Scope of Works
7.2	The Consulting Engineer is required to provide personnel in accordance with the provisions of Clause 7.2.1 to Clause 7.2.4 and to complete the Personnel Schedule.
8.1	The Consulting Engineer is to commence the performance of the Services within 30 Days of date that the Contract becomes effective.
8.2.1	Unless terminated in terms of the Contract, or otherwise specified in the Contract Data, the contract shall be concluded when the 8 Months plus defect liability (12 Months) contract period has lapsed.
8.4.3(c)	The period of suspension under clause 8.5 is not to exceed 2 years.
9.1	Copyright of documents prepared for the Project shall be vested with the Client
11.1	A Service Provider may not subcontract any work which he has the skill and competency to perform, unless otherwise permitted in the Contract Data..
12.1	Interim settlement of disputes is to be by adjudication.
12.4	Final settlement is by arbitration.
12.3.3	The adjudicator is the person appointed by the Adjudicators Agreement bound in the Construction Industry Development Board's Adjudication Procedure.
12.4.1	In the event that the parties fail to agree on an arbitrator, the arbitrator must be nominated by the Kwa-Zulu Natal Society of Advocates.



C2.2.1 SCHEDULE OF PRICES

Item	Description	Unit	Quantity	Rate	Amount (R)
1	Normal Services Fee				
(a)	Percentage Fee based on the cost of works for Road Upgrade which includes Design Development, Documentation and Procurement, Contract Administration, and Inspection and Close out.	%	R 8 342 500.00		
	Normal Services Fee Breakdown as per ECSA STAGES				
	Initiation or Prefeasibility	%		5%	
	Concept or Feasibility	%		25%	
	Design Development	%		25%	
	Design Documentation	%		25%	
	Contract Administration	%		15%	
	Handover or Close Out	%		5%	
(b)	Percentage Fee based on the cost of works for Structure / Bridge which includes Inception, Concept and Viability, Design Development, Documentation and Procurement, Contract Administration, and Inspection and Close out.	%	R 10 000 000.00		
	Normal Services Fee Breakdown as per ECSA STAGES				
	Initiation or Prefeasibility	%		5%	
	Concept or Feasibility	%		25%	
	Design Development	%		30%	
	Design Documentation	%		10%	
	Contract Administration	%		25%	
	Handover or Close Out	%		5%	
TOTAL CARRIED FORWARD TO SUMMARY =					
2	Contract Administration and Monitoring				
(a)	Office/Design Team				
	i) Employers Agent (Category B)	Hour	198		
	ii) Lead Design Engineer (Category C)	Hour	120		
	iii) Project Engineer / Technician (Category D)	Hour	252		
	Disbursement for Office Personnel				
(b)	(i) Travel Accommodation	Prov. sum	1	R 15 660.00	R 15 660 .00



	(ii) Mark-up on item 2 (b)(i) above for all overheads, charges and profit.	%	R 15 660 .00	5%	
	Establishment of supervisory personnel on site				
(c)	Construction Monitoring team				
	i) Employers Agent Representative (Category C)	Month	8		
	ii) Technician (Category D)	Month	8		
	iii) Technician (Category D)	Month	8		
	Disbursements for Site Personnel				
(d)	(i) Living Accommodation and Meals	Prov. sum	1	R 291 366.00	R 291 366.00
(e)	(i) Travel Accommodation	Prov. sum	1	R 220 320.00	R 220 320.00
	(ii) Mark-up on the sum of item 2 (d) and (e) above for all overheads, charges, and profit.	%	R 511 686.00	5.00%	
TOTAL CARRIED FORWARD TO SUMMARY =					
3	General Disbursements				
(a)	Topographical Survey	Prov. sum	1	R 220 110.00	R 220 110.00
(b)	Geotechnical / Laboratory services	Prov. sum	1	R 330 165.00	R 330 165.00
(c)	Environmental Impact Assessment	Prov. sum	1	R165 082.50	R165 082.50
(d)	Health and Safety Consultant	Prov. sum	1	R 132 066.00	R 132 066.00
(e)	Land Expropriation Consultant	Prov. sum	1	R 55 027.50	R 55 027.50
(f)	Social Facilitation Services	Prov. sum	1	R 44 022.00	R 44 022.00
(g)	Dispute Settlement Services	Prov. sum	1	R 77 038.50	R 77 038.50
(h)	Targeted Training	Prov. sum	1	R 150 000.00	R 150 000.00
(i)	Project Liaison Committee	Prov. sum	1	R 64 780.00	R 64 780.00
(j)	Property Evaluation and Reimbursement	Prov. sum	1	R 1 500 000.00	R 1 500 000.00
(k)	Traffic Impact Assessments	Prov. sum	1	R 77 038.50	R 77 038.50
(l)	Maintenance during defects liability Period	Prov. sum	1	R 192 000.00	R 192 000.00
(m)	Mark-up on sum of item 3 above for all overheads, charges and profit.	%	R 3 007 330.00	5.00%	R 150 366.50
TOTAL CARRIED FORWARD TO SUMMARY =					
4	CIDB Contract Skills Development Goals				
(a)	Normal Services – Total Carried Forward to Summary			(NS)	
(b)	Contract Administration and Monitoring – Total Carried Forward to Summary			(CM)	

Road works for Upgrade	R 8 342 500.00
Structures (bridges and other major structures)	R 10 000 000.00

Estimate Total project value (excluding contingencies, CPA during the construction period and VAT)	R12 656 325.00
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The sum of the estimated costs of the relevant work types forms the basis on which the Consulting Engineer shall tender his fee to cover all his costs to develop the detailed design including training. Project assessment costs and production of tender documentation including evaluation of tenders received are not considered to contribute to the development of the design and are separately billed. The final cost of the Works will, however, depend on the strategy selected by the Client based on the most appropriate and cost-effective options identified by the Consulting Engineer during the project assessment and design phases. Scope of work changes may cause an increase or decrease in the fee offered to produce the design.

A fee variation in the normal services shall only be applicable if there is a minimum 20% variation between estimated project value and the awarded contract value.

C3.1.6 Standards, Manuals and Guideline Documents

The standards, manuals and guideline documents to be used in the project are as follows (latest revision to be used as applicable): The appointed Consulting Engineer is expected to have working professional knowledge of all the industry related Technical Manuals.

- TMH 3: Specifications for the Provision of Traffic and Weigh-in-Motion Monitoring Service
- TMH 8: Traffic and Axle Load Monitoring Procedures
- TMH 9: (Standard Visual Assessment Manual for Pavements)
- TMH 13: Network Level Pavement Surveillance Measurements
- TMH 14: South African Standard Automatic Traffic Data Collection Formats
- TMH 16: South African Traffic Impact and Site Traffic Assessment Manual
- TMH 17: South African Trip Data Manual
- TMH 19: Manual for the Visual Assessment of Road Structures
- Draft TMH 11: Standard Survey Methods
- TRH 3: Design and Construction of Surfacing Seals
- TRH 4: Structural Design for Flexible Pavements
- TRH 8: Design and Use of Hot Mix Asphalts in Pavements
- TRH 17: Geometric Design of Rural Roads
- TRH 24: Upgrading of Unpaved Roads
- TRH 26: South African Road Classification and Access Management Manual
- SANRAL's Drainage Manual
- The Highway Capacity Manual
- South African Pavement Engineering Manual (SAPEM)
- South African Road Safety Audit Manual (SARSAM)
- Current industry best practice
- Standard Specifications for Road and Bridge Works: COTO; 2020 or as amended.
- The Client's relevant proforma documentation for services, sub-services, evaluations, etc.
- Guidelines for the Implementation of Labour-Intensive Infrastructure Projects Under The Expanded Public Works Programme (EPWP)
- Any other relevant TMH, TRH or other design manual with standards as accepted by the Client as applicable to this project.

C3.1.9 Project Programme

The Consulting Engineer shall programme its duties in such a manner so as to complete the various stages/phases of the total project within the milestone dates specified below.

The Client's programme for this project is as follows:

Table 3.1.9: Project Programme

	Project Stage/Phase	Stage/Phase Completion Date
A	Submission of draft Prefeasibility Report	
B	Submission of draft Feasibility Report	
C	Submission of draft Preliminary Design Report	
D	Submission of Gateway Review Report (if applicable)	
E	Submission of Road Safety Audit Report: Stage 1 Feasibility and Preliminary Design	
F	Submission of draft Detailed Design Report including Structures, Drainage & Geotechnical Reports	
G	Submission of Road Safety Audit Report: Stage 3: Detail Design	
H	Submission of design information to Legal Section(KZN DoT) for land acquisition purposes	
I	Submission of Basic Assessment Report or full EIA report	
J	Submission of WULA to approving authority	
K	Submission of EMP's to approving authority	
L	Submission of Draft Tender Documents for the Works and final Detailed Design Reports	
M	Tender Advertisement	
N	Submission of Final Tender Documents for the Works	
O	Clarification Meeting	
P	Tender Closure	
Q	Submission of Tender Evaluation Report	
R	Access to the site/ Handover	
S	Submission of draft Contract Report & as-built data	Within 3 months of issue of Certificate of Completion for the Works
T	Submission of final Contract Reports and as-built data	Within 1 month of issue of Final Approval Certificate for the Works

C3.1.10 Penalties and Delays

Penalties shall be applied for each calendar day by which the Consulting Engineer fails to meet the prescribed dates for submission of the required design information for land acquisition purposes, EMP's and EIA's, draft Design Report(s), Tender Documentation for the Works or Tender Evaluation Report, draft and final Contract Report and As-built data. The quantum of the penalty shall be as listed in the Contract Data. Draft reports and documents shall be submitted to the Client prior to any meetings scheduled for the discussion and finalisation thereof as specified in the documentation requirements. The Consulting Engineer shall thus take this period into account in compiling its programme.



The costs for providing training opportunities for this contract shall be as detailed in Table 3, and as published by CIDB on the Standards for Skills Development. The monthly and hourly rates shall be determined from the applicable Total Costs for each method.

Table 3: The notional cost of providing training opportunities per quarter

Type of Training Opportunity	Provision for stipends (Unemployed learners only)	Provisions for mentorship	Provisions for additional costs*	Total costs	
				Unemployed learners	Employed learners
Method 1					
Occupational qualification	R7 000	R0	R9 000	R16 000	R9 000
Method 2					
TVET College graduates	R14 000	R0	R9 000	R23 000	N/A
Apprenticeship	R14 000	R0	R12 000	R26 000	R12 000
Method 3					
P1 and P2 learners, or a 240 credits qualification	R24 000	R20 000	R4 500	R48 500	N/A
Method 4					
Candidates with a 360 credits qualification	R37 000	R20 000	R4 500	R61 500	R20 000
Candidates with 480 or more credits qualification	R47 000	R20 000	R4 500	R71 500	R20 000