



INVITATION TO BID

The Air Traffic & Navigation Services SOC Limited (ATNS) provides air traffic services throughout the country and is responsible for the provision of the system infrastructure necessary to ensure a safe and effective service.

REQUEST FOR PROPOSAL

APPOINTMENT OF A SERVICE PROVIDER TO REVIEW THE ATNS TOTAL REWARD AND REMUNERATION STRUCTURE TO ENABLE IMPLEMENTATION OF THE 2020/2025 STRATEGY FOR A PERIOD OF TWO (02) YEARS.

RFP NO: ATNS/HC/RFP052/FY22.23/TOTAL_REWARDS

The Air Traffic & Navigation Services SOC Ltd (reg. no. 1993/004150/06) invites proposals from service providers to provide ATNS subscribes to a Total Rewards approach and have a defined reward philosophy which is aligned to ATNS align strategy; support its business objectives in order to attract, motivate and retain the right skills and talent for the company to meet its' desired business outcomes.

Closing of tender: Date: 14th Dec 2022 at 13h30 CAT

Service Providers that are interested in submitting their proposals may obtain electronic copies of the RFP documents, downloadable from the ATNS website www.atns.co.za under the "Tenders" section and E-Tender Portal from the 16th of November 2022.

For more information please contact Procurement Specialist: **Olwethu Fakude** via e-mail: olwethuf@atns.co.za. **NB due to COVID 19 Pandemic, only contact via e-mail.**

Printed and bound documents for the Tenders, 1 (one) original, 1 (one) copy and 1 (one) electronic copy (on Memory Stick) in **PDF format**.

Tenders are to be submitted at the tender box, Reception, Ground floor, ATNS, Eastgate Office Park, Block C, South Boulevard Road, Bruma, South Africa. LATE TENDERS WILL REGRETTABLY NOT BE ACCEPTED. Suppliers must ensure that they complete a tender register at reception when submitting proposal.

Should a bidder require to submit their documents online on or before the closing date, they must send an email to olwethuf@atns.co.za and copy tenders@atns.co.za to express their interest to do so. On the email Bidders must specify on the subject line – the tender number and description. The bidder will be provided with a link for uploading the documents electronically. **Deadline for requesting the link is 2 days before closing date, email sent after this deadline will not be attended to.**

Total Rewards Tender	Page 1 of 2	November 2022
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Air Traffic and Navigation Services SOC Limited

Company Reg. No. 1993/004150/30
ISO 9001 certified

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www.atns.com

Directors: S Thobela (Chairman)
NP Mdawe (Chief Executive Officer)
JM Moholola (Chief Financial Officer)
KN Vundla, LN Ngema, ZG Myeza, JC Trembath
S Badat, KS Boqwana, N Kubheka, CR Burger, T Kgokolo

Acting Company Secretary: N Mongali



ATNS reserves the right to reject, withdraw or cancel any or all Proposals/Tenders, to undertake discussions with one or more Tenderers and to accept that tender or modified tender which in its sole judgment, will be most advantageous to the Company, price and other evaluation factors having been considered.