



# Procurement Policy Unit

(Established under section 6 of the Public Procurement Act, 2015)

Ref: NCS/RFQ/FOA – 01/2026

## STANDARD BIDDING DOCUMENTS

*for*

## Request for Sealed Quotations

[Issued in terms of section 7(1)(i) of the Public Procurement Act, 2015]

## Transportation Services

Procurement Policy Unit  
Ministry of Finance  
Head Office (6<sup>th</sup> Floor, room 6.11)  
Moltke Street  
Private Bag 13295  
Windhoek, Namibia

Tel: +264 61 209 2463

|Fax: +264 61 230 17

|Website: [www.mof.gov.na/procurement-policy-unit](http://www.mof.gov.na/procurement-policy-unit)

**STANDARD FORMAT FOR REFERENCE NUMBERS: NCS/RFQ/FOA – 01/202**

**Guidance notes**

1. **P – Procurement Category** (select appropriate abbreviation below)
  - a) Goods – G
  - b) Works – W
  - c) Consultancy Services – SC
  - d) Non-Consultancy Services – NCS
  
2. **M – Procurement Method** (select appropriate abbreviation below)
  - a) Open National bidding – ONB
  - b) Open International Bidding – OIB
  - c) Restricted Bidding – RB
  - d) Request for Sealed Quotation – RFQ
  - e) Emergency Procurement – EP
  - f) Execution by Public Entities – EPE
  - g) Request for Proposals – RP
  - h) Direct Procurement – DP
  - i) Electronic Reverse Auction – ERA
  - j) Small Value Procurement – IQ
  
3. **ID – Organizational Identity** (select appropriate abbreviation below)
  - a) Office/Ministry/Agencies - Budget Vote Number
  - b) Public Enterprise – Official abbreviation of Public entity name
  - c) Regional Council & Local Authority - Official abbreviation of Public entity name
  
4. **X – Procurement Contract Number for the Financial Period**
  
5. **20X – Procurement year**

1274 W

1<sup>st</sup> Street East  
219500  
Walvis Bay  
219547  
Namibia



*Marine Resources Forever!*

✉ 2903  
☎ +264-64-

✉ +264-64-

Walvis Bay  
Namibia

## Request for Sealed Quotations for Non-Consultancy Services

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### Transportation Services for the period of 24 Months

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**Procurement Reference No: NCS/RFQ/FOA – 01/2026**

PMU Contact person: Ms Josephina Hango Tel: +264 64 219500/13, Fax:  
+264 64 219547, Email: [jhango@foa.com.na](mailto:jhango@foa.com.na)



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## Letter of Invitation

*30 April 2026*

*All Bidders*

**NCS/RFQ/FOA – 01/2026**

Dear Sir/Madam,

### **Request for Quotations for *Transportation Services for the period of 24 months.***

The Fisheries Observer Agency invites you to submit your best quote for the services described in detail hereunder.

Any resulting contract shall be subject to the terms and conditions referred to in the document.

Queries, if any, should be addressed to **Ms. Josephina Hango**  
**(064)219513**; [jhango@foa.com.na](mailto:jhango@foa.com.na).

Please prepare and submit your quotation in accordance with the instructions given or inform the undersigned if you will not be submitting a quotation.

Yours faithfully,

*Jhango*  
.....

**Ms. Josephine Hango**

**Head of Procurement Management Unit**

## SECTION I: INSTRUCTIONS TO BIDDERS

### 1. Rights of Public Entity

The Fisheries Observer Agency reserves the right:

- (a) to accept or reject any quotation; or
- (b) to cancel the quotation process and reject all quotations at any time prior to contract award.

### 2. Preparation of Quotations

You are requested to quote for the services mentioned in Section III by completing, signing and returning:

- (a) the Quotation Letter in Section II with its annex for Bid Securing Declaration, where applicable;
- (b) the Priced Activity Schedule in Section IV;
- (c) the Specifications and Performance Standards Compliance Sheet in Section V; and;
- (d) any other attachment as deemed appropriate.

You are advised to carefully read the complete Request for Quotations document, including the Special Conditions of Contract in Section VII, before preparing your quotation. The standard forms in this document may be retyped for completion but the Bidder is responsible for their accurate reproduction.

### 3. Validity of Quotations

The quotation validity period shall be **30 days** from the date of bid submission deadline.

### 4. Eligibility Criteria

To be eligible to participate in this Quotation exercise, you should:

- (a) have a valid company Registration Certificate;
- (b) have an original valid good Standing Tax Certificate;
- (c) have an original valid good Standing Social Security Certificate;
- (d) have a valid certified copy of Affirmative Action Compliance Certificate, proof from Employment Equity Commissioner that bidder is not a relevant employer, or exemption issued in terms of Section 42 of the Affirmative Action Act, 1998;
- (e) have a certificate indicating SME Status (for Bids reserved for SMEs);
- (f) Submit signed Bid-securing Declaration.
- (g) An undertaking on the part of the Bidder that the salaries and wages payable to its personnel in respect of this proposal are compliant to the relevant laws, Remuneration Order, and Award, where applicable and that it will abide to sub-clause 4.6 of the General conditions of Contract if it is awarded the contract or part thereof; and;
- (h) **have a valid Motor Vehicle Registration Certificate.**
- (i) **have a valid Road worthy Certificate not Older than twelve months.**
- (j) **have a Drivers that possess a valid driver's license with Public Driving Permit (PDP)**
- (k) **Company profile, past experience and references where similar services have been provided**

## 5. Bid Securing Declaration

Bidders are required to *submit a Bid Securing Declaration* for this procurement process. The Bidder shall furnish as part of its quotation, a Bid Security as per the format contained in Appendix to Quotation Letter of this document for *an amount of NAD... ..[based on 0.05% - 2% of your budget estimate for the procurement] OR .....% [insert percentage within the following range: 0.05% - 2% of the quoted price] valid up to ..... [validity period of bid security must be 30days beyond the quotation validity period]*

*[Public Entity shall insert amount/percentage of bid security and validity period, if a Bid Security is applicable].*

## 6. Services Completion Period

The completion period for services shall be **24 months** after acceptance/issue of Purchase Order. Deviation in completion period shall not be accepted/shall be considered if such deviation is reasonable *[Public Entity to select as appropriate]*.

## 7. Documents to be submitted

Bidders shall submit along with their quotations documents giving company's profile, past experience and evidence of similar services provided together with customers reference details.

## 8. Sealing and Marking of Quotations

Quotations should be sealed in a single envelope, clearly marked with the Procurement Reference Number, addressed to the Public Entity with the Bidder's name at the back of the envelope.

## 9. Submission of Quotations

Quotations should be deposited in the Quotation/Bid Box located at **Fisheries Observer Agency 1<sup>st</sup> Street East Walvis Bay** not later than **16 May 2025 at 10h00**. Quotations by post or hand delivered should reach **Fisheries Observer Agency** by the same date and time at latest. Late quotations will be rejected.

Quotations received by e-mail will be considered.

**Email:** [jhango@foa.com.na](mailto:jhango@foa.com.na)

## 10. Opening of Quotations

Quotations will be opened internally by the Public Entity immediately after the closing time referred to in section 9 above. A record of the Quotation Opening stating the name of the Bidders and the amount, the presence or absence of a Bid Security/Bid-Securing Declaration will be put on the website of the Public Entity and available to any bidder on request within three working days of the Opening.

### **11. Evaluation of Quotations**

The Public Entity shall have the right to request for clarifications in writing during evaluation. Offers that are substantially responsive shall be compared on the basis of evaluated cost to determine the lowest evaluated quotation.

### **12. Scope of Services, Specifications and Performance Standards**

The Scope of Services and Performance Standards Compliance Sheet detailed in Sections III and V are to be complied with. Bidders may propose alternative for part of the scope substantiating that such alternatives will equally serve the interest of the Public Entity. However, evaluation will be carried out as per the defined scope. Alternatives will only be considered from bidders having submitted the lowest evaluated quotation as per the base requirements.

Bidders have to substantiate in what manner the deviation in set specifications and performance standards, if any, are not material deviation.

### **13. Prices and Currency of Payment**

Prices for the execution of services shall be fixed in Namibian Dollars as quoted. Quotations shall cover all costs of labour, materials, equipment, overheads, profits and all associated costs for performing the services, and shall include all duties. The whole cost of performing the services shall be included in the items stated, and the cost of any incidental services shall be deemed to be included in the prices quoted.

### **14. Margin of Preference**

14.1. The applicable margins of preference and their application methodology are as follows:

*N/A*

14.2. Bidders applying for the Margin of Preference shall submit, **upon request**, evidence of:

*N/A*

### **15. Award of Contract**

The Bidder having submitted the lowest evaluated responsive quotation and qualified to perform the services shall be selected for award of contract. Award of contract shall be by issue of a Purchase Order/Letter of Acceptance in accordance with terms and conditions contained in Section VI: Contract and General Conditions of Contract

### **16. Notification of Award and Debriefing**

The Public Entity shall after award must promptly inform all unsuccessful bidders in writing of the name and address of the successful bidder and the contract amount and post a notice of award of ward on its website within seven (7) days. Furthermore, the Public Entity shall attend to all requests for debriefing made in writing within seven days (7) days of the unsuccessful bidders being informed of the award.

## SECTION II: QUOTATION LETTER

(to be completed by Bidders)

*[Complete this form with all the requested details and submit it as the first page of your quotation with the Priced Activity Schedule and documents requested above. A signature and authorisation on this form will confirm that the terms and conditions of this RFQ prevail over any attachments. If your quotation is not authorised, it may be rejected.]*

Quotation Addressed to : <i>[Name of Public Entity]</i> :	
Procurement Reference Number:	
Subject matter of Procurement:	

We offer to provide the services detailed in the Scope of Service, in accordance with the terms and conditions stated in your Request for Quotations referenced above.

We confirm that we are eligible to participate in this Quotation Exercise and meet the eligibility criteria specified in Section 1: Request for Quotations.

We undertake to abide ethical conduct during the procurement process and the execution of any resulting contract.

We have read and understood the content of the Bid Security/Bid Securing Declaration (BSD) attached hereto and subscribe fully to the terms and conditions contained therein. We further understand that this subscription could lead *[forfeiture of the security amount / disqualification on the grounds mentioned in the BDS]*

The validity period of our Quotation is \_\_\_\_\_ days *[insert number of days]* from the date of the bid submission deadline.

We confirm that the prices quoted in the Priced Activity Schedule are fixed and firm and will not be subject to revision or variation, if we are awarded the contract **prior to the expiry date** of the quotation validity.

The services will commence within \_\_\_\_\_ *[to insert number]* days from date of issue of Purchase Order/ Letter of Acceptance.

The services will be completed within \_\_\_\_\_ *[to insert number]* days from date of issue of Purchase Order/ Letter of acceptance.

### Quotation Authorised by:

Name of Bidder		Company's Address and seal	
Contact Person			
Name of Person Authorising the Quotation:	Position:	Signature:	
Date		Phone No./Fax	



[This form is to be deleted if Bid Securing Deceleration is not applicable.]

**BID SECURING DECLARATION**  
**(Section 45 of Act)**  
**(Regulation 37(1)(b) and 37(5))**

Date: .....[Day|month|year].....

Procurement Ref No. NCS/RFQ/FOA – 01/2026

To: **Fisheries Observer Agency**

**1<sup>st</sup> Street East**

**(Behind Ministry of Fisheries and Marine Resources)**

**Walvis Bay**

I/We\* understand that in terms of section 45 of the Act a public entity must include in the bidding document the requirement for a declaration as an alternative form of bid security.

I/We\* accept that under section 45 of the Act, I/we\* may be suspended or disqualified in the event of

- (a) **a modification or withdrawal of a bid after the deadline for submission of bids during the period of validity;**
- (b) **refusal by a bidder to accept a correction of an error appearing on the face of a bid;**
- (c) **failure to sign a procurement contract in accordance with the terms and conditions set forth in the bidding document, should I/We\* be successful bidder; or**
- (d) **failure to provide security for the performance of the procurement contract if required to do so by the bidding document.**

I/We\* understand this bid securing declaration ceases to be valid if I am/We are\* not the successful Bidder

Signed: .....  
[insert signature of person whose name and capacity are shown]

Capacity of:  
[indicate legal capacity of person(s) signing the Bid Securing Declaration]

Name: .....  
[insert complete name of person signing the Bid Securing Declaration]

Duly authorized to sign the bid for and on behalf of: [insert complete name of Bidder]

Dated on \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_  
[insert date of signing]

Corporate Seal (where appropriate)

[Note\*: In case of a joint venture, the bid securing declaration must be in the name of all partners to the joint venture that submits the bid.]

*\*delete if not applicable / appropriate*



**Republic Of Namibia**

**Ministry of Labour, Industrial Relations and Employment Creation**

**Written undertaking in terms of section 138 of the Labour Act, 2015 and section 50(2)(D) of the Public Procurement Act, 2015**

**1. EMPLOYERS DETAILS**

Company Trade Name:.....

Registration Number :.....

Vat Number: .....

Industry/Sector: .....

Place of Business:.....

Physical Address:.....

Tell No.:.....

Fax No.:.....

Email Address:.....

Postal Address:.....

Full name of Owner/Accounting Officer:.....

.....

Email Address:.....

**2. PROCUREMENT DETAILS**

Procurement Reference No.:.....

Procurement Description: .....

.....  
.....

Anticipated Contract Duration: .....

Location where work will be done, good/services will be delivered: .....  
.....

**3. UNDERTAKING**

I .....[insert full name], owner/representative  
of .....[insert full name of company]

hereby undertake in writing that my company will at all relevant times comply fully with the relevant provisions of the Labour Act and the Terms and Conditions of Collective Agreements as applicable.

I am fully aware that failure to abide to such shall lead to the action as stipulated in section 138 of the labour Act, 2007, which include but not limited to the cancellation of the contract/licence/grant/permit or concession.

**Signature:** .....

**Date:** .....

**Seal:**.....

*Please take note:*

1. *A labour inspector may conduct unannounced inspections to assess the level of compliance*
2. *This undertaking must be displayed at the workplace where it will be readily accessible and visible by the employees rendering service(s) in relations to the goods and services being procured under this contract.*

## SECTION III: SCOPE OF SERVICES

### **Operating period:**

To render transport service during:

1. Weekdays a from 22h00 to 6h00
2. Weekend and Public holiday from 06h00 AM to 06h00 AM daily (24 hours)

### **Geographical Coverage:**

Transport services required to and from:

1. Fisheries observers' residences
2. FOA offices
3. Fishing Companies,
4. NAMPORT facilities.

### **Service Standards:**

- The drivers will always maintain punctuality. If lateness occurs more than five times a month, it may lead to contract termination.
- Vehicles must always be clean and tidy.
- Communication from the fisheries observer and the transport service provider drivers will be via a two-way radio. The FOA will provide the two-way radio to the transport service provider. When radio is not available, they can communicate via cell phone. Weekends and Public Holidays, service providers should contact observers via their cellphones.
- All vehicles of the transport service provider need to be clearly marked with their company logo.
- All vehicles should have a LED Amber/Yellow Light.

### **Sober Habits:**

- Service providers must ensure that their drivers are of sober habits consistently demonstrating professional and respectful behaviour while transporting fisheries observers.

### **Specifications:**

1. The company should ensure timely service delivery and backup options
2. Vehicles should be road worthy
3. Vehicle should be capable of transporting no less than 5 passengers at once and not more than 10.
4. Vehicle must be in excellent mechanical condition, regularly maintained, and compliant with safety regulations.
5. Driver must possess a valid driver's license with Public Driving Permit (PDP)
6. Vehicle should be brought to FOA for inspections before the operations of transporting Fisheries Observers commences.
7. The vehicle should have a LED Amber/Yellow Light.
8. The vehicle should have permit for Namport.
9. The vehicle should have a passenger liability insurance.
10. The vehicle model should not be older than 10 years.

## SECTION IV: PRICED ACTIVITY SCHEDULE

Procurement Reference Number: **NCS/RFQ/FOA – 01/2026**

*[Complete the unit and total prices for each item listed below in Namibian dollars. Authorize the prices quoted in the signature block below. The table shown hereunder may be re-designed and customized as per the type of services required].*

### Currency of Quotation:

Item No	Brief Description of Services	Quantity	Unit of Measure	Unit Price	Total Price
A*	B*	C*	D*	E	F
1	<b>Transport Observers</b>	1 Observer	Per Trip		
2					
3					
4					
5					
6					
				<b>Other additional costs</b>	
				<b>Subtotal</b>	
				<b>VAT @      %</b>	
				<b>Total</b>	

*Enter 0% VAT rate if VAT exempt.*

*\* Columns A to D to be completed as applicable by Public Entity*

**Priced Activity Schedule Authorised By:** *[insert company seal]*

Name of signatory:		Signature:	
Position:		Date:	
Company Name :			

## SECTION V: SPECIFICATIONS AND PERFORMANCE STANDARD COMPLIANCE SHEET

*[Public Entity shall customise this section and the table hereunder where the Service Providers have to achieve set specification and performance standards.]*

Procurement Reference Number: **NCS/RFQ/FOA – 01/2026**

*[Bidders should complete columns C and D with the specifications of the services offered. Also state “comply” or “not comply” and give details of any non-compliance/deviation to the specification required. Attach detailed technical literature if required. Authorise the specification offered in the signature block below.]*

Item No	Specifications and Performance Required	Compliance of Specifications and Performance Offered	Details of Non-Compliance/ Deviation (if applicable)
A*	B*	C	D
1	<b>*Refer to page 9</b>		
2			
3			
4			
5			
6			

\* Columns A and B to be completed by Public Entity.

**Specifications and Performance Standard Compliance Sheet Authorised By:**

Name:		Signature:	
Position:		Date:	
Authorised for and on behalf of:		Company	

## SECTION VI: CONTRACT AGREEMENT AND GENERAL CONDITIONS OF CONTRACT

Any resulting contract shall be placed by means of a Purchase Order/Letter of Acceptance and shall be subject to the General Conditions of Contract (GCC) Ref: **NCS/RFQ/FOA – 01/2026** for procurement of services for Transportation Services available on the website of the Public Entity *www.FOA.com.na* except where modified by the Special Conditions below.

## SECTION VII: SPECIAL CONDITIONS OF CONTRACT

Procurement Reference Number: **NCS/RFQ/FOA – 01/2026**

The clause numbers given in the first column correspond to the relevant clause numbers of the GCC [This section is to be customised by the Public Entity to suit the requirements of the specific procurement].

Subject and GCC Reference	Special Conditions
<b>Definitions</b> GCC 1.1(a)	Adjudicator is Not Applicable for this contract
<b>Definitions</b> GCC 1.1(l)	The Member is: <i>[to be inserted at contract signing]</i>
<b>Definitions</b> GCC 1.1(o)	The Service Provider is: <i>[to be inserted at contract signing]</i>
<b>Notices</b> GCC 1.4	<p>Any notice shall be sent to the following addresses: <b>Fisheries Observer Agency</b></p> <p style="padding-left: 40px;"><b>1<sup>st</sup> Street East</b></p> <p style="padding-left: 40px;"><b>(Behind Ministry of Fisheries and Marine Resources)</b></p> <p style="padding-left: 40px;"><b>Walvis Bay</b></p> <p>For the Employer, the address shall be as given on the page 2 of this Bidding Document and the contact's name shall be <b>Josephine Hango</b> <b>Tel: +264 64 219500/13</b></p> <p>For the [Service Provider], the address and contact name shall be <i>[to be inserted at contract signing]</i>:</p> <p>_____</p>
<b>Authorised Representatives</b> GCC 1.6	<p>The Authorised Representatives are:</p> <p>For the Public Entity: _____</p> <p>For the Service Provider <i>[to be inserted at contract signing]</i>:</p>

	_____
<b>Effectiveness of Contract</b> GCC 2.1	The date on which this Contract shall come into effect is _____
<b>Starting Date</b> GCC 2.2.2	The intended starting date for the commencement of Services is _____.
<b>Intended Completion Date</b> GCC 2.3	The intended completion date is _____.
<b>Prohibition</b> GCC 3.2.3(c)	List of Activities: _____.
<b>Service Provider's Actions Requiring Public Entity's Prior approval</b> GCC 3.7(c)	The other actions are _____.
<b>Documents Prepared by Service Provider to be the Property of the Public Entity</b> GCC 3.9	Restrictions on the use of documents prepared by the Service Provider are: _____
<b>Payments of Liquidated Damages</b> GCC 3.10.1	Liquidated damages for the whole contract are <i>[insert percentage of the final contract price]</i> per week. The maximum amount of liquidated damages for the whole contract is <i>[insert percentage]</i> of the final contract price.
<b>Lack of Performance Penalty</b> GCC 3.10.3	The percentage _____ to be used for the calculation of lack of Performance Penalty(ies) is _____. ( <i>Where applicable</i> )
<b>Performance Security</b> GCC 3.11	(i) No Performance Security is required



<b>Assistance and Exemptions</b> <b>GCC 5.1</b>	The assistance and exemptions provided to the Service Provider are( <i>where applicable</i> ): _____
<b>Contract Price</b> <b>GCC 6.2(a)</b>	The amount in local currency is _____.
<b>Terms and Condition of Payment</b> <b>GCC 6.4</b>	Insert the payment terms in line with the GCC.
<b>Interest on Delayed Payments</b> <b>GCC 6.5</b>	Payment shall be made within 30 days of receipt of the invoice and the relevant documents, and within _____ days in the case of the final payment.  The interest rate is _____.
<b>Price Adjustment</b> <b>GCC 6.6.1</b>	Price adjustment <i>not</i> applicable.
<b>Identifying Defects</b> <b>GCC 7.1</b>	The following inspections shall be carried out: _____  The defect liability period is: _____
<b>Dispute Settlement</b> <b>GCC 8.2</b>	In cases where no adjudicator has been appointed the disputes shall be subject to the procedures of the laws of Namibia. If any dispute arises between the Employer and the Contractor in connection with or arising out of the Contract, the parties shall seek to resolve any such dispute by amicable agreement. If the parties fail to resolve such dispute by amicable agreement, within 14 days after one party has notified the other in writing of the dispute, then the dispute may be referred to court by either party.
<b>Dispute Settlement</b> <b>GCC 8.2.3</b>	Not Applicable
<b>Dispute Settlement</b> <b>GCC 8.2.4</b>	The arbitration procedures of _____ will be used (applicable to overseas service provider)
<b>Dispute Settlement</b> <b>GCC 8.2.5</b>	Not Applicable

**SCHEDULE 3**

**(a) COST STRUCTURE FOR VALUE ADDED CALCULATION PER PRODUCT**

<b>COST STRUCTURE FOR VALUE ADDED CALCULATION PER PRODUCT</b>		
	<b>NS</b>	<b>NS</b>
<b>Raw Materials, Accessories &amp; Components</b>		
• Imported (CIF)	.....	
• Local (VAT & Excise Duty Fee)	.....	.....
<b>Labour Cost</b>		
• Direct Labour	.....	.
• Clerical Wages	.....	.
• Salaries to Management	.....	.....
<b>Utilities</b>		
• Electricity	.....	
• Water	.....	
• Telephone	.....	.....
<b>Depreciation</b>	.....	
<b>Interest on Loans</b>	.....	
<b>Rent</b>	.....	.....
<b>Other (please specify)</b>		
• .....	.....	
• .....	.....	
• .....	.....	.....
<b>TOTAL COST</b>		

$$\text{Local Value Added} = \frac{\text{Total Cost} - \text{Cost of imported inputs}}{\text{Total Cost}} \times 100$$

**NB! The cost structure should be certified by a Certified Accountant**

### QUOTATION CHECKLIST SCHEDULE

*[Public Entity to update this checklist to ensure that it contains the documents required from Bidders for the specific procurement]*

**Procurement Reference No.: NCS/RFQ/FOA – 01/2026**

Description	Attached (please tick if submitted and cross if not)
Quotation Letter	
Priced Activity Schedule	
Specification and Compliance Sheet	
Bid Security/Bid securing declaration	
Company profile, past experience and references where similar services have been provided	
have a valid company Registration Certificate;	
have an original valid good Standing Tax Certificate;	
have an original valid good Standing Social Security Certificate	
have a valid certified copy of Affirmative Action Compliance Certificate, proof from Employment Equity Commissioner that bidder is not a relevant employer, or exemption issued in terms of Section 42 of the Affirmative Action Act, 1998;	
have a certificate indicating SME Status (for Bids reserved for SMEs);	
Submit signed Bid-securing Declaration.	
An undertaking on the part of the Bidder that the salaries and wages payable to its personnel in respect of this proposal are compliant to the relevant laws, Remuneration Order, and Award, where applicable and that it will abide to sub-clause 4.6 of the General conditions of Contract if it is awarded the contract or part thereof; and;	
have a valid Motor Vehicle Registration Certificate;	
have a valid Road worthy Certificate not Older than three months	
have a Drivers that possess a valid driver's license with Public Driving Permit (PDP)	

**Disclaimer:** *The list defined above is meant to assist the Bidder in submitting the relevant documents and shall not be a ground for the bidder to justify its non-submission of major documents for its quotation to be responsive. The onus remains on the Bidder to ascertain that it has submitted all the documents that have been requested and are needed for its submission to be complete and responsive.*