



## REQUEST FOR PROPOSAL (RFP)

RFP No. ASLM/SA/TAX/CONS/03/11/25

FOR CONSULTANCY FOR TAX COMPLIANCE ASSESSMENT IN SOUTH AFRICA

**CLOSING DATE: 31 MARCH 2025 (Extended until 28 April 2025)**

**Include the RFP number in the subject line when responding to this RFP**

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### 1.0 INTRODUCTION

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The African Society for Laboratory Medicine (ASLM) is a Pan-African professional body, working to advocate for the critical role and needs of laboratory medicine and networks throughout Africa. For more information, please visit our website at <https://aslm.org>.

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### 2.0 OBJECTIVE OF THE ASSIGNMENT | SCOPE OF WORK | EXPECTED DELIVERABLES

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#### 2.1. Objective:

The main objectives of this tax compliance assessment are to:

- Evaluate ASLM's compliance with South African tax laws, including but not limited to VAT, PAYE and withholding tax.
- Assess ASLM's adherence to tax reporting and filing obligations with the South African Revenue Service (SARS).
- Identify any potential tax risks, non-compliance issues, and recommend corrective actions.
- Ensure compliance with tax exemption status and relevant deductions applicable to ASLM.
- Provide recommendations to strengthen internal tax compliance mechanisms and controls.
- As necessary, assist with voluntary disclosures with SARS if any liability is established

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## **Scope of Work**

- The tax compliance assessment will cover the following areas:
- Review of statutory tax obligations applicable to ASLM.
- Examination of tax filings and payments made over the last two tax years
- Assessment of payroll tax compliance, including PAYE and UIF deductions. Assess the accuracy of tax treatment of employee fringe benefits, etc.
- VAT compliance review, including input and output VAT reconciliation.
- Analysis of cross-border transactions and potential tax implications.
- Compliance with withholding tax requirements.
- Review of financial records and contracts to assess tax treatment.
- Identification of any penalties and interests, if any.
- Preparation of voluntary filing disclosures, requests for waivers of penalty/interest, if applicable.

## **Required Expertise and Experience:**

- The assessment should be conducted by a qualified tax consultant/auditor with:
- Extensive experience in South African tax laws and NGO tax compliance.
- Strong understanding of SARS regulations and tax exemption provisions.
- Expertise in financial auditing and risk assessment.
- Familiarity with international NGO operations and donor compliance requirements

## **PERIOD OF PERFORMANCE AND OPTIONAL PERIODS:**

The initial term (or period of performance) of the consultancy shall be from the 3rd April 2025.

ASLM may exercise its right to extend the scope of the contract to include other countries of relevance subject to the performance of the consultant and availability of funding.

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### 3.0 MANDATORY REQUIREMENTS

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- Company profile with Certificate of Incorporation, Tax Clearance and all other applicable licenses, permit, authorizations, affiliations and certifications required per applicable laws and regulations. The company profile should provide additional information such as Registration name and trading name if applicable, physical address, telephone, contact person, period in business, key personnel/management and line of business.
- Individual consultants can also participate, and the above requirements may not be applicable but should conform to in-country tax requirements.

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### 4.0 EVALUATION CRITERIA AND SUBMISSION REQUIREMENTS

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ASLM will accept proposals from bidders that provide Best Value and satisfy the requirements stipulated in the solicitation. All submissions/proposals will be evaluated against the set Evaluation Criteria provided below. Each proposal should contain the items listed in the Submission Requirements column in the following table.

<b>Evaluation Criteria</b>	<b>Submission Requirements</b>	<b>Weight</b>
1.Past Performance, Experience and Qualifications	<ul style="list-style-type: none"><li>• Demonstrated experience and qualifications relevant to this consultancy. Provide at least 3 contactable references where similar/comparable consultancy was performed.</li><li>• Provide CV proposed consultants(s) to work on this consultancy.</li></ul>	50%
2.Technical Approach & Methodology & Timelines	<ul style="list-style-type: none"><li>• Provide technical approach and methodology on how this consultancy will be performed including clear, realistic timelines.</li></ul>	30%
3.Price	<ul style="list-style-type: none"><li>• Provide the consultancy fees for the work. A clear cost breakdown will be necessary.</li></ul>	20%
<b>Total</b>		<b>100%</b>

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## 5.0 CONTRACT TYPE

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For this procurement, ASLM will issue out a Firm Fixed Price Contract on its terms and conditions indicating the consultant's quoted firm fixed price, scope of work, deliverables, timelines duration of contract and other instructions.

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## 6.0 SUBMISSION REQUIREMENTS

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Completed proposals must be addressed to the Procurement Committee and send electronically on or before the closing date and time to [rfpsubmission@aslm.org](mailto:rfpsubmission@aslm.org) **ONLY**.

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## 7.0 PROPOSED TIMELINES

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Date	Activity
11 March 2025	Release of RFP and publicly posted on ASLM website:
18 March 2025	Deadline for submission of inquiries related to this RFP directed to Email to: <a href="mailto:JShonhe@aslm.org">JShonhe@aslm.org</a> , <a href="mailto:SMate@aslm.org">SMate@aslm.org</a> and all questions must clearly identified with the solicitation #
	Indicate the RFP number indicated at the top of this RFP (i.e. RFQ #) in your proposals.
20 March 2025	Response to all inquiries released and posted publicly on ASLM website
31 March 2025	Deadline for Proposal submission.
3 April 2025	Final decision announced and Bidders receive feedback
3 April 2025	Contract confirmed & issued out.

While ASLM is desirous of maintaining the proposed timelines, delays necessitated by unforeseen circumstances.

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## 8.0 ASLM TERMS AND CONDITIONS

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The following are the terms and conditions of ASLM and any exceptions to these should be noted in writing at submission:

8.1. This RFP is not an offer to enter into agreement with any party, but rather a request to receive proposals from companies interested in providing the goods or services outlined in this RFP.

8.2. The specifications prescribed are not in any way limited to any specific tenderer as they are based on generally achievable requirements and thus, participation in this solicitation is open to all legal vendors that are registered and comply with the laws of doing business in the applicable country(ies) where services will be rendered. The necessary legal, commercial, technical and financial requirements should be satisfied.

8.3. ASLM does not bind itself to accept the lowest tender price and reserves the right to reject all submissions, in whole or in part, enter into negotiations with any party, and/or award multiple contracts.

8.4. ASLM reserves the right (but is not under obligation to do so) to enter into discussions with one or more respondents in order to obtain clarifications or additional details, to suggest service delivery refinements in the proposal or other aspects of the proposal, or to negotiate the cost quotation.

8.5. All quotations **MUST** be typed, on company official letterhead with full contact details including physical address, contact phone, email. Submissions **MUST** be received on or before the **closing date and time** and all bids received after the closing date and time may not be considered.

8.6. ASLM shall NOT be responsible for any costs involved in the preparation and submission of bids or proposals. All costs to be borne by the bidder and this is irrespective of the outcome.

8.7. Bid validity of quotation/proposals shall be 90 days.

8.8. Unless otherwise specified in the final contract, full payment will be made by ASLM to the Vendor within 30 days of receipt of invoice from the Vendor and either delivery of goods or completion of required deliverable.

8.9 ASLM provides an equal opportunity for any vendor/supplier to participate irrespective of race, colour, religion, sex, or national origin and will receive equal treatment.

8.10. By participating, preparation and submitting this quotation or proposal, you represent that none from your organization has any conflict of interests.

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8.11. To the maximum extent practical and possible, ASLM will strive to ensure that the finances provided in this procurement do not support organisations, companies and individuals associated with acts of terrorism, prostitution and drug trafficking.

8.12. ASLM reserves the right to delay, amend, reissue, or cancel all or part of this RFP at any time but feedback will be provided to the vendors who participated. Additionally, ASLM will be under no obligation to reveal, or discuss with any bidder how a quotation/proposal was assessed, or to provide any other information relative to the selection process. Respondents whose quotations are not selected will be notified in writing and shall have no claim whatsoever for any kind of compensation.

8.13. ASLM reserves the right to waive or permit cure of non-material variances in the bid proposal if, in the judgment of ASLM, it is in ASLM's best interest to do so. Non-material variances include minor informalities that do not affect responsiveness; that are merely a matter of form or format; that do not change the relative standing or otherwise prejudice other vendors; that do not change the meaning or scope of the RFP; or that do not reflect a material change in the services. In the event ASLM waives or permits cure of nonmaterial variances, such waiver or cure will not modify the RFP requirements or excuse the vendor from full compliance with RFP specifications or other contract requirements if the vendor is awarded the contract. The determination of materiality is in the sole discretion of ASLM.

8.14. Failure to provide any of the above specifications and requirements may be considered non-responsive and disqualify the bidder from final selection.

8.15. As part of its commitment to engrain a culture of honesty and integrity in all its business processes, unethical conduct such as undisclosed conflict of interests, bribes and kickbacks and other corrupt activities are strictly prohibited and denounced. No employees at ASLM are allowed to use their position to pursue personal and unethical gain. In the same vein, bidders or potential suppliers and contractors are proscribed from offering bribes aimed at influencing the process and the outcome(s). ASLM implore vendors to embrace this culture in their interactions with us. Violation of this ethical principle and requirement will result in the supplier or service provider disqualified and ASLM will not solicit or accept bids in the future from the same. Should you experience or suspect unethical behaviour by an ASLM employee, please reach out to via email: [ASLM@tips-offs.com](mailto:ASLM@tips-offs.com) or through the website: <http://www.tip-offs.com/>.

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