

**RFP113/2025\_QUESTION AND ANSWERS\_APPOINTMENT OF AN ACCREDITED, CREDIBLE, EXPERIENCED, AND INDEPENDENT SERVICE PROVIDER (ISP) TO IMPLEMENT A COMPREHENSIVE SUITE OF EMPLOYEE WELLNESS (EW) SERVICES, WHICH INCLUDE AN EMPLOYEE WELLNESS PROGRAMME (EWP) AND AN EMPLOYEE ASSISTANCE PROGRAMME (EAP) FOR A PERIOD OF FIVE YEARS**

**QUESTIONS AND ANSWERS**

QUESTIONS	ANSWERS
<p><b>1. Par 5.2 Employee Wellness Programme:</b></p> <ul style="list-style-type: none"> <li>Executive Wellness Programme <ul style="list-style-type: none"> <li>Please provide total number of executives</li> <li>Please advise if this is just telephonic support dedicated to execs?</li> <li>Or includes executive medicals?</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>We currently have 13 Group Executives (including the CE)</li> <li>Could be telephonic or face-to-face</li> <li>It does not include executive medicals</li> </ul>
<ul style="list-style-type: none"> <li>Annual Wellness Days Events: <ul style="list-style-type: none"> <li>How many events per annum?</li> <li>Please could we have a breakdown of employees per office / region?</li> <li>This will have a huge impact on pricing</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>It is an annual event (2 days) and there are additional wellness events as per the DBSA Annual Wellness Calendar.</li> <li>All our employees are based in Midrand.</li> <li>all employees are based at our Head Office in Midrand</li> </ul>
<ul style="list-style-type: none"> <li>Targeted and Responsive Wellness Intervention <ul style="list-style-type: none"> <li>Mental Health Programme - How many sessions per annum?</li> <li>Financial Management Programme – How many sessions per annum?</li> <li>Burnout Prevention and Work-Life Balance Programme – How many sessions per annum?</li> <li>Ongoing Health Initiatives and Education – Is this part of bi-weekly face-to-face consultations?</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Two per annum</li> <li>Could be quarterly as well as add hoc sessions</li> <li>Could be quarterly as well as add hoc sessions</li> <li>Initiatives and education is as per the DBSA Wellness Calendar, which is based on the</li> </ul>



M Janse van Rensburg (Interim Board Chairman),  
P Nqeto (Board Deputy Chairman)

B Mosako\* (Chief Executive), K Brown, B Hore, D Lerutla, MP Matji,  
D Makhura, Z Mbele\*, D Moephuli, J Muthige, C Naidoo, J Netshitenzhe,  
B Nqwababa, E Pieterse

\*Executive  
Bathobile Sowazi (Company Secretary)

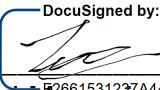
1258 Lever Rd,  
Headway Hill,  
Midrand,  
1685

011 313 3911  
011 313 3500

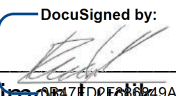
[www.dbsa.org](http://www.dbsa.org)

	Governments Annual Health Calendar.
<b>2. Par 5.3 Employee Assistance Programme:</b> <ul style="list-style-type: none"> <li>• Organizational Change Support: <ul style="list-style-type: none"> <li>○ How many sessions per annum for Line Managers?</li> <li>○ How many sessions per annum for employees?</li> <li>○ Individual counselling (onsite or virtual) – please confirm this only pertaining to change support?</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Bi-Annual</li> <li>○ Quarterly during the induction</li> <li>○ Both depending on circumstances</li> </ul>

**FACILITATED BY:**

DocuSigned by:  
  
 Tumi Minguni  
 SCM Official

**NOTED BY:**

DocuSigned by:  
  
 Simon Ludik  
 ACTING HEAD: SCM LENDING



M Janse van Rensburg (Interim Board Chairman),  
 P Nqeto (Board Deputy Chairman)

B Mosako\* (Chief Executive), K Brown, B Hore, D Lerutla, MP Matji,  
 D Makhura, Z Mbele\*, D Moephuli, J Muthige, C Naidoo, J Netshitenzhe,  
 B Nqwababa, E Pieterse

\*Executive  
 Bathobile Sowazi (Company Secretary)

1258 Lever Rd,  
 Headway Hill,  
 Midrand,  
 1685

011 313 3911  
 011 313 3500  
[www.dbsa.org](http://www.dbsa.org)