

Item No.	Description of Service	Unit of Measure	Year 1 (Excl. VAT)	Year 2 (Excl. VAT)	Year 3 (Excl. VAT)
1	Chairperson – Disciplinary Hearing	Per Hour	R	R	R
2	Chairperson – Grievance Hearing	Per Hour	R	R	R
3	Chairperson – Incapacity Hearing	Per Hour	R	R	R
4	Workplace Investigation	Per Day	R	R	R
5	Workplace Investigation Report	Per Report	R	R	R
6	Drafting of Charges	Per Matter	R	R	R
7	Mediation / Facilitation Services	Per Hour	R	R	R
8	Labour Relations Advisory Services	Per Hour	R	R	R
9	Legal Opinion / Written Advice	Per Opinion	R	R	R
10	Attendance at Consultation Meetings	Per Hour	R	R	R
11	Preparation of Findings and Recommendations	Per Matter	R	R	R
12	Representation during Internal Proceedings	Per Hour	R	R	R
13	Workplace Investigation	Per Hour	R	R	R
14	Workplace Investigation – <i>after working hours</i>	Per Hour (Overtime)	R	R	R
15	CCMA Arbitration Preparation	Per Matter	R	R	R
16	Witness Preparation	Per Witness	R	R	R
17	Settlement Agreement Drafting	Per Agreement	R	R	R
18	Review of Disciplinary Outcomes	Per Review	R	R	R
19	Virtual Hearing / Investigation	Per Hour	R	R	R

20	Travel Rate	Per km	R	R	R
21	Accommodation	Per Night	R	R	R
22	Subsistence Allowance	Per Day	R	R	R
TOTAL (Excl. VAT)			R0,00	R0,00	R0,00
ADD 15% VAT			R0,00	R0,00	R0,00
TOTAL OFFER (Incl.15% VAT)			R0,00	R0,00	R0,00
TOTAL OFFER FOR A PERIOD OF 3 YEARS (Incl. 15% VAT)			R0,00		

Annual Escalation	%
Year 1 to Year 2 (%)	
Year 2 to Year 3 (%)	

Pricing Declaration

Prices quoted in South African Rand (ZAR).

Prices are inclusive of VAT where applicable.

Rates **remain fixed** for each contract year.

Annual escalation as indicated above.