

FREQUENTLY ASKED QUESTIONS RELATING TO RFP - SCM005-2024 BARRETT SURVEY MODEL FOR A PERIOD OF THREE 3 YEARS

No.	Question	Response
1.	Total number to employees	Wesgro has 129 Employees (this includes interns).
2.	Number of Departments	Wesgro has seven (7) Departments.
3.	Number of Hierarchical Levels (eg. Executive Team, Senior Leadership, Middle Management, Supervisory, Team member etc.)	Wesgro has the following hierarchical levels: Unskilled, Skilled, Junior Management, Middle Management, Senior Management, and Top Management.
4.	Location (if there are different locations)	Wesgro is located on 7 th and 8 th floor of Media 24 building, 40 Heerengracht Street, City Centre, Cape Town.
5.	Age Groups	The age group ranges from early 20's to early 60's
6.	Service Bands	The Patterson Grading System is the service band used at Wesgro
7.	Gender	There is a diverse mix of genders, with females being the majority.
8.	Will this only be in English or any other languages?	English.
9.	We have 2 options to collect data, one is with a generic link (same link for everybody and they select their own demographic data) or a unique link to each employee (and you supply Barrett Values Centre the relevant data which we map to get demographics). The latter ensures more accurate data collection. There is a cost to this added feature	Generic link option.
10.	How many are on the Executive Team?	Seven (7) executive members.
11.	We note that it envisaged that there will be multiple surveys conducted (say after year 1 or 2) to measure impact of change interventions? If so how many and envisaged frequency?	It is envisaged that the surveys will be done on an annual basis.
12.	Barrett Values Centre offers a values-based leadership 360-degree assessment which has proven to be a catalyst in the culture transformation journey (culture being a reflection of values, beliefs and behaviours of leadership). When ordered in conjunction with the Culture Survey there is a bundle discount. Is this an aspect you would consider for us to include in the proposal? If so how many leaders would you envisage?	As per request of the proposal.
13.	The results of the first Assessment and dialogue with leadership teams will determine key interventions and focus areas. It may be difficult to ascertain what the investment may be for these prior to the outputs of the survey. Are you comfortable that this will be for later scoping and proposals?	As per request of the proposal.



14.	What employee surveys have been conducted to date? Has Barrett been used before?	Employee Satisfaction Surveys have been conducted in the past; however, the Barrett methodology has never been used.
15.	Do all employees have access to email?	Yes