



CORRIGENDUM- II

Dated: 07.04.2023

**REQUEST FOR PROPOSAL
FOR PROCUREMENT OF HUMAN RESOURCES MANAGEMENT SOLUTION (HRMS)
ALONG WITH MOBILE APP ITS IMPLEMENTATION, MAINTENANCE, CUSTOMIZATION AND
POST IMPLEMENTATION SUPPORT**

SBI/GITC/HRMS/2022/2023/952

Dated: 23/02/2023

**DEPUTY GENERAL MANAGER (HRMS)
STATE BANK OF INDIA,
HRMS DEPARTMENT, GLOBAL IT CENTRE
BELAPUR RAILWAY STATION BUILDING,
TOWER # 7, 4TH FLOOR, CBD BELAPUR,
NAVI MUMBAI 400614.**



S N	RFP Page No	RFP Clause/ Number	Existing Clause			Revised Clause		
1	2	Schedule of Events	2	Bid Document Availability including changes/amendments, if any to be issued	RFP may be downloaded from Bank's website https://www.sbi.co.in procurement news from 23.02.2023 to 15.04.2023	2	Bid Document Availability including changes/amendments, if any to be issued	RFP may be downloaded from Bank's website https://www.sbi.co.in procurement news from 23.02.2023 to 24.04.2023
			8	Last date and time for Bid submission	Upto 5:00 PM on 15.04.2023	8	Last date and time for Bid submission	Upto 5:00 PM on 24.04.2023
			10	Date and Time of opening of Technical Bids	11:30 AM on 17.04.2023 Authorized representatives of Bidders may be present online during opening of the Technical Bids. However, Technical Bids would be opened even in the absence of any or all of the Bidder representatives.	10	Date and Time of opening of Technical Bids	11:30 AM on 25.04.2023 Authorized representatives of Bidders may be present online during opening of the Technical Bids. However, Technical



			13	Earnest Deposit	Money	Rs.2,00,00,000/- EMD should be in the form of a bank guarantee. EMD shall be valid upto 180 days from bid submission date. Bidder should deposit EMD and Tender Fee separately.				Bids would be opened even in the absence of any or all of the Bidder representatives.
			13	Earnest Deposit	Money	Rs.25,00,000/- Amount should be deposited in A/c No: 4897932113433 IFSC: SBIN0011343 Account Name: Subsidy Inward Remittance (If Mode of Transaction is NEFT and RTGS) Account No: 37608352111 IFSC: SBIN0011343 Branch: OAD, GITC, Belapur Account Name: System Suspense Branch Parking Account If Mode of Transaction is Intra-				

[illegible]



						from successful Bidder. The BG may need to be extended depending on the extension of the Contract period.					months from the effective date of the Contract from successful Bidder. The BG may need to be extended depending on the extension of the Contract period.
2	76	Appendix-E SCOPE OF WORK AND PAYMENT SCHEDULE	1. The Existing HRMS solution covers following functionalities, the bidder shall provide following functionalities as scope of MVP through Web and Mobile App by 01.08.2023.				Removed				



			Service Type	Service Name	ESS/ MSS
			General	Human Capital Management Module- Comprehensive solution for HR Management, a) Employee Management b) Pensioner Management c) Employee Self Service d) Manager Self Service	
				Monthly Reimbursement like fuel, newspaper etc.	Apply, View, Approve
				Update Vehicle Details	Apply, View, Approve
				Medical Bill	Apply, View, Approve
			Claim/ Reimbursements		



				Spectacle Reimbursement	Apply, View, Approve	
			Tour and Travel	Tour and Travel	Apply, View, Approve	
				Travel Expenses Bill	Apply, View, Approve	
			Leave/ Attendance	Apply Leave	Apply, View, Approve	
				Leave Balance Report	View	
				Holiday Calendar	Maintain, View	
				My Team Calendar	View	
				Apply Leave on Behalf	Apply	
				Mark Attendance	Apply, View	
				Attendance Report	View	
				Consent for Late Attendance	Apply, Approve	
			Pensioner Services	Life Cert Form - SBI Pensioner	Apply, Approve, View	
				Life Cert Form - SBI Family Pensioner	Apply, Approve, View	
				Pensioner ID Card	Apply, Approve, View	



				Pensioner consent for Online Booking of Air Tickets	Apply, Approve, View	
				Reward & Recognition	Digital Rewards (GEMS)	Award, View
3	80	Appendix-E SCOPE OF WORK AND PAYMENT SCHEDULE	2. The bidder shall provide remaining functionalities of the existing HRMS solution as listed below before go-live (phase-II) through Web and Mobile App.			The bidder shall provide functionalities of the existing HRMS solution as listed below before go-live through Web and Mobile App.
			Service Type	Service Name	ESS/ MSS	
			PF Trust Management Module- Complete functionality of PF trust with Income Tax and all other Government of India (various state governments, whenever applicable) statutory requirements.			
			PF/ Pension/ Gratuity	Apply Gratuity Nomination	Apply, View, Approve	General
				Apply Gratuity Payment	Apply, View, Approve	
				Gratuity Calculator	View	
				Gratuity Payment e-ABs (erstwhile Associate Bank)	Apply, View, Approve	
				Pension Proposal	Apply, View, Approve	
			Service Type	Service Name	ESS/ MSS	
				Human Capital Management Module- Comprehensive solution for HR Management, i. Employee Management ii. Pensioner Management	-	



				<table><tr><td>Pension Proposal e-ABs</td><td>Apply, View, Approve</td></tr><tr><td>Apply Communications</td><td>Apply, View</td></tr><tr><td>Apply PAN</td><td>Apply, View</td></tr><tr><td>Apply Aadhaar</td><td>Apply, View</td></tr><tr><td>Apply Death Reporting</td><td>Apply, View</td></tr><tr><td>View Pension Payment Advice</td><td>View</td></tr><tr><td>View Pension Payment Advice e-ABs (erstwhile Associate Bank)</td><td>View</td></tr><tr><td>Apply/upload Pensioner Photo</td><td>Apply, View</td></tr><tr><td>Extension of Staff Housing & Car Loans</td><td>Apply, View, Approve</td></tr><tr><td>Add Family Pension</td><td>Apply, View</td></tr><tr><td>PF Account Statement</td><td>View</td></tr><tr><td>PF Lien Cancellation</td><td>Apply, View, Approve</td></tr><tr><td>Full and Final Settlement</td><td>Apply, View, Approve</td></tr></table>	Pension Proposal e-ABs	Apply, View, Approve	Apply Communications	Apply, View	Apply PAN	Apply, View	Apply Aadhaar	Apply, View	Apply Death Reporting	Apply, View	View Pension Payment Advice	View	View Pension Payment Advice e-ABs (erstwhile Associate Bank)	View	Apply/upload Pensioner Photo	Apply, View	Extension of Staff Housing & Car Loans	Apply, View, Approve	Add Family Pension	Apply, View	PF Account Statement	View	PF Lien Cancellation	Apply, View, Approve	Full and Final Settlement	Apply, View, Approve		<table><tr><td>iii. Employee Self Service</td><td></td></tr><tr><td>iv. Manager Self Service</td><td></td></tr><tr><td>Payroll (Salary & Pension processing)-</td><td></td></tr><tr><td>i. Extensive solution for India Payroll with Income Tax and all other Government of India (various state governments, whenever applicable) statutory requirements.</td><td>-</td></tr><tr><td>ii. Application should support calculation and payment of salary/pension arrears as per the industry</td><td></td></tr></table>	iii. Employee Self Service		iv. Manager Self Service		Payroll (Salary & Pension processing)-		i. Extensive solution for India Payroll with Income Tax and all other Government of India (various state governments, whenever applicable) statutory requirements.	-	ii. Application should support calculation and payment of salary/pension arrears as per the industry	
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Corrigendum-II for RFP Ref: SBI/GITC/HRMS/2022/2023/952 dated: 23/02/2023



				PF Nomination Additional PF PF Advance PF Withdrawal PF Membership Form Extension of LFC/HTC beyond Retirement SBI Health Care (Policy A) - Enrolment SBI Health Assist (Policy B) - Enrolment SBI Health Care (Policy A) - Bill Payment PPA (Pension Payment Advice) for Pensioners Support for Critical Illness Apply consent u/s 194 (P)	Apply, View, Approve Apply, View, Approve Apply, View, Approve Apply, View, Approve Apply, View, Approve Apply, View, Approve Apply, Approve, View Apply, Approve, View Apply, Approve, View View Apply, Approve, View Apply, View		level settlements with tax adjustments and also of incremental arrear/bonus with consequent tax adjustment and retrospective benefits. PF Trust Management Module- Complete functionality of PF trust with Income Tax and all other Government of India (various state governments, whenever applicable) statutory requirements.	
			Promotion/	My Roles My Transfers	View View		Monthly Reimbursement like fuel, newspaper etc.	Apply, View, Approve



			Career Development System (CDS)	Promotion opt out	Apply, View		Update Vehicle Details	Apply, View, Approve
				Reference/Representation	Apply, View		Reimbursement of iPad, Laptop, Mobile Handset	Apply, View, Approve
				Create Position	Apply		Briefcase Reimbursement	Apply, View, Approve
				Intra Org Transfer Tracking	Apply, View		Holiday / Shift Duty compensation	Apply, View, Approve
				View Feedback Sheet	View		Entertainment Expenses	Apply, View, Approve
			Sundries/ Misc	Appeal/Review	Apply, View		Furniture Maintenance	Apply, View, Approve
				Exit Feedback Form	Apply, View		Reimbursement of Course Fees, Book, Honorarium	Apply, View, Approve
				Pending Queue	View		Restoration of lost assets like iPad, Laptop, Mobile Handset	Apply, View, Approve
				Pending queue Dashboard	View		Medical Bill	Apply, View, Approve
				Asset & Liabilities	Apply, View		Mobile Bills Usage	Apply, View, Approve
				User Feedback	Apply, View		Other Reimbursements (Utility Items, Pest Control, Glucometer,	Apply, View, Approve
				Emergency Details	View			
				Provision of Apron with Washing Allowance	Apply, View			
				Furniture Report with depreciated Amount (IFAMS-HRMS Integration)	View			



			Grievance Redressal	Sanjeevani / Grievance Redressal	Apply, View, workflow		Nutrition Allowance, Autism Treatment)	
			Payroll – (Salary & Pension processing) -	Extensive solution for India Payroll with Income Tax and all other Government of India (various state governments, whenever applicable) statutory requirements. Application should support calculation and payment of salary/pension arrears as per the industry level settlements with tax adjustments and also of incremental arrear/bonus with consequent tax adjustment and	Dry run to start from 01.09.2023	Earnings/ Salary	Spectacle Reimbursement	Apply, View, Approve
							Download FORM 16 Part A	View
							Festival Advance	Apply, View, Approve
							Leave Encashment on LFC/HTC	Apply, View, Approve
							View Bank Account Details	View
							View Breakup of Salary Slip Arrears	View
							View Salary Projection Report	View
							View Break-up of Investment under Section 80	View
							View Monthly Tax Deduction Report	View
							View Break-up of Components under Section 10	View
							View Salary Data Correction Status	View



				retrospective benefits.		Salary Slip	View
						Investment Declaration Form	Apply, View
			Earnings/ salary	Festival Advance	Apply, View, Approve	Form 12BB	View
				Leave Encashment on LFC/HTC	Apply, View, Approve	Taxation Option	Apply
				SBI Children's Welfare Fund	Apply, View	SBI Children's Welfare Fund	Apply, View
				Leave Encashment Yearly	Apply, View	Leave Encashment Yearly	Apply, View
				Leave Encashment on Retirement	Apply, View, Approve	Leave Encashment on Retirement	Apply, View, Approve
				Bifurcation of Charges	Report	Bifurcation of Charges	Report
				Salary Data Correction Monthly Report	Report	Salary Data Correction Monthly Report	Report
				Delegation of Leave and Salary Data	Approve	Delegation of Leave and Salary Data	Approve
				Display Staff Housing Detail	View	Display Staff Housing Detail	View
				Fitment for Officers - Apply	Apply	Fitment for Officers - Apply	Apply
						Fitment for Officers - Approve	Approve



			Fitment for Officers - Approve	Approve		Leave Encashment on LFC/HTC - Approve	Approve
			Leave Encashment on LFC/HTC - Approve	Approve		Yearly Leave Encashment	Approve
			Yearly Leave Encashment	Approve		Salary Data Correction Status	View
			Staff Salary Account Details	View		Staff Salary Account Details	View
			Salary Data Correction	Apply, Approve		Salary Data Correction	Apply, Approve
			Salary Slip	View		Employee Salary Arrear	Apply, Approve
			View Pension Slip	View		E-Register	View
			View Bank Account Details	View		View Staff Pay slip	View
			View Breakup of Salary Slip Arrears	View		Form 16 Part B/Form 12 BA	View
			View Salary Projection Report	View		SCP Exit Option	Apply, View
			View Break-up of Investment under Section 80	View	Journey/ Travel	Joining Time/Journey Period	Apply, View, Approve
			View Monthly Tax Deduction Report	View		LFC/HTC	Apply, View, Approve
			View Break-up of Components under Section 10	View		LFC / HTC Bills	Apply, View, Approve
						Tour and Travel	Apply, View, Approve



				Salary Data Correction	Apply, View, Approve		Travel Expenses Bill	Apply, View, Approve
				Investment Declaration Form	Apply, View		Foreign Tour Budget & Travel	Approve
				Form 12BB	View		Foreign Tour	Apply, View, Approve
				Taxation Option	Apply		Holiday Calendar	Maintain, View
				View Staff Pay slip	View		Apply Leave	Apply, View, Approve
				Form 16 Part B/Form 12 BA	View		Leave Balance Report	View
				Download FORM 16 Part A	View		My Team Calendar	View
			Scholarship / Welfare	Scholarship Apply	Apply, View, Approve		View Maternity Leave History	View
				Guest House Booking	Apply, View, Approve		Apply Leave on Behalf	Apply
				Holiday Home Booking	Apply, View, Approve		Delegation of Attendance	Apply
				Transit Guest House Booking	Apply, View, Approve		Mark Attendance	Apply, View
			Leave/ Attendance	View Maternity Leave History	View		Attendance Report	View
				Delegation of Attendance	Apply		Team Calendar	View
				Team Calendar	View		Attendance Dashboard	View
				Attendance Dashboard	View		Mandatory Leave for Vacation Policy	Apply
				Mandatory Leave for Vacation Policy	Apply		Consent for Late Attendance	Apply, Approve



			Personal	Bio Data	View	Personal	Bio Data	View
				Birthday List	View		Birthday List	View
				Employee Search	View		Employee Search	View
				e-Thanks	Apply		eThanks	Apply
				Mandatory Learning	View		Mandatory Learning	View
				Role Based /TEGS Certification	Apply, View, Approve		Role Based /TEGS Certification	Apply, View, Approve
				Sealed Cover	Apply		Sealed Cover	Apply
				Individual Photo Upload	Apply, Approve		Individual Photo Upload	Apply, Approve
				Service Sheet	View, Print		Service Sheet	View, Print
				Update PAN	Apply, View		Update PAN	Apply, View
				Update Aadhaar	Apply, View		Update Aadhaar	Apply, View
				Update Personal Details	Apply, View		Update Personal Details	Apply, View
				Blood Group Details	Apply, view		Blood Group Details	Apply, view
				Organ Donation	Apply, View		Organ Donation	Apply, View
				Add Family Details	Apply, View, Approve		Add Family Details	Apply, View, Approve
				Update Communication Details	Apply, View		Update Communication Details	Apply, View
							Acceptance of the Bank's Code of Conduct	Apply



				Acceptance of the Bank's Code of Conduct	Apply		Submission of Declaration relating to Privacy of Account Holders	Apply, View
				Submission of Declaration relating to Privacy of Account Holders	Apply, View		IT Skill Set	Apply, View
				IT Skill Set	Apply, View		Rajbhasha Knowledge	Apply, View
				Rajbhasha Knowledge	Apply, View		Staff Details	View
				Staff Details	View		Emergency Contact	View
				Emergency Contact	View		Acknowledge Resignation Request	Approve
				Acknowledge Resignation Request	Approve		Rajbhasha Knowledge	Apply, View
			Claim/ Reimburse ments	Reimbursement of iPad, Laptop, Mobile Handset	Apply, View, Approve	PF/ Pension/ Gratuity	Apply Gratuity Nomination	Apply, View, Approve
				Briefcase Reimbursement	Apply, View, Approve		Apply Gratuity Payment	Apply, View, Approve
				Holiday / Shift Duty compensation	Apply, View, Approve		Gratuity Calculator	View
				Entertainment Expenses	Apply, View, Approve		Gratuity Payment e-ABs (erstwhile Associate Bank)	Apply, View, Approve
				Furniture Maintenance	Apply, View, Approve		Pension Proposal	Apply, View, Approve
							Pension Proposal e-ABs	Apply, View, Approve



				Reimbursement of Course Fees, Book, Honorarium	Apply, View, Approve		Apply Communications	Apply, View
				Restoration of lost assets like iPad, Laptop, Mobile Handset	Apply, View, Approve		Apply PAN	Apply, View
				Mobile Bills Usage	Apply, View, Approve		Apply Aadhaar	Apply, View
				Other Reimbursements (Utility Items, Pest Control, Glucometer, Nutrition Allowance, Autism Treatment)	Apply, View, Approve		Apply Death Reporting	Apply, View
			Journey/ Travel	Joining Time/Journey Period	Apply, View, Approve		Apply Life Certificate	Apply, View, Approve
				LFC/HTC	Apply, View, Approve		Video based Life Certificate submission	Apply, View, Approve
				LFC / HTC Bills	Apply, View, Approve		View Pension Slip	View
				Foreign Tour Budget & Travel	Approve		View Pension Payment Advice	View
				Foreign Tour	Apply, View, Approve		View Pension Payment Advice e-ABs (erstwhile Associate Bank)	View
		Bank may extend above functionalities with specific requirements for employees of its foreign offices as listed under					Life Cert Form - SBI Pensioner	Apply, View, Approve
							Life Cert Form - SBI Family Pensioner	Apply, View, Approve
							Apply/upload Pensioner Photo	Apply, View
							Extension of Staff Housing & Car Loans	Apply, View, Approve



		Appendix-S. Addition of new foreign offices shall be covered during annual AMC/Subscription. Bidder shall comply with county specific regulation/compliance requirements before rollout of HRMS functionalities at foreign offices, without any additional cost to the Bank.		Add Family Pension	Apply, View
				PF Account Statement	View
				PF Lien Cancellation	Apply, View, Approve
				Full and Final Settlement	Apply, View, Approve
				PF Nomination	Apply, View, Approve
				Additional PF	Apply, View, Approve
				PF Advance	Apply, View, Approve
				PF Withdrawal	Apply, View, Approve
				PF Membership Form	Apply, View, Approve
				Extension of LFC/HTC beyond Retirement	Apply, View, Approve
				Pensioner ID Card	Apply, View, Approve
				SBI Health Care (Policy A) - Enrolment	Apply, View, Approve
				SBI Health Assist (Policy B) - Enrolment	Apply, View, Approve



					SBI Health Care (Policy A) - Bill Payment	Apply, View, Approve
					PPA (Pension Payment Advice) for Pensioners	View
					Support for Critical Illness	Apply, View, Approve
					Pensioner consent for Online Booking of Air Tickets	Apply, View
					Apply consent u/s 194 (P)	Apply, View, Approve
				Promotion/ Career Development System (CDS)	My Roles	View
					My Transfers	View
					Promotion opt out	Apply, View
					Reference/Representation	Apply, View
					Create Position	Apply
					Intra Org Transfer Tracking	Apply, View
					View Feedback Sheet	View
				Scholarship / Welfare	Scholarship Apply	Apply, View, Approve
					Guest House Booking	Apply, View, Approve



					Holiday Home Booking	Apply, View, Approve
					Transit Guest House Booking	Apply, View, Approve
				Sundries/ Misc	Appeal/Review	Apply, View
					Exit Feedback Form	Apply, View
					Pending Queue	View
					Pending queue Dashboard	View
					Asset & Liabilities	Apply, View
					User Feedback	Apply, View
					Emergency Details	View
					Provision of Apron with Washing Allowance	Apply, View
					Furniture Report with depreciated Amount (IFAMS-HRMS Integration)	View
				Reward & Recognition	Digital Rewards (GEMS)	Award, View
				Grievance Redressal	Sanjeevani / Grievance Redressal	Apply, View, workflow
				Collaboration	The Application should have	



					capability to collaborate with category of users maintained in HRMS as per following communication requirements, i. Mass communications ii. Top- down communications iii. Bottom-up communications iv. Specific Role Based communications	
					The Application should have Peer Group Chat	
				Reports	Application should have Analytical Dashboards/ MIS Reports- It should be One Stop Shop	



					for obtaining information on any/all HR activities in the Bank on following, i. On-Boarding to Retirement (Employee Journey) ii. Post Retirement (Pensioner Journey) iii. Auto generation of reports for IT/HR users.	
4	98	Appendix- E Payment schedule	- Bank's standard payment terms are only applicable. No advance will be paid against the Purchase order. - The expected timeline for complete implementation/Go-Live of all functionalities of HRMS as mentioned in this RFP, is 9 months from the date of purchase order. The terms of payment will be as follows:	- Bank's standard payment terms are only applicable. No advance will be paid against the Purchase order. - The expected timeline for complete implementation/Go-Live of all functionalities of HRMS as mentioned in this RFP, is 9 months from the date of purchase order.		



			Deliverables	Eligible Amount for Payment	The terms of payment will be as follows:	
			On signing Purchase Order (PO)	10 % of Implementation cost	Deliverables	Eligible Amount for Payment
			Delivery of all the required Software and licenses wherever applicable and setting up of DEV, UAT environments	10 % of Implementation cost + 25% Subscription cost	On signing Purchase Order (PO)	10 % of Implementation cost
			Delivery of all the required Software and licenses wherever applicable and setting up of Near DR (NR), DR and Production environments	10 % of Implementation cost + 25% Subscription cost	Delivery of all the required Software and licenses wherever applicable and setting up of DEV, UAT environments	10 % of Implementation cost + 25% Subscription cost (1 st year)
			MVP (Deployment/Implementation/ Customization of application.)	After 1 month of successful live operations – 20% of Implementation	Delivery of all the required Software and licenses wherever applicable and setting up of Near DR (NR), DR and Production environments	10 % of Implementation cost + 25% Subscription cost (1 st year)
			Sign Off of complete solution (Deployment/Implementation/ Customization of application.) (Phase-II, 90% completion)	After 1 month of successful live operations – 30% of Implementation	Deployment/Implementation/ Customization of application.	After successful UAT of 50% functionality as per scope of RFP – 20% of Implementation
			Data Migration + 10 % of Phase II	After 1 month of successful migration Audit – 20% of Implementation	Sign Off of complete solution (Deployment/Implementation/ Customization of application.)	After 1 month of successful live operations – 30% of Implementation



			Six Months from Date of Sign-Off and successful live operations 50% of Overall Remaining Cost (Subscription cost) immediately on submission of equivalent amount of BG		Data Migration After 1 month of successful migration Audit – 20% of Implementation
			ATS/AMC/S&S/Subscription On yearly basis in advance		Six Months from Date of Sign-Off and successful live operations 50% of Overall Remaining Cost (Subscription cost of 1st year) immediately on submission of performance guarantee.
			Post Implementation Support including Managed Services and Customization Quarterly in arrears		ATS/AMC/S&S/Subscription On yearly basis in advance
					Post Implementation Support including Managed Services and Customization Quarterly in arrears
5	115	Appendix-J Penalties due to downtime of Application:	6. The applicable penalties would be the same irrespective of the root cause.		6. The applicable penalties would be the same irrespective of the root cause (except the down-time due to the Bank's network failure, as defined in Appendix-E, Section-11.Performance Requirements).



6	118	Appendix-J	V. The maximum penalties on account of all above instances will be 100% of the total invoice amount of the respective financial year.	V. The maximum penalties on account of all above instances will be 15% of the total cost of the project.
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TECHNICAL EVALUATION METRICS				TECHNICAL EVALUATION METRICS			
(Minimum marks for getting shortlisted-75%)				(Minimum marks for getting shortlisted-75%)			
Sl. No	Parameters	Marks	Max Marks	Sl. No	Parameters	Marks	Max Marks
7	221	Appendix-T	1.	Implementation of India Payroll with Taxation for employees,		20	
				a) 30,000 and above	20		
				b) Less than 30,000	0		
			2.	Implementations with data migration from SAP ECC 6.0 to proposed HRMS solution for employees,		20	
				a) 2 clients or more for 30,000 and above	20		
				b) 1 client for 30,000 and above	10		
				c) Less than 10,000	0		
			3.	Availability of features as per Table A		30	
			4.	Technical Presentation		10	
			5.	Implementation and Support by OEM only		10	
			6.	Client Visit/Call		10	
				TOTAL MARKS		100	
			1.	Implementation of India Payroll with Taxation for employees,		20	
				a) 30,000 and above	20		
				b) 10,000 to 29,999	10		
				c) Less than 10,000	0		
			2.	Implementations with data migration from SAP ECC 6.0 to proposed HRMS solution for employees,		20	
				a) 30,000 and above	20		
				b) 10,000 to 29,999	10		
				c) Less than 10,000	0		
			3.	Availability of features as per Table A		30	
			4.	Technical Presentation		10	
			5.	Implementation and Support by OEM only		10	
			6.	Client Visit/Call		10	
				TOTAL MARKS		100	