

Title of Procurement	REQUEST FOR PROPOSAL Design, Development, Implementation and Maintenance of HRMS System for Life Insurance Corporation of India.
Reference No.	Ref: LIC/CO/Personnel/HRMS Implementation/RFP-2023 dated 06.07.2023

Please take note of the following corrigendum:

1	Modification	Eligibility Criteria	Part 3, Table Point 10 (Page 27)/ Annexure F (Page 181)
	Existing:		
	#	Eligibility condition	Required documents to be submitted
	6	<p>The proposed solution deployed on MeitY approved public cloud in India should have implemented / be under implementation Human Resource Management Systems in Insurance Companies/ Scheduled Commercial Bank/ Public Sector Undertakings/ Government Undertakings/ Autonomous Bodies / Listed Companies in India having minimum 30,000 users and minimum 2 such clients, during the last seven years with following major features/modules, at-least 6 (six) modules</p> <ol style="list-style-type: none"> i. Employee Management ii. Attendance and Time Management iii. Recruitment and Onboarding iv. Training and Development v. Performance Management vi. Payroll Management vii. Benefits Administration viii. Reporting and Analytics ix. Mobile App 	<p>Copy of the purchase order/ contract / engagement letter and credential letter from client-on-client letter head / credential email from client's official email ID. Bidder/OEM to provide details of successful projects, Client references clearly indicating the below-</p> <ul style="list-style-type: none"> - Client Name - Brief Project description - Start/End date - No. of users for whom solution has been implemented - scope - deliverables - duration - status of engagement <p>Bidder/OEM should specifically confirm on the company's letter head in this regard as per <i>Annexure H</i></p>

	x. Custom workflow-based systems	
Revised:		
#	Eligibility condition	Required documents to be submitted
6	<p>The proposed solution deployed on public cloud should have been implemented / be under implementation Human Resource Management Systems in Insurance Companies/ Scheduled Commercial Bank/ Public Sector Undertakings/ Government Undertakings/ Autonomous Bodies / Listed Companies in India having minimum 30,000 users and minimum 2 such clients, during the last seven years with following major features/modules, at-least 6 (six) modules</p> <p>xi. Employee Management xii. Attendance and Time Management xiii. Recruitment and Onboarding xiv. Training and Development xv. Performance Management xvi. Payroll Management xvii. Benefits Administration xviii. Reporting and Analytics xix. Mobile App xx. Custom workflow-based systems</p>	<p>Copy of the purchase order/ contract / engagement letter and credential letter from client-on-client letter head / credential email from client's official email ID. Bidder to provide details of successful projects, Client references clearly indicating the below-</p> <ul style="list-style-type: none"> - Client Name - Brief Project description - Start/End date - No. of users for whom solution has been implemented - scope - deliverables - duration - status of engagement <p>Bidder should specifically confirm on the company's letter head in this regard as per <i>Annexure H</i></p>

2	Modification	Technical Criteria	Part 4, Table Point 10 (Page 37)/ Annexure R (Page 218)	
Existing:				
	#	Category	Technical Evaluation Criteria and Sub Criteria with Sub Criteria item marks	Max Marks
	6	Solution Maturities	No. of IRDAI approved insurance companies or scheduled commercial banks in India where the proposed product has been or is being implemented on SAAS on MeitY certified public cloud 3 marks per credential.	30
Revised:				
	#	Category	Technical Evaluation Criteria and Sub Criteria with Sub Criteria item marks	Max Marks
	6	Solution Maturities	No. of IRDAI approved insurance companies or scheduled commercial banks in India where the proposed product has been or is being implemented as SAAS on public cloud 3 marks per credential.	30

3	Addition	General Information	Part 1.8 Award Criteria and Notification (Page 19)
			<p>Existing:</p> <p>Revised:</p> <p>h. Consortium bidding is not allowed for implementation of any component under the scope of the project.</p>
4	Addition	Scope of Work	Part 6, 6.1 Description of Software Solution (Page 53)
			<p>Existing:</p> <p>Revised:</p> <p>n. Implementation of HRMS solution on Saas model.</p> <p>o. The bidder should ensure that the HRMS for LIC is hosted in a MEITY empaneled Cloud Service Providers. Bidder to provide isolation from other customer tenets, Data and the HRMS application should be segregated from other customer data by provisioning a single tenant for LIC with dedicated database, dedicated virtual machines and virtual networks.</p> <p>p. Deployment and implementation should be on the MeitY approved public cloud.</p> <p>q. All data of the HRMS solution of the LIC should be stored only in India.</p>

5	Modification	Eligibility Criteria	Part 3, Table Point 4 (Page 23), Annexure F (Page 177)
Existing:			
	4.	The Bidder should be a profitable organization based on profit before tax (PBT) for at least 03 (three) out of the last 05 (five) financial years	Copy of the audited financial statement along with profit and loss statement for corresponding years and/or Certificate of the statutory auditor certifying the same.
Revised:			
	4.	The Bidder should be a profitable organization based on profit before tax (PBT) for at least 02 (two) out of the last 05 (five) financial years as on 31 st March 2022.	Copy of the audited financial statement along with profit and loss statement for corresponding years and/or Certificate of the statutory auditor certifying the same.

6	Modification	Eligibility Criteria	Annexure AA (Page 276)
Existing:			
		<p>Certification on Bidder/parent entity should be a profitable organization on the basis of profit before tax (PBT) for at least 03 (three) out of the last 05 (five) financial years through Copy of the audited financial statement along with profit and loss statement for corresponding years and/or Certificate of the statutory auditor certifying the same.</p>	<p>Relevant Document to be submitted</p>
		<p>Certification on the Bidder having an average annual turnover of minimum Rs.100 Crores per annum during the last 02(two) financial year(s). For start-ups/MSEs, the Bidder must have an average annual turnover of minimum Rs. 5 Crores per annum during the last 02 (two) financial years through copy of the audited financial statement for required financial years.</p>	<p>Relevant Document to be submitted</p>
Revised:			
		<p>Certification on Bidder/parent entity should be a profitable organization on the basis of profit before tax (PBT) for at least 02 (two) out of the last 05 (five) financial years as on 31st March 2022, through Copy of the audited financial statement along with profit and loss statement for corresponding years and/or Certificate of the statutory auditor certifying the same.</p>	<p>Relevant Document to be submitted</p>
		<p>Certification on the Bidder having an average annual turnover of minimum Rs.500 Crores per annum during the 02(two) financial year(s) i.e., FY21-22 and FY20-21. For start-ups/MSMEs, the Bidder must have an average annual turnover of minimum Rs. 5 Crores per annum during the 02 (two) financial years i.e., FY21-22 and FY20-21, through copy of the audited financial statement for required financial years.</p>	<p>Relevant Document to be submitted</p>

7	Modification	Tentative Schedule of Events	Part 1, Section 1.3, Point 6 (Critical Dates), Page 12
	Existing:		<ul style="list-style-type: none"> • Online Clarification End Date: Monday, 17th July • Formal Introduction Start Date (in-Person): Wednesday, 19th July 2023 • Formal Introduction End Date (in-Person): Friday, 21st July 2023 • RFP Submission Start Date: Monday, 24th July 2023 • RFP Document Download End Date & Time: Thursday, 10th August 2023, 3:00 PM • RFP Submission End Date & Time: Thursday, 10th August 2023, 3:30 PM • Technical Bid Opening Date and Time: Friday, 11th August 2023, 11:30 AM, <i>Authorized representatives of bidders may be present online during opening of the technical bid. However, Technical bid would be opened even in absence in any or all of the bidders' representatives.</i> • Technical Presentation and Use Case Demo (in-person): <i>Presentation Date will be announced to Bidders who clear the eligibility criteria</i> • Commercial Bid Opening: <i>Commercial Bid of technically qualified bidders only will be opened on subsequent date</i>
	Revised:		<ul style="list-style-type: none"> • Online Clarification End Date: Monday, 17th July • Formal Introduction Start Date (in-Person): Wednesday, 19th July 2023 • Formal Introduction End Date (in-Person): Friday, 21st July 2023 • RFP Submission Start Date: Monday, 24th July 2023 • RFP Document Download End Date & Time: Monday, 21st August 2023, 3:00 PM • RFP Submission End Date & Time: Monday, 21st August 2023, 3:30 PM • Technical Bid Opening Date and Time: Tuesday, 22nd August 2023, 11:30 AM, <i>Authorized representatives of bidders may be present online during opening of the technical bid. However, Technical bid would be opened even in absence in any or all of the bidders' representatives.</i> • Technical Presentation and Use Case Demo (in-person): <i>Presentation Date will be announced to Bidders who clear the eligibility criteria.</i> • Commercial Bid Opening: <i>Commercial Bid of technically qualified bidders only will be opened on subsequent date.</i>

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(Chief, Personnel)