

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

**Please take note of the following corrigendum:**

<b>1</b>	<b>Modification</b>	<b>Tentative Schedule of Events</b>	<b>Part 1, Section 1.3, Point 6 (Critical Dates), Page 12</b>
	<b>Existing:</b>		
	<ul style="list-style-type: none"> <li>Online Clarification End Date: Friday, 14<sup>th</sup> July</li> <li>Presentation Start Date (in-Person): Wednesday, 19<sup>th</sup> July 2023</li> <li>Presentation End Date (in-Person): Friday, 21<sup>st</sup> July 2023</li> <li>RFP Submission Start Date: Monday, 24<sup>th</sup> July 2023</li> <li>RFP Document Download End Date &amp; Time: Monday, 31<sup>st</sup> July 2023, 3:00 PM</li> <li>RFP Submission End Date &amp; Time: Monday, 31<sup>st</sup> July 2023, 3:30 PM</li> <li>Technical Bid Opening Date and Time: Friday, 1<sup>st</sup> 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></li> <li>Commercial Bid Opening: <i>Commercial Bid of technically qualified bidders only will be opened on subsequent date</i></li> </ul>		
	<b>Revised:</b>		
	<ul style="list-style-type: none"> <li>Online Clarification End Date: Monday, 17<sup>th</sup> July</li> <li>Formal Introduction Start Date (in-Person): Wednesday, 19<sup>th</sup> July 2023</li> <li>Formal Introduction End Date (in-Person): Friday, 21<sup>st</sup> July 2023</li> <li>RFP Submission Start Date: Monday, 24<sup>th</sup> July 2023</li> <li>RFP Document Download End Date &amp; Time: Thursday, 10<sup>th</sup> August 2023, 3:00 PM</li> <li>RFP Submission End Date &amp; Time: Thursday, 10<sup>th</sup> August 2023, 3:30 PM</li> <li>Technical Bid Opening Date and Time: Friday, 11<sup>th</sup> 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></li> <li>Technical Presentation and Use Case Demo (in-person): <i>Presentation Date will be announced to Bidders who clear the eligibility criteria</i></li> <li>Commercial Bid Opening: <i>Commercial Bid of technically qualified bidders only will be opened on subsequent date</i></li> </ul>		

2	Addition	Eligibility Criteria	Part 3, Point f, Page 22
<p><b>Existing:</b></p>			
<p><b>Revised</b></p> <p>Below are the participation rules for this RFP.</p> <ul style="list-style-type: none"> <li><b>i.</b> If any Bidder submits Bid on behalf of OEM, the same Bidder shall not submit a Bid on behalf of another OEM under this RFP. Bid submitted with option of multiple OEMs shall be considered disqualified.</li> <li><b>ii.</b> If OEM is participating independently, no other Bidder shall participate with the said OEM.</li> </ul>			
3	Modification	Eligibility Criteria	Part 3, Table Point 10 (Page 27)/ Annexure F (Page 181)
<p><b>Existing:</b></p>			
10		<p>Past/present litigations related to product/services being procured under this RFP, disputes, if any (Adverse litigations could result in disqualification, at the sole discretion of the LIC)</p>	<p>Brief details of litigations, disputes related to product/services being procured under this RFP or infringement of any third party Intellectual Property Rights by prospective Bidder/ OEM or disputes among Bidder's board of directors, liquidation, bankruptcy, insolvency cases or cases for debarment/blacklisting for breach of contract/fraud/corrupt practices by any Insurance Companies/ Scheduled Commercial Bank/ Public Sector Undertaking / State or Central Government or their agencies/ departments or any such similar cases, if any are to be given on Company's letter head.</p>
<p><b>Revised:</b></p>			
10		<p>Bidder should not have any litigation against LIC or any other organizations which may materially impact the bidders' responsibility to implement the scope of this RFP</p>	<p>Bidder should specifically certify in this regard in</p> <ul style="list-style-type: none"> <li><b>i.</b> A Self-Declaration on Company Letterhead</li> <li><b>ii.</b> Annexure K</li> </ul>

4	<b>Modification</b>	<b>Annexure K</b>	<b>Annexure K: Not Blacklisted and compliance to requirements (Page 196)</b>																		
<p><b>Existing:</b></p> <table border="1" style="width: 100%;"> <tr> <td colspan="3"><b>Details of Litigation(s)</b></td> </tr> <tr> <td colspan="3">(A) Details of litigation(s) the Bidder is currently involved in, or has been involved in for the last three years:</td> </tr> <tr> <td>1. Party in dispute with:</td> <td colspan="2"></td> </tr> <tr> <td>2. Year of initiation of dispute:</td> <td colspan="2"></td> </tr> <tr> <td>3. Detailed description of dispute:</td> <td colspan="2"></td> </tr> <tr> <td>4. Resolution / Arrangement arrived at (if concluded):</td> <td colspan="2"></td> </tr> </table>				<b>Details of Litigation(s)</b>			(A) Details of litigation(s) the Bidder is currently involved in, or has been involved in for the last three years:			1. Party in dispute with:			2. Year of initiation of dispute:			3. Detailed description of dispute:			4. Resolution / Arrangement arrived at (if concluded):		
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5	<b>Modification</b>	<b>Eligibility Criteria</b>	<b>Part 3, Table Point 13 (Page 27)/ Annexure F (Page 181)</b>																		
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6	Modification	Eligibility Criteria	Part 3, Table Point 4 and 5 (Page 23), Annexure F (Page 177)
<b>Existing:</b>			
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.
5.		The Bidder must have an average annual turnover of minimum Rs. 500 crores per annum during the last 02(two) financial year(s) i.e., FY22-23 and FY21-22. 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 i.e., FY22-23 and FY21-22.	Copy of the audited financial statement for required financial years.
<b>Revised:</b>			
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 as on 31 <sup>st</sup> March 2022. Bidder should also be profitable for the FY 2022-23.	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. Proof of Profitability for FY 2022-23 shall be taken from the Successful Bidder on a later date.
5.		The Bidder must have 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. Bidder should also have an average annual turnover of minimum Rs.500	Copy of the audited financial statement for required financial years. Proof of Turnover for FY 2022-23 shall be taken from the Successful Bidder on a later date.

		crores (Rs 5 Crores for start-ups/MSMEs) for FY 2022-23.	
<b>7</b>	<b>Modification</b>	<b>Eligibility Criteria</b>	<b>Annexure AA (Page 276)</b>
	<b>Existing:</b>		
		<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>	Relevant Document to be submitted
		<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>	Relevant Document to be submitted
	<b>Revised:</b>		
		<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 as on 31<sup>st</sup> 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>	Relevant Document to be submitted
		<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>	Relevant Document to be submitted

8	Modification	Executive Summary	Part 5, Section 5.2, Point c, Page 48
	<p><b>Existing:</b></p> <p>Considering the enormity of the assignment and the envisaged relationship with the bidder, any service, which forms a part of the solution that is not explicitly mentioned in this RFP as excluded, would form part of this RFP, and the bidder is expected to provide the same at no additional costs to LIC.</p>		
	<p><b>Revised</b></p> <p>Considering the enormity of the assignment and the envisaged relationship with the bidder, any service, which forms a part of the solution that is not explicitly mentioned in this RFP but is required for proper functioning of the solution would be considered as included in this RFP. Bidder is expected to provide the same at no additional costs to LIC.</p>		
9	Modification	Scope of Work	Part 6, Section 6.3.2.4.2 d, Page 65
	<p><b>Existing:</b></p> <p>System to have the ability to suggest internal candidates based on success profile for a critical</p>		
	<p><b>Revised:</b></p> <p>System to have the ability to suggest internal candidates based on success profile for a critical role.</p>		
10	Addition	Scope of Work	Part 6, Section 6.3.2.7 (Payroll), Point qq, Page 69
	<p><b>Existing:</b></p>		
	<p><b>Revised:</b></p> <p>Solution should be capable of proper accounting of salary paid and posting of JV (Journal Voucher) after every cycle of payment.</p>		
11	Modification	Scope of Work	Part 6, Section 6.3.2.10 x, Page 75
	<p><b>Existing:</b></p> <p>Undertake a course – The system should allow the participant to browse through the course contents using a friendly navigation interface and also have the facility to save course progress so</p>		

	that the participant can continue from the break point on next l						
	<p><b>Revised:</b></p> <p>Undertake a course – The system should allow the participant to browse through the course contents using a friendly navigation interface and also have the facility to save course progress so that the participant can continue from the break point on next login.</p>						
<b>12</b>	<b>Modification</b>	<b>Scope of Work</b>	<b>Part 6, Section 6.3.2.10. dd, Page 75</b>				
	<p><b>Existing:</b></p> <p>Provision to send timetable of the course to employee via mail to get confirmation for the attendance of employee for the</p>						
	<p><b>Revised:</b></p> <p>Provision to send timetable of the course to employee via mail to get confirmation for the attendance of employee for the course.</p>						
<b>13</b>	<b>Modification</b>	<b>Scope of Work</b>	<b>Part 6, Section 6.3.22 a (Legal Requirements), Page 106</b>				
	<p><b>Existing:</b></p> <p>Bidder to put in place a system of obtaining approval from LIC before carrying out any changes in their environment.</p>						
	<p><b>Revised:</b></p> <p>Bidder to put in place a system of informing LIC before carrying out any changes in their environment. Bidder is also expected to provide an impact analysis report of the same.</p>						
<b>14</b>	<b>Modification</b>	<b>Payment Schedule</b>	<b>PART 6.6, Table Column 3; Page 116</b>				
	<p><b>Existing:</b></p> <table border="1" data-bbox="178 1486 1502 1606"> <tr> <td>Milestone of Stages</td> <td>Current State Diagnosis</td> <td>Sub-Phase 1 <i>8 months</i></td> <td>Sub-Phase 2 <i>6 months</i></td> </tr> </table>			Milestone of Stages	Current State Diagnosis	Sub-Phase 1 <i>8 months</i>	Sub-Phase 2 <i>6 months</i>
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15	Deletion	Non-Functional Requirements Document by LIC	Non-Functional requirements - Infra and Security requirements tab, Point 195
		<b>Existing:</b> ISO Certification - ISO 2018 (for CSP)	
		<b>Revised:</b> <i>This point is deleted</i>	
16	Modification	Non-Functional Requirements Document by LIC	Non-Functional requirements - Infra and Security requirements tab, Point 196
		<b>Existing:</b> ISO Certification - ISO 2001:2013	
		<b>Revised:</b> ISO Certification 27001: 2013	
17	Deletion	Non-Functional Requirements Document by LIC	Non-Functional requirements - Infra and Security requirements tab, Point 199
		<b>Existing:</b> ISO Certification - ISO 2201	
		<b>Revised:</b> <i>This point is deleted</i>	
18	Modification	Non-Functional Requirements Document by LIC	Non-Functional requirements - Application Requirements Tab, Point 39
		<b>Existing:</b> Ability to provide Centralized Monitoring & Management Reporting and Real-time Dashboard including availability at service and Infrastructure level for 99.95% availability	
		<b>Revised:</b> Ability to provide Centralized Monitoring & Management Reporting and Real-time Dashboard including availability at service and Infrastructure level for 99.5% availability	
19	Deletion	Annexure AA	Checklist for Submission with Technical Bid, Page 277



	<b>Existing:</b>		
	Declaration on Implementation of HRMS in companies over 30,000 employees		Annexure I
	<b>Revised</b> <i>This point is removed. Bidder is expected to submit Client Reference Format (as per Annexure H) to demonstrate projects where the HRMS implementation was for more than 30,000 users.</i>		
20	<b>Modification</b>	Client Reference Format	Annexure H, Table Point 2b, Page 186
	<b>Existing:</b> State Nature of Client's Firm: Scheduled Commercial Bank/ PSU Insurance/ Public Sector Undertakings/ Government Undertakings / Autonomous Bodies / Listed Public Companies, in India		
	<b>Revised:</b> State Nature of Client's Firm: Scheduled Commercial Bank/ PSU Insurance/ Public Sector Undertakings/ Government Undertakings / Autonomous Bodies / Listed Companies, in India		
21	<b>Modification</b>	6.4 Indicative Term of the Project - Project Schedule; Milestones and delivery locations	6.4.1 Project Timelines, Page 114
	<b>Existing:</b> Phase 1: 15 months of Implementation and Training (Further breakdown of this is mentioned in scope) Phase 2: 3 months of Hypercare support post Go-Live of each phase Phase 3: Remaining period of Total Contract Tenure as Stable State Support (Total Contract Tenure is 8 years)		

**Revised:**

Phase 1: 15 months of Implementation and Training (Further breakdown of this is mentioned in scope)

Phase 2: 3 months of Hypercare support post Go-Live of each phase

Phase 3: Stable state support period will start from the end of the hyper care period of sub-phase 1 and will remain till the end of total contract period (Total Contract Tenure is 8 years)

**-sd-**  
**(Chief, Personnel)**