

# ODISHA GRAMEEN BANK

Human Resource Department  
Head Office, Gandamunda, P.O.-Khandagiri, Bhubaneswar

**GEM Tender Number: GEM/2025/B/6349414 dated 16.06.2025, Amendment\_1 Date: 30.06.2025**

AMENDMENT\_1: Selection of  
Procurement of HRMS Solution Implementation and maintenance.

All bidders are hereby informed that based on the discussion in the Pre-bid meeting held through Virtual mode, on date 30.06.2025, the response to queries submitted by all bidders are in Table# 2 and necessary amendments to GeM bid are provided in Table#1. The necessary changes have been made to the ATC document and the same shall be valid.

**Table#1: Amendment\_1**

Sr. No.	Document Reference	Page No	Clause No	Description in RFP	Amendment
1				Revision for Bid submission extension	Last date of bid submission has been extended to dt 11.07.2025 Time 20.00PM
2	Eligibility Criteria	7	7	The solution offered should be running successfully in any Nationalized Bank / Regional Rural Bank / Public Sector Insurance co./PSU in INDIA as on date of publication of bid. At least one reference should be there for implementing HRMS & payroll solution with a user/employee base of at least 1000+ Users.	The solution offered should be running successfully in any Nationalized Bank / Regional Rural Bank / Public Sector Insurance co./Scheduled Pvt Commercial Bank/PSU in INDIA as on date of publication of bid. At least one reference should be there for implementing HRMS & payroll solution with a user/employee base of at least 1000+ Users.
3	Eligibility Criteria	8	9	The proposed solution version should be assessed for Vulnerability and penetration testing within 3 months from the date of UAT by Cert-In empaneled auditors. The audit Certificate should be submitted to bank before go-live.	Document Required:  Self-declaration to be submitted during bid submission in company letter pad and other conditions remain unchanged.

Sr. No.	Document Reference	Page No	Clause No	Description in RFP	Amendment
				Proposed Software security features should be complaint to OWASP top 10 Vulnerabilities.  Document Required:- Relevant 3rd party certificates to be provided.	
4	Payment Terms	32	3	Payment towards support staff will be released as quarterly arrear after deduction of absent period of more than three days in the billable months.	Payment towards support staff will be released as monthly after deduction of absent period of more than three days in the billable months.
5	Technical Feature	60-ANNEXURE-I (On Roll Users)  72- ANNEXURE-II (Retired Staff)	40  39	The Vendor / OEM must have on its payroll at least 100 employees exclusively on HRMS project with specific domain expertise	This clause stands deleted.

**Table#2: Clarification on queries of bidders**

Sr. No.	Bidder	Page No	Clause No	Description in RFP	Clarification Sought	Bank's Remark
1	Adrenalin Max			Any revision for Bid- submission extension		Amendment: Refer to Table# 1, SI no 1
2	DBI Intech Ltd	6	Broad Scope of Work:- Point no 3	The vendor will also have to do the necessary setup at both Primary site as well as the disaster recovery site separately maintaining the same performance characteristics of the system (if bank wants). Bank is having DR site at Hyderabad. Vendor shall supply the required servers, storage and network switches to meet the RTO and RPO for DR site.	We understand that the following will be provided by Bank: Rack, Antivirus software, SSL certificate, Load balancer configuration, Storage restoration procedure.	Clarification:- Bank will provide Rack, Antivirus software, SSL certificate, Load balancer configuration, Storage restoration procedure.
3	DBI Intech Ltd	12	Integration / Migration Requirements with existing systems	Point B :-(Migration)	Request bank to clarify size of existing data & on which database.	Clarification: Size of existing data size is Approximately 350GB and database MS SQL.
4	DBI Intech Ltd		General	General	What is the minimum qualification required for L1 resource.	Clarification: The minimum qualification for L1 resource should be 2 years experience in proposed HRMS Solution.
5	DBI Intech Ltd		General	General	As per our understanding 2 L1 Resources required by Bank 1 L1 resource for -Software application support 1 L1 for -Hardware related support Kindly confirm.	Clarification: Two L1 resources are required by the Bank for Software application support. When ever any Hardware support required one L1 support resource will be utilized for the same.
6	DBI Intech Ltd		General	General	Bid submission due : 01-07-2025 16:00:00	Amendment: Refer to Table# 1, SI no 1
7	Natural Support Consultancy Services Private Limited	8	Eligibility Criteria: Point no -13	The compute items proposed by the vendor shall be listed in Top 3 IDC ranking in FY2023-24 Document required: Vendor shall submit the IDC certificate and raking published in public domain for the proposed OEMs of compute	Kindly advise what do we have to submit in this clause.	Clarification: Vendor should submit snapshot of IDC report taken from OEM.

Sr. No.	Bidder	Page No	Clause No	Description in RFP	Clarification Sought	Bank's Remark
8	Natural Support Consultancy Services Private Limited	70	Technical Feature: Point no -13	Implementation of new modules as per Bank's future requirements through customizations/ parameterization including integration with third party application as Required by bank.	Kindly advise how the costing for these changes will be done.	Clarification: No change in RFP Clause
9	Natural Support Consultancy Services Private Limited	51	Recruitment: Point no-40	Recruitment	Please advise if this will be for the bank or for 3rd party which conducts recruitment for the bank.	Clarification: Recruitment will conduct by 3 <sup>rd</sup> party. The on boarding process of new recruit staff will be done through HRMS Application.
10	Support Consultancy Services Private Limited			General	Can we use the existing hardware, or are you planning to discard it ?	Clarification: No. All the existing hardware will discard.
11	Tatwa Technologies Limited	7	Eligibility Criteria: Point no-6	The vendor should be engaged in providing and managing such type of solution in India for minimum of 3 years.	Vendor/OEM should provide Satisfactory Performance Certificate/Go Live Certificate from at least 1 Client referred in their proposal.	Clarification: No change in RFP Clause.
12	Tatwa Technologies Limited	7	Eligibility Criteria: Point no-7	The solution offered should be running successfully in any Nationalized Bank / Regional Rural Bank / Public Sector Insurance co./PSU in INDIA as on date of publication of bid. At least one reference should be there for implementing HRMS & payroll solution with a user/employee base of at least 1000+ Users.	Vendor/OEM should provide Satisfactory Performance Certificate/Go Live Certificate from at least 1 Client referred in their proposal.	Amendment: Refer to Table# 1, SI no 2
13	Zing HR				Request for RFP	Clarification: It will available in GeM Portat GEM Tender Number: GEM/2025/B/6349414 dated 16.06.2025

Sr. No.	Bidder	Page No	Clause No	Description in RFP	Clarification Sought	Bank's Remark
14	Maruti Computers Private Limited	7	Eligibility Criteria: Point no-7	The solution offered should be running successfully in any Nationalized Bank / Regional Rural Bank / Public Sector Insurance co./PSU in INDIA as on date of publication of bid. At least one reference should be there for implementing HRMS & payroll solution with a user/employee base of at least 1000+ Users.	Vendor/OEM should provide Satisfactory Performance Certificate/Go Live Certificate from at least 1 Client referred in their proposal.	Amendment: Refer to Table#1, SI no 2
15	Maruti Computers Private Limited	8	Eligibility Criteria: Point no -13	The compute items proposed by the vendor shall be listed in Top 3 IDC ranking in FY2023-24 Document required: Vendor shall submit the IDC certificate and raking published in public domain for the proposed OEMs of compute	We are not registered with IDC. Is it possible to obtain an exemption from this criterion, considering our annual turnover exceeds ₹2.5 crore?	Clarification: Refer to Table#2, SI no 7
16	Maruti Computers Private Limited		General	General	Servers and OS: Is it possible to propose AWS or Azure cloud servers instead of physical infrastructure? This would reduce manpower and costs while ensuring uninterrupted service for both Disaster Recovery (DR) and Data Center (DC) operations. Our company will be able to provide the required hardware, networking, software and the Payroll/HRM solution as a comprehensive solution. However, we would suggest alternative and simpler solution. The bid proposes infrastructure at 28 locations. This will be enormous initial cost, maintenance cost, and ongoing big workload and complexity. They can be simplified and consolidated to a single server (main) location, with alternate location as a backup. All bank locations can be linked with to the main location either using dedicated networks or with secured Virtual Private Network using public networks. The solution suggested in a) – about placing hardware in main location – It is assumed it will be located in bank	Clarification: All the details are mention in RFP.

					premises. This can be entirely avoided and further simplified by placing the entire infrastructure in Amazon Cloud or Microsoft Cloud within India. Many large enterprises, Governments migrate their infrastructure to Private Cloud environment for reduction in costs and efficiency. Please see the benefits of cloud migration here - <a href="https://azure.microsoft.com/en-us/resources/cloud-computing-dictionary/benefits-of-cloud-migration">https://azure.microsoft.com/en-us/resources/cloud-computing-dictionary/benefits-of-cloud-migration</a> . Our company has extensive experience in this area. We also provide our own cloud, and many our customers have hosted Poise Payroll/HRMS in our cloud. As stated in a) and b) – We suggest that Odissa Grams Bank consider a Private Cloud based infrastructure and hardware, with all locations connected through a secure network	
17	Maruti Computers Private Limited				Hosting Infrastructure: Please confirm whether hosting should be on-premises, cloud, or bank's datacenter.	Clarification: This requirement is on-premises and not in Cloud.
18	Maruti Computers Private Limited				Can cloud option be explored for DR site? OR are we supposed to rely only on bank existing DR site. Is the DR to be setup in multizone DR or single site DR.	Clarification: No
19	Maruti Computers Private Limited				Do the existing applications have proper API to be consumed by the HRMS? If not, who will be responsible for building the API for the existing application?	Clarification: Yes
20	Maruti Computers Private Limited				Do the existing applications have proper API to be consumed by the HRMS? If not, who will be responsible for building the API for the existing application?	Clarification: Data will be provided as data dump from existing database.

Sr. No.	Bidder	Page No	Clause No	Description in RFP	Clarification Sought	Bank's Remark
21	Maruti Computers Private Limited				Will legacy employee data be provided in digital format or should the vendor handle digitization?	Clarification: Digital format
22	Lailen Consulting Pvt Ltd				As per the doc, the vertical scalability should accommodate minimum 20% additional CPU and memory over and above the terminal year sizing requirements. Please clarify.	Clarification:- No change in RFP Clause
23	Lailen Consulting Pvt Ltd				Can OGB provide a list of statutory and internal reports expected from the system?	Clarification: Already mention in RPF
24	Lailen Consulting Pvt Ltd				Should ESS or admin modules support Odia or any other regional language?	Clarification: Only English language
25	Lailen Consulting Pvt Ltd				Are there branches with limited internet where offline capability is needed?	Clarification: No. All Branches are connected in Intranet only.
26	Lailen Consulting Pvt Ltd				Beyond payslip and leave, what functions are expected in ESS portal?	Clarification: Already mention in RPF.
27	Lailen Consulting Pvt Ltd				Please specify the type of existing device and configuration.	Clarification: This will provide after selection of Bidder.