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## **BIHAR RURAL DEVELOPMENT SOCIETY**

RURAL DEVELOPMENT DEPARTMENT GOVERNMENT OF BIHAR  
MAIN SECRETARIAT PATNA-800015 BIHAR (INDIA)

### **CORRIGENDUM-IV**

Corrigendum- IV

Date: August 27<sup>th</sup>, 2014

Secretary, Rural Development Department, Govt. of Bihar invited Request for Proposals from agencies for "Selection of Software Development/Implementing Agency for COTS Based HRMS project" for the Bihar Rural Development Society (BRDS), Rural Development Department, Government of Bihar on a turnkey basis, vide RFP dated 24<sup>th</sup> July, 2014 and proposals were due for receiving up to September 2<sup>nd</sup>, 2014 at 15:00 hrs. The RFP document and Corrigendum 1,2 and 3 stand amended as per this Corrigendum IV. The signed copy of RFP, Corrigendum 1,2,3 and Corrigendum IV shall be enclosed with original technical bid. A Pre-bid meeting on the above assignment was held on 6<sup>th</sup> August 2014 under the chairmanship of secretary Rural Development Department Government of Bihar.


Corrigendum IV issued clarifying points raised by prospective bidders during the meeting or received through e-mail or post. Corrigendum IV also uploaded on department website [www.rdd.bih.nic.in](http://www.rdd.bih.nic.in). Subsequently some additional queries with reference to the Pre-Bid Minutes and Corrigendum II and III was received and these are being clarified and modified to encouraging more bidders to participate in bid. Some Pre-eligibility conditions also revised for encouraging more bidders to participate in bid. All other condition and Scope of Work remain same as per RFP and as per subsequent Corrigendum. Following table brings out the dates for revised main events of the bidding process for this RFP. The Bidder should note that the Purchaser reserves the right to change these dates without assigning any reason at any stage of the bidding process.

#### **Revised RFP Datasheet**

Sr.	Information	Revised Details
1.	Name of the Assignment	Selection of Software Development/Implementing Agency for COTS Based HRMS project in Rural Development Department in Bihar
2.	Date and Time for Submission of Bids	September 11 <sup>th</sup> , 2014 @ 3:00 PM
3.	Place, Date and Time of opening of Pre-Qualification Proposals	September 11 <sup>th</sup> , 2014 @ 3:30 PM and No change

For any clarifications, if required, may contact at 0612- 2217496 Fax: 2217857 mail at [rlrsec-bih@nic.in](mailto:rlrsec-bih@nic.in).

S.M.Raju (I.A.S.)

  
Secretary,  
Rural Development Department  
Patna, Bihar  
27/8/14

## **1. REVISED PRE-QUALIFICATION CRITERIA OF BIDDERS**

- A. Number of members in a consortium shall be restricted to maximum two companies, each consortium partner must be an ISO 9001:2008 Certified Company/Organisation. One of the members of the consortium should act as the lead bidder and be responsible to the Purchaser for discharging project responsibilities. However, both the consortium members will be jointly and severally responsible for the execution of the project. The bid should contain details of all the members of the consortium including their legal status and specify their roles and responsibilities in the project. The members of the consortium shall enter into an Agreement for the purpose of submitting the proposal and the same shall be submitted with the proposal, failing which bid will be summarily rejected.
- B. Projects executed for bidder's own or bidder's group of companies or bidder's consortium companies shall not be considered.
- C. The Bidders (Both Bidder in case of Consortium) must submit self attested copies of Service Tax , VAT , Company PAN Card , Incorporation under Company Act 1956 certificates
- D. The Bidder (Lead Bidder in case of a Consortium) must have comprehensive experience in development and deployment of software and must be in the business of IT Services for at last 5 Years as per Company act 1956.
- E. The Bidder (Lead Bidder in case of a Consortium) must have been assessed and must possess a valid certification for CMMi Level 3 or better and ISO 27001 Certification as on the date of submission of bid and the certificate should be valid.
- F. The Bidder(Lead Bidder in case of a Consortium) company must be minimum Average annual Turnover of Rs. 25 Crores (As on 31st March 2013) in the last 3 financial years from IT business only, as evidenced by the audited accounts of the company.
- G. The Bidder(Lead Bidder in case of a Consortium), should be profitable in during the last Three financial year and Net worth of Both Bidders should be positive.
- H. The bidder (Lead Bidder in case of a Consortium)company should have Developed, Implemented and maintained at least Two (2) COTS/Bespoke Based HRM working software site portals in Government / PSU / ULB / Private Sector. One of the implemented HRM site should have minimum 5000 employees which should have been supported, maintained for minimum one year and used by minimum ten(10) site offices or branches in Government Sector or government PSUs or ULBs. Purchase Order / Agreement / Work Completion certificate to be enclosed with bid.
- I. The Bidder (lead Bidder in case of a Consortium) should have experience of implementation of at least two(2) ICT/e-Governance projects for Government/PSU (Involving software implementation, Integration, Post Implementation Support etc.) with a project value each of Rs. 5.00 Cr or above.
- J. Bidder's COTS Based HRM software should fulfill criteria's listed in 'Annexure II of RFP: Functional Requirement Compliance.
- K. Bidding firm / company must provide all documentary evidence indicating fulfillment of all eligible criteria's. CEO,BRDS holds the right to alter or cancel any of the above mentioned points without assigning any reasons thereof and also to cancel or reject any or all the Proposals.

- L. The Consortium partner must have at least one project in e-governance Project anywhere in India. Project must be worth at least Rs. 5.00 Cr.
- M. The bidder (Lead Bidder in case of consortium) must have prior experience of working on at least two (2)COTS/Bespoke based HRMS Development and implementation project for any Indian e-governance Project anywhere in India.
- N. The bidder (Lead Bidder in case of consortium) must have prior Experience to handle 50 Manpower in multi-location Indian Government/PSUs/State Govt. Setup and Project duration must be at-least three years and Project value not less than 3Cr. Self declaration for Manpower deployment and Customer PO/Agreement required to prove project duration and Project Value.
- O. The bidder should not be currently blacklisted by any State / Central Government in India for corrupt, fraudulent or any other unethical business practices or for any other reason. Bidder should be submit the affidavit along with technical document. Bidder should be submit the affidavit along with technical document.
- P. The bidder (Lead Bidder in case of consortium) must be Submit MAF from COTS OEMs in prescribed format of RFP/Manufacturer with technical document as per corrigendum II annexure.
- Please note: Project Executed in Indian/State Government, Indian/State Government PSUs, State Government/PSUs/ULBs will be Considered. Private, Global or overseas orders not considered.

## 2. REVISED MARKING CRITERIA

The criteria for evaluation and marks will be as follows:

S. No.	Evaluation Criteria	Max Score	Score Evaluation
1	Company Experience in the Field of IT Services / Software development.	10	≥10 years = 10 ≥05 years = 05
2	The bidding firm / company should have Developed, Implemented and maintained COTS/ bespoke Based HRM working software portals which have been supported, maintained for three (3) years. Project Value not less than 2.00 Cr. Maximum of 2 Projects Considered.	10	1 Projects =5 Marks
3	Bidder must have experience to execute IT based Turnkey Solutions (Hardware and Software with technical Manpower Support) with Post-Implementation support for at least 1 year (as on March 2014) in Govt. dept / ministries / ULB / PSUs, and each Project value not less than 5 Cr. Maximum of 5 Projects Considered.	10	1Projects =2 Marks
4	Bidder must have implemented/under implementation "COTS/BESPOKE BASED PROJECT IN HRMS" that should have multiple employees and should be executed in Government department, PSUs, Urban Local Bodies in Indian or State govt only. Max Two Project Considered.	10	5 Marks for project with 5000- 10000 employees; 10 Marks for project of =>10000 employees;
5	The bidder (Lead Bidder in case of consortium) must have prior Experience to handle Multiple Manpower in multi-location setup under Indian Government/PSUs/State Government.	10	One Project with 50 Manpower =5 Marks. One Project with 100

	Project duration must be at-least three years and Project value not less than 3Cr. Max two project considered. Self declaration for Manpower and Customer PO/Agreement required proving project duration and Project Value.		Manpower =10 Marks.
6	HRM software should fulfil criteria's listed in Annexure II: Functional Requirement Compliance	10	=100% = 10 ≥90% = 08 ≥85% = 05
7	<b>Quality certification</b>	05	ISO 9001:2008 + ISO 27001 and CMMI level 5 = 05 Marks ISO 9001:2008 + ISO 27001 and CMMI level 3 = 3 Marks
8	The Bidder having experience of the handling projects related to state wide rollout of web-based online Software solution with post-implementation support for three year under State Government /Central Government or PSUs at multiple districts/State. Project value not less than 5 Cr.	05	a) One Project =2.5 Marks b) Two Project = 5 Marks
9	Proposed Technology Solution Architecture, Logical design, associated details of solution architecture required for the implementation of the HRMS software, manpower deployment during implementation and post implementation,	10	Evaluation on the basis of blue print and presentation.
10	Understanding of the Objectives of the Assignment: The extent to which the Bidders' approach respond to the objectives of the Projects, Key Challenges identified for successful completion of the project, best practices and manner in which proposed project to be approached to respond to the objectives. Change Management,	10	Evaluation on the basis of blue print and presentation. Submit the relevant documentation in Technical bid.
11	Appropriateness of approach / methodology, and built in processes for engagement and Training of users / core team and for performance quality Assurance. Key challenges identified for successful completion of the project and the manner in which it would be dealt with. Backup Plan and Methodologies	10	Evaluation on the basis of blue print and presentation. Submit the relevant documentation in Technical bid.
	<b>Max Marks</b>	<b>100</b>	

Note: All the relevant documents required for the technical scoring should be placed in the technical bid. The participating agencies will be assigned a Technical score (TS) out of a maximum of 100 points. Bidders with Technical score of 70 and above out of 100 will qualify for the evaluation in the commercial process / Financial Evaluation. These "Qualified Companies" will be considered further for Financial/Commercial Evaluation".

**3. ANNEXURE I: REVISED FORMAT FOR FINANCIAL BID**

RFP Reference No. and Date:

Bidders Name and Address:

Person to be contacted:

Name:

Designation:

Phone/Mobile No:

E-mail:

Telephone No(s):

Fax No.:

**Subject: "PROPOSAL FOR DEVELOPMENT, IMPLEMENTATION & MAINTENANCE OF HRM SOFTWARE FOR BRDS"**

Sir,

We, the undersigned Bidders, having read and examined in detail the Specifications and all the bidding documents in respect of Services for the above mentioned subject do hereby propose to provide Services as specified in the Bidding documents for which the cost will be as under:

- 1. PRICE AND VALIDITY –Cost of all works/ services mentioned in section II "Scope of Work" including the maintenance of the software for 3 years after GO LIVE –Rs. \_\_\_\_\_ (as per page-7,Annexure -II )**

All the prices mentioned in our proposal are in accordance with the terms as specified in bidding documents. All the prices and other terms and conditions of this proposal are valid for a period of 180 calendar days from the date of opening of the Bids.

We are an Indian firm and do hereby confirm that our Bid prices include all taxes, duties and levies. We hereby declare that all taxes which are liveable under law prevailing at that time will be paid by us.

**Note:** The bidders should quote the price in words also. In case of any discrepancy between the prices quoted in words and figures, the price quoted in words shall prevail and will be considered for comparison of bids.



This should be kept in envelope number 2 marked as "FINANCIAL BID", which will be opened only after the Technical Bid is found suitable.

**2. EMD**

We have enclosed a Demand draft /Bank guarantee ( no. -----, Bank -----, Dated-----) in favour of BRDS, Patna, payable at Patna at for the sum of Rs. 5,00,000/- (Rs. Five Lakhs) only. This EMD is liable to be forfeited in accordance with the provisions of Bid documents. We declare that all the Services/Works shall be performed strictly in accordance with the Scope of Work.

**3. Bid Pricing**

We further declare that the prices stated in our proposal are in accordance with your Instructions to Bidders as stated in Bidding document.

**4. Bid Price**

We declare that our bid prices are for the entire scope of the work as specified in the technical specification and bid documents. These prices are indicated in attached with our proposal as part of the Financial Bid. We hereby declare that our proposal is made in good faith, without collusion or fraud and the information contained in the proposal is true and correct to the best of our knowledge and belief.

**5. Total User/Employee Licenses :**

The no of employees/Users for **HRMS may increase up to 50% in next three year**. The department will in that case accept increase in prices in 1. License Cost, 2. ATS cost, 3. Training cost, 4. Implementation cost and other logical associated costs basis of rate quoted in financial Bid submitted to the department by the bidder.

Thanking you,

Yours faithfully,

(Signature)

Printed Name and Designation

Seal

Date

Place

**Business Address:**



4. ANNEXURE II REVISED COMMERCIAL BID BREAKUP

A. Software Development and Implementation Charges							
Sr.	Particulars	Unit	User Licenses	Rate (Rs. per unit)	Amount	Service Tax	Total Cost
1	System Study						
2	Module – 1 Organizational Setup	20000 users	20000				
3	Module – 2 Employee Data & Information Management						
4	Module – 3 Employee Self Service						
5	Module – 4 Payroll and Pension Management						
6	Module – 5 Travel & Leave Management						
7	Module – 6 Job Application Management						
8	Module – 7 Employee training & service Management						
9	Module – 8 Employee Documents Management						
10	Module – 9 Department information Management						
11	Cost Of Customization of Modules as per user requirement for Three year						
12	Database Licenses for COTS application	As required	As required				
						<b>Total Cost</b>	
B. Data entry Work One Time							
Sr.	Particulars	Unit	Duration	Rate (Rs. per unit)	Amount	Service Tax	Total Cost
1	Data-entry Work of all 20000 Employees of BRWD and RDD Personals	20000 Personals	1				

C. Installation Charges							
Sr.	Particulars	Unit	Duration	Rate (Rs. per unit)	Amount	Service Tax	Total Cost
1	Patna	1	1				
2	Nalanda	1	1				
3	Bhojpur	1	1				
4	Rohtas	1	1				
5	Buxar	1	1				
6	Kaimur	1	1				
7	Muzaffarpur	1	1				
8	East Champaran	1	1				
9	West Champaran	1	1				
10	Sitamarhi	1	1				
11	Sheohar	1	1				
12	Vaishali	1	1				
13	Saran	1	1				
14	Siwan	1	1				
15	Gopalganj	1	1				
16	Darbhanga	1	1				
17	Madhubani	1	1				
18	Begusarai	1	1				
19	Samastipur	1	1				
20	Saharsa	1	1				
21	Madhepura	1	1				
22	Supaul	1	1				
23	Purnia	1	1				
24	Katihar	1	1				
25	Araria	1	1				
26	Kishanganj	1	1				
27	Bhagalpur	1	1				
28	Banka	1	1				
29	Munger	1	1				
30	Jamui	1	1				



31	Khagaria	1	1				
32	Lakhisarai	1	1				
33	Sheikhpura	1	1				
34	Gaya	1	1				
35	Nawada	1	1				
36	Aurangabad,	1	1				
37	Jehanabad	1	1				
38	Arwal	1	1				
						<b>Total Cost</b>	

<b>D. Training Charges</b>							
Sr.	Particulars	Unit/persons	Duration	Rate (Rs. per unit)	Amount	Service Tax	Total Cost
1	Change Management Trainings	2000	30 Hours				
2	Trainings on the Entire Application including HRMS and Payroll	2000	30 Hours				
3	Basic Employee Module Training	18000	10 Hours				
						<b>Total Cost</b>	
<b>Total Capex Cost (One Time Cost) A +B+C+D</b>							

**Total Amount in Words**

**PART B OPEX COST**

**E. Post Implementation support**

Sr.	Particulars	Unit	Duration Years	Rate (Rs. per unit)	Amount	Service Tax	Total Cost
1	Application Maintenance of e-HRMS & Operational Expense for 20000 Users	1	3				
2	Annual Technical support from OEMs including up-gradation, deployment of patches, fixes etc. for 20000 Users	1	3				
						<b>Total Cost support</b>	

<b>F. Manpower Cost</b>								
<b>Sr.</b>	<b>Particulars</b>	<b>Unit</b>	<b>Duration in Months</b>	<b>Rate (Rs. per Man- months )</b>	<b>Amount</b>	<b>Service Tax</b>	<b>Total Cost For 36 Months</b>	
1	MIS Manager	1	36					
2	Payroll Manager	1	36					
3	Staff at Helpdesk for Employees	4	36					
4	IT Supervisor for Payroll Management at District Offices	38	36					
		<b>Total Cost of manpower</b>						
		<b>Total Estimated Cost of OPEX(E+F)</b>						
		<b>Total Capex Cost (One Time)(A+B+C+D)</b>						
		<b>Total Cost of Project A+B+C+D+E+F</b>						

\*No of users may increased /Decreased as per BRDS/RDD requirements.

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