

**Annexure 01 – Eligibility Criteria compliance**

<b>I</b>	<b>Financial and other Requirement to be met by the Prime Bidder/System Integrator</b>	<b>Supporting required</b>	<b>Supporting Submitted</b>
1	Should be a Government Organization/ PSU/ PSE or a partnership/ proprietorship/ public/ private limited company	Certificate of Incorporation/ Certificate of commencement	
2	The Company should have been in existence for a minimum period of 5 years in India.	Certificate of Incorporation/ Certificate of commencement	
3	Should have a minimum turnover of Rs. 100 crores per annum during last three (3) financial years in India	1. Audited Financial statements for the financial years 2011-12, 2012-13 and 2013-14 <b>AND</b> 2. CA Certificate	
4	Should be a profit making entity for the last three (3) financial years in India	1. Audited Financial statements for the financial years 2011-12, 2012-13 and 2013-14 <b>AND</b> 2. CA Certificate	
5	Should have a positive net worth of Rs. 50 crores per annum for the last three (3) financial years in India  Net worth is to be calculated as follows: Capital Funds (Paid up equity capital + Paid up preference shares + Free reserves) – (Accumulated balance of loss + Balance of deferred revenue expenditure + Other intangible assets).	1. CA Certificate  The CA certificate provided in this regard should be without any riders or qualification.	
6	The bidder should be a reputed IT solution provider possessing at least a valid SEI CMMi Level 5 certification or a valid ISO standard certification for	Copy of relevant certifications	

	any of the following: Design / Development /implementation/ Maintenance / Testing for Software.		
7	The Bidder should not have been blacklisted by any Government department/PSU/PSE/Banks in India at the time of submitting the tender.	Self-declaration within Appendix 04	
<b>Business Solutions</b>			
<b>II</b>	<b>HRMS Implementation experience to be met by the Prime Bidder/System Integrator</b>	<b>Supporting required</b>	<b>Supporting Submitted</b>
1	<p>Should have system integration experience in having implemented the proposed end to end integrated HRMS solution comprising of at least supply, commissioning, implementation, rollout, go live and maintenance in at least one Indian scheduled commercial bank having at least 15,000 employees and should be currently live as of date of the RFP.</p> <p>The prime bidder should have preferably implemented the following eight modules of the proposed solution.</p> <ol style="list-style-type: none"> <li>1. Employee Record Management</li> <li>2. Performance Appraisal</li> <li>3. Transfers and Promotions</li> </ol>	<p>Relevant Credential letters as per Annexure 12 AND Purchase Order with the Bank’s confirmation on having executed the PO to satisfaction</p>	

	<p>4. Payroll</p> <p>5. India specific Legal Requirement, Roster Management, Disciplinary Action etc</p> <p>6. Staff reimbursements and welfare</p> <p>7. Terminal benefits and separations</p> <p>8. Employee &amp; Managers self-service in English &amp; Hindi</p>		
<b>III</b>	<b>HRMS application criteria to be met by the OEM partner</b>	<b>Supporting required</b>	<b>Supporting Submitted</b>
1	The proposed integrated HRMS solution should be live in at least one Public Sector Bank in India covering at least 20,000 employees and should be currently live and running as of date of the RFP	1. Relevant credential letters as per Appendix 12	
<b>IV</b>	<b>HRMS application criteria to be met by the Subject Matter Expert</b>	<b>Supporting required</b>	<b>Supporting Submitted</b>
1	<ul style="list-style-type: none"> <li>The proposed Subject Matter Expert organization should have experience in Human Resource Consulting assignments in at least 1 Public Sector Banks including Regulator (Reserve Bank of India). Completed / on-going engagements will be considered.</li> </ul>	Purchase Orders with the Bank	

<p>Human Resource Consulting is defined as Define Organization Structure, Process Redesign (As-Is &amp; To-Be)</p> <ul style="list-style-type: none"> <li>• SME Organization should have relevant people on their roles for the product / platform which is being proposed by the bidder to be part of implementation team</li> <li>• The lead team members proposed should have knowledge of the platform and should have experience of 3-5 years on the platform/technology</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant Credential Letters as per Appendix 12 – Experience Format</li> <li>• Relevant Credential Letters as per Appendix 12 – Experience Format</li> </ul>	
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Note:

- a. Purchase orders without bank’s confirmation through a credential letter will not be considered as credentials
- b. Proposed application implementation experience need not be in the current product version proposed
- c. Prime Bidder or OEM partner have to use the format as per Appendix 12 – Experience Format for submitting the credential letters