

Pre-Bid Queries from E Square System & Technologies Pvt. Ltd.

Queries for: RFP- Technical Consultancy Services for the Redesign and Redevelopment of HRMS Odisha from Monolithic to Micro services Architecture to Support CMGI's In-House Development Team

Tender No: CMGI/PCU/MICROSERVICE/2026/911/1085, Date: 27.07.2026

Name of the Bidder & Contact Details: E Square System & Technologies Pvt. Ltd.

Contact Person Name: Satya Mohanty | Email id: satya@estpl.in

Sl. No.	RFP Clause/Section	Existing Clause	Query / Clarification / Modification Requested	CMGI Responses
1	Deliverables, Pg. No. 13	Completion of Core Functional Modules & All Modules	For Required for effort estimation and commercial bid preparation, please specify whether module development will be executed by CMGI's in-house team, jointly with the consultant, or entirely by the selected bidder.	The module development shall be carried out jointly by the CMGI in-house team and the selected bidder/consultant
2	8.8. Pre-Eligibility Qualification (pt. no. 6), Pg no. 21	The Bidder should have successfully developed and implemented at least one of the following numbers of e-governance project during the last 5 years for any state/centre/PSU in India. E-Governance Application should include all below mentioned components. 1. Web Portal Development 2. Mobile Application Development 3. Dashboard along with MIS reports One project of minimum value of INR 10 Crores OR, Two projects each of minimum value of INR 8 Crores OR, Three projects each of minimum value of INR 6 Crores	As per the procurement guidelines, the eligibility criteria should be based on the estimated project cost and should not impose disproportionately high financial thresholds. Hence, would request to modify the clause as: The Bidder should have successfully developed and implemented at least one of the following numbers of e-governance project during the last 5 years for any state/centre/PSU in India. E-Governance Application should include all below mentioned components. 1. Web Portal Development 2. Mobile Application Development 3. Dashboard along with MIS reports One project more than INR 1 Crores OR, Two projects each of minimum value of INR 1 Crores OR, Three projects each of minimum value of INR 80 Lakhs	Not Applicable
3	8.8. Pre-Eligibility Qualification (pt. no. 7), Pg no. 21	The Bidder must have experience of having successfully executed monolithic to Microservices work in State or Central Government organizations/ PSUs / Private organization during the last 5 (five) years in India, which shall be either of the following: i) Two similar completed Services of value not less than INR 15 Lakh each OR ii) One similar completed Services of value not less than INR 30 Lakh each	Implementation of a Microservices architecture requires the same core technical competencies irrespective of whether it involves migration from a monolithic application or a greenfield development. Hence, considering proven Microservices implementation experience is sufficient to establish the bidder's technical capability while ensuring broader participation and competitive bidding. Hence, would request to modify the clause as: The Bidder must have experience of having successfully executed Microservices work in State or Central Government organizations/ PSUs / Private organization during the last 5 (five) years in India, which shall be either of the following: i) Two similar completed Services of value not less than INR 15 Lakh each OR ii) One similar completed Services of value not less than INR 30 Lakh each	Not Applicable
4	8.9. Technical Evaluation (pt. no. 2), Pg no. 23	The bidder should have experience in implementation of project covering Web-portal Development along with Dashboard. One project of value ₹ 1cr or above Additional 2.5 marks for additional 2 projects not less than ₹1.5 Crore	As per the procurement guidelines, the eligibility criteria should be based on the estimated project cost and should not impose disproportionately high financial thresholds. Hence, would request to modify the clause as: The bidder should have experience in implementation of project covering Web-portal Development along with Dashboard. One project more than ₹ 1cr or above Additional 2.5 marks for additional 2 projects with minimum ₹1 Crore each.	Not Applicable
5	8.9. Technical Evaluation (pt. no. 3), Pg no. 23	The Bidder should have successfully executed Monolithic to Microservices Work for Government/PSU/Autonomous Bodies during the last five (5) years. One Similar Project	Implementation of a Microservices architecture requires the same core technical competencies irrespective of whether it involves migration from a monolithic application or a greenfield development. Hence, considering proven Microservices implementation experience is sufficient to establish the bidder's technical capability while ensuring broader participation and competitive bidding. Hence, would request to modify the clause as: The Bidder should have successfully executed Microservices Work for Government/PSU/ Autonomous Bodies during the last five (5) years. Further, request to mention the nos. of Project to be provided with Microservice.	Not Applicable
6	8.9. Technical Evaluation (pt. no. 5), Pg no. 23	The Bidder should have IT Professionals on its payroll as on the date of bid publication. 50 – 60 Resources- 5 Marks More than 60 and up to 70 Resources- 8 Marks More than 70 and up to 80 Resources- 12 Marks More than 80 Resources- 15 Marks	The proposed modification is required to maintain consistency between the Pre-Qualification and Technical Qualification criteria. Since the Pre-Eligibility Criteria already mandates a minimum of 80 full-time IT Professionals on the bidder's payroll, the Technical Qualification scoring should commence from 80 resources to avoid redundancy, ensure logical evaluation, and provide meaningful differentiation among technically qualified bidders. Hence, would request to modify the clause as: The Bidder should have IT Professionals on its payroll as on the date of bid publication. 80 – 90 Resources- 4 Marks More than 90 and up to 100 Resources- 8 Marks More than 100 and up to 110 Resources- 12 Marks More than 110 Resources- 15 Marks	

7.	8.9. Technical Evaluation (pt. no. 6), Pg no. 24	Quality Certifications. CMMI Dev3 or Higher- 5 Marks ISO 20000- 3 Marks ISO 27001:2022- 2 Marks	The proposed modification recognizes ISO 9001, a globally accepted Quality Management System standard, thereby enabling a more comprehensive assessment of organizational quality practices. The revised weightage maintains the overall score while ensuring a balanced and fair evaluation of quality and service management certifications. Hence, would request to modify the clause as: Quality Certifications. CMMI Dev3 or Higher- 5 Marks ISO 27001:2022- 2 Marks ISO 20000- 1.5 Marks ~~ISO 9001- 1.5 Marks~~	Not Applicable
8	Existing Source Code	Not Mentioned	Kindly confirm whether complete source code, technical documentation, ER diagrams, API documentation, deployment scripts and database schema shall be provided to the selected bidder by CMGI. Since, it is essential for architecture assessment and migration planning.	Yes. CMGI shall provide/make available to the selected consultant the existing HRMS source code, available technical documentation, database schema/ER diagrams, API/interface documentation, deployment/configuration details and other relevant technical artefacts required for the Current State Assessment, architecture assessment, domain decomposition and migration planning.
9	Infrastructure Access	Not specified	For architecture review and code analysis, requested to clarify whether consultants will receive VPN access, repository access, database access, staging environment and DevOps pipeline access.	For security and confidentiality reasons, VPN access or remote access to the HRMS source code, database, application data, staging/production environments or DevOps infrastructure shall not be provided to the selected consultants.
10	Database Modernization	PostgreSQL	Modern microservice architecture may require multiple persistence models. Hence, request to clarify whether database sharding, CQRS, Event Sourcing and Polyglot Persistence may be proposed wherever required.	Sharding, CQRS, Event Sourcing and Polyglot Persistence may be proposed selectively wherever required, subject to technical justification and prior approval of CMGI.
11	External Integrations	Multiple integrations	Kindly provide approximate number of integrations along with interface types (REST/SOA/File/SFTP/Web Services).	The exact number of integrations and their interface types shall therefore be finalized after the Current State Assessment and validation with CMGI's in-house technical team.
12	Existing Performance Baseline	Not specified	Kindly provide current transaction volume, concurrent users, TPS, peak payroll load and response time benchmarks. Since, it is required for defining target architecture.	The exact number of integrations and their interface types shall therefore be finalized after the Current State Assessment and validation with CMGI's in-house technical team.
13	Cloud Readiness	Cloud Ready Architecture	Kindly clarify whether deployment is expected on State Data Centre only or future cloud deployment should also be considered.	Now in State data Center and In future cloud deployment should also be considered.

14	10.8 Payment Terms, Pg. No. 26	Sl. No. 10, 11, 12, 14 etc. Note: The vendor will provide support and maintenance for a period of 6 months after successfully handover of the above work. The final payment (30%) shall be released after certification by the technical committee of CMGI.	The existing payment milestones are dependent on deliverables to be executed by CMGI's development team, which are outside the bidder's direct control. Aligning the payment terms with the bidder's actual scope of work will ensure equitable risk allocation, avoid payment delays due to third-party dependencies and facilitate effective project execution. We would request to review and modify the payment milestones, particularly those specified at Sl. Nos. 10, 11, 12, 14, and other similar deliverables, as these milestones are presently linked to activities performed by CMGI's development team and are not entirely within the scope or control of the selected bidder. It is requested that the payment terms be aligned only with the deliverables and responsibilities contractually assigned to the bidder to ensure clarity, fairness and seamless contract execution.	Not Applicable
15	10.9 Penalty, Pg. No. 26 & 27	1. There will be penalty of 1% on the order value if the work is delayed by one month (30 days) from the stipulated date of submission. 2. If the work is delayed more than 3 months from the stipulated date of submission, then the order will be cancelled and the agency will be blacklisted by CMGI.	Capping the cumulative penalty at 10% of the contract value aligns with standard industry and Government contracting practices and ensures proportional risk allocation. Excluding delays arising from CMGI's dependencies promotes fair contract administration and prevents penalization for factors beyond the bidder's reasonable control. Hence, request to modify the penalty clause by capping the maximum cumulative penalty at 10% of the total contract value. Further, it is requested that any delay attributable to CMGI, including delays in approvals, feedback, data availability, access to required infrastructure or any other client-side dependencies, be excluded from the computation of delay and the corresponding penalty.	Not acceptable
16	1. Introduction/ Fact Sheets. 10.8. Payment Terms	Project duration- 1 Year Note: The vendor will provide support and maintenance for a period of 6 months after successfully handover of the above work.	Different sections mention one year and one-and-half year contract. Kindly clarify actual project duration.	Please check the Tender document
17	1. Introduction/ Fact Sheets.(Project Duration) Performance Bank Guarantee (pg. no. 16), pt. no. (a)	12 Months a. The Performance Bank Guarantee shall remain valid for a period of 20 (Twenty) months from the date of execution of the agreement.	Different clauses specify different PBG validity periods. Kindly clarify applicable duration.	PBG Validity is for 20 months
18	1. Introduction/ Fact Sheets. Page 20 of 40 8.8. Pre-Eligibility Qualification (pt. no.11)	Tender Fee: ₹10,000 Tender Paper Cost: Bidder should submit the Tender Cost of an amount of Rs.20,000/- in the form of DD drawn in favour of The Executive Director, Centre for Modernizing Government Initiative (CMGI), payable at Bhubaneswar.	Different sections mention different Tender Fee. Kindly clarify applicable fee.	Tender Paper cost is 10,000
19	8.11. Final Combined Evaluation Process (pg. no. 24)	The Technical and Financial Bid shall be evaluated separately. Tendering evaluation shall be done on marks scored by the Bidder on both Technical and Financial bid. The weight age for Technical Bid is 65% whereas the weightage for Financial Bid is 35%.	The proposed revision to a 70:30 (Technical: Financial) evaluation ratio will place greater emphasis on technical competence, solution quality, and implementation capability, which are critical for the successful execution of the project. A higher technical weightage ensures the selection of the most technically qualified bidder while maintaining adequate consideration for commercial competitiveness.	Not Applicable
20	General	NA	Please clarify that the rest of the development resource other than three (3) resources as asked in the RFP will be provided by CMGI	No
21	General	NA	Please clarify that the database design and data migration from existing system will be provided by CMGI	Yes