

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

	Name of the firm	Luminous Infoways Private Limited		
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Sl. No.	RFP Scope Area	Detailed Pre-Bid Query	Justification	CMGI Responses
1	Overall Scope	The RFP mentions "Technical Consultancy Services for Redesign and Redevelopment of HRMS Odisha from Monolithic to Microservices Architecture". Kindly clarify whether the selected agency is expected only to provide technical consultancy, architecture design, code review, mentoring and implementation support, or whether it is also responsible for complete application development, coding, testing and deployment.	The scope uses both "consultancy" and "redevelopment", making the implementation responsibility unclear.	The selected agency shall provide end-to-end Technical Consultancy, Architecture Advisory, Development Support and Implementation Support for the modernization of HRMS Odisha from Monolithic to Microservices Architecture. However, the engagement is not intended to transfer the complete development responsibility to the selected agency. The redesign and redevelopment shall be undertaken as a joint effort between the selected agency and CMGI's in-house development team.
2	Roles & Responsibilities	Kindly provide a clear Roles & Responsibilities (RACI Matrix) indicating the responsibilities of CMGI's in-house development team and the selected consultant during requirement analysis, architecture design, coding, testing, deployment, production support and maintenance.	A responsibility matrix is essential for accurate effort estimation.	The selected consultant shall work jointly with CMGI's in-house development team and shall provide continuous technical guidance, architecture support, hands-on development support, code review, mentoring, pair programming and implementation oversight. The consultants shall not function as independent developers, and ownership of the source code, business requirements, jointly development, deployment and operations shall remain with CMGI.
3	Existing Modules	Kindly provide the list of existing HRMS functional modules along with the approximate number of screens, reports, APIs, workflows and integrations that are proposed to be migrated to the microservices architecture.	Enables bidders to estimate the scope accurately.	Out of 80 Module 10 to 15 Modules are Transactions modules(end to end) and remaining modules are the entry level by the DDO/Establishment officer
4	API Development	Please specify the approximate number of REST APIs required to be developed, modified or migrated as part of the microservices transformation. If any external application integrated.	API volume has a direct impact on effort and costing.	The RFP does not prescribe a fixed number of REST APIs at this stage. HRMS is a large-scale monolithic application comprising more than 80 functional modules, approximately 800 database tables and multiple integrations with external Government applications. The exact number of APIs to be newly developed, modified, migrated or exposed as part of the Microservices transformation shall be determined during the Current State Assessment, Domain Decomposition, Service Identification and API Contract Design phases. The consultant is required to assess the existing integration ecosystem and identify appropriate service boundaries and API requirements.

5	Database Migration	Please clarify whether database redesign, schema normalization, migration of historical data, data cleansing and data validation are within the scope of the selected bidder.	Clarifies responsibility for data migration activities.	Yes. Database redesign, schema optimization/normalization, historical data migration, data cleansing and data validation are within the scope of the Microservices modernization programme and shall be carried out jointly by CMGI's in-house technical team and the selected consulting firm.
6	Integration Scope	Kindly provide the list of existing and proposed third-party integrations (e.g., Aadhaar, HRMS, Payroll, Attendance, Email, SMS, SSO, Digital Signature, Payment Gateway, etc.) and clarify whether the selected bidder is responsible for integration development and testing.	Integration complexity affects project planning.	Aadhaar, Digital Signature, SMS. Jointly responsible
7	Development Environment	Kindly confirm whether CMGI will provide Development, Testing, Staging and Production environments along with necessary servers, operating systems, databases and software licenses, or whether the selected bidder is expected to provision these environments.	Infrastructure responsibilities impact commercial bids.	CMGI shall be responsible for providing and managing the required infrastructure and computing environments for the HRMS modernization programme, including Development, Testing, Staging and Production environments, as required for implementation.
8	DevOps & CI/CD	Please clarify whether establishing CI/CD pipelines, containerization, Kubernetes orchestration, version control repositories and DevOps automation are included in the bidder's scope of work.	The RFP references microservices but does not clearly define DevOps responsibilities.	The DevSecOps ecosystem shall therefore be established as a joint implementation between CMGI's in-house technical team and the selected consultant,
9	Performance Benchmark	Please specify the expected application performance benchmarks, concurrent user load, transaction volume, response time and scalability requirements for the redesigned microservices-based HRMS.	Required to design an appropriate solution architecture.	CMGI has not prescribed a fixed numerical benchmark for concurrent users, transactions per second or transaction volume, as the actual workload varies significantly across modules and during peak periods such as salary processing, submission of Property Statements, PAR submission, leave processing and other time-bound Government activities.
10	Technical Resources	The RFP requires deployment of three technical resources for 18 months. Kindly clarify the minimum qualification, experience, skill sets, onsite/offsite deployment model and replacement policy for these resources.	Prevents ambiguity during contract execution.	Please check Tender clause no 5
11	Knowledge Transfer	Kindly clarify the expected scope of knowledge transfer, including documentation standards, source code walkthroughs, technical workshops, administrator training and handholding support for CMGI's in-house development team.	Consultancy projects typically require formal knowledge transfer.	The selected consultant shall ensure complete and structured knowledge transfer on Microservices Architecture to CMGI's in-house development and technical team
12	Deliverables	Please provide a detailed list of expected deliverables such as Solution Architecture Document, HLD, LLD, API Specifications, Microservices Design Documents, Source Code Review Reports, Test Reports, Deployment Documents, Training Manuals and Knowledge Transfer Documents.	A detailed deliverables list helps bidders align technical and commercial proposals.	Please check Tender clause no 6
13	Acceptance Criteria	Kindly specify the stage-wise acceptance criteria for architecture approval, development, testing, UAT, deployment, knowledge transfer and final project closure.	Necessary for milestone planning and payment alignment.	Please check Tender clause no 6 & 10.8
14	Warranty & Support	Please clarify whether the 18-month deployment period includes warranty support, bug fixing, enhancement support and production stabilization, or whether these activities will be covered under a separate maintenance agreement.	Defines the support obligations after implementation.	After completion of the development, any bugs identified during testing, deployment, or production shall be jointly analyzed and resolved by the development team and the concerned implementation/support team.
15	Change Request Management	Kindly clarify the process for handling additional requirements or change requests arising after approval of the Software Requirement Specification (SRS). Will such changes be treated as part of the existing scope or handled through mutually agreed commercial terms?	Prevents scope creep during execution.	This is the responsible of CMGI Team after approval from the authority