



CENTER FOR MODERNIZING GOVERNMENT INITIATIVE
General Administration & Public Grievance Department
Government of Odisha

Request for Proposal

HRMS 3.0

For

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 Ref. No.: CMGI/PCU/MICROSERVICE/2026/911/1327, Date: 05.09.2026

**EXECUTIVE DIRECTOR
CENTER FOR MODERNIZING GOVERNMENT INITIATIVE**

A-2, 1st Floor, Toshali Bhawan Satyanagar, Near
Big Bazaar, Bhubaneswar, 751007

TENDERPAPER

Tender Document for 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 : HRMS 3.0

SCHEDULE	
Tender Availability on CMGI Website(https://cmgi.odisha.gov.in)	05.09.2026
Submission of tender related Pre-Bid Queries (if any) at the following email ids: ed.cmgi@odisha.gov.in	10.09.2026 Up to 4.00 PM
Prebid Conference	17.09.2026 at 4.00 PM
Uploading of replies to the pre-bid queries	19.09.2026 at 4.00 PM
Bid Submission last date and time	28.09.2026 at 4.00 PM
Opening of General Bid & Technical Bid	28.09.2026 at 4.30 PM
Technical Presentation by the bidders	30.09.2026 4.00 PM
Opening of Financial Bid	03.10.2026 4.30 PM
Submission Address	A-2, 1st Floor, Toshali Bhawan, Satya Nagar, Bhubaneswar – 751007

1. Introduction/ Fact Sheets.

This Fact Sheet comprising important factual data on the tender is for quick reference of the bidder.

Clause	Brief Description
Method of Selection	QCBS, 65:35(Technical Score:65%; Financial Score: 35%) Consortium is NOT allowed.
Project Duration	1 year
Tender Fee	Rs.10,000/-
EMD	Rs.5,00,000/-.
Performance Bank Guarantee(PBG)	PBG would be 5% of the total project cost excluding taxes and valid for 20 months from the date of submission of PBG
Language of Bid	Proposal should be prepared by the Bidder in English language only.
Currency of Bid	The bidder should quote price in Indian Rupees only.
Taxes & Duties	The offered price must be exclusive of taxes and duties. The taxes as appropriate & applicable would be paid at the prevalent rates.
Validity Period	Proposals/ Bids will remain valid minimum for 180 days after the submission date.
Bid should be Submitted only through courier/ registered post/ speed post	Executive Director, CMGI. A-2, 1st Floor, Toshali Bhawan, Satya Nagar, Bhubaneswar – 751007
No other method other than the above shall be allowed	

2. Background Information.

2.1 Basic Information

CMGI invites Tenders from “Bidders” For 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 for CMGI. Tender must be received not later than time and date mentioned in the Cover Page.

Tender that are received after the deadline WILL NOT be considered in the selection process

2.2 Project Background:

TECHNICAL SCOPE OF WORK

1. Background

The Human Resource Management System (HRMS) of the Government of Odisha is a mission-critical Government-to-Employee (G2E) platform developed and maintained by the Centre for Modernizing Government Initiative (CMGI). The application was initially developed in 2012 using Java and Oracle Database and subsequently migrated to PostgreSQL in 2018.

HRMS currently serves approximately 7 lakh government employees and supports over 700 Drawing and Disbursing Officers (DDOs) across various departments and establishments of the Government of Odisha. The system consists of more than 80 functional modules, including Payroll Management, e-Service Book, Performance Appraisal Report (PAR), Group-C Confidential Character Roll (CCR), Property Statement, Leave Management, Employee Profile Management, Authority Task Management, Establishment Review Report (ERR), Quarter Management System (QMS), and Online HRMS Support System are the major Modules and remaining are the Supportive Modules.

The existing application follows a monolithic architecture deployed on a highly available infrastructure comprising multiple application servers, dedicated database servers, load balancers, firewalls, SAN storage, and Disaster Recovery (BCP) setup.

To improve scalability, maintainability, agility, performance, security, and future readiness, the Government of Odisha intends to modernize HRMS by transforming the existing monolithic architecture into a cloud-ready, enterprise-grade Microservices Architecture. CMGI shall undertake the development activities through its in-house software engineering team and seeks technical consultancy support from an experienced consulting organization having proven expertise in large-scale application modernization and microservices transformation.

2. Objective of the Assignment

The primary objective of this assignment is to engage a specialized Technical Consultancy Firm to act as an Architecture and Technical Advisory Partner for CMGI in the redesign and redevelopment of HRMS Odisha from a monolithic application to a modern microservices-based architecture.

The consulting firm shall function as a Technical Advisory, Architecture, Governance, and Development Support Partner. Ownership of source code, business requirements, development activities, deployment, and operations shall remain with CMGI. The consultant shall provide architecture guidance, design validation, code review, mentoring, pair-programming support, quality assurance recommendations, and technical oversight.

Development activities shall be jointly executed with CMGI's in-house team.

3. Existing HRMS Landscape

Application Overview

- Approximately 7,00,000 employees onboarded.
- More than 80 modules.
- 10–15 high-volume transactional modules.
- Around 800 database tables.
- Database size approximately 2.5 TB.
- Multiple integrations with external Government applications.
- High transaction volume payroll processing environment.

Existing Technology Stack

Component	Current Technology
Application Framework	Spring MVC
Programming Language	Java 8
Database	PostgreSQL 13
Application Server	JBoss EAP 7.4
Operating System	Red Hat Enterprise Linux 7
Architecture	Monolithic
Connection Pooling	PgBouncer
Data Synchronization	Real-time DC-BCP Replication

Existing Infrastructure

Data Centre (SDC)

- 6 Application Servers (HA Configuration)
- 2 Physical Database Servers
- 128 CPU Cores for Application Tier
- 128 CPU Cores per Database Server
- Master-Slave Database Architecture
- SAN Storage Infrastructure
- Enterprise Load Balancer
- Firewall Infrastructure

Business Continuity Site (BCP)

- Hosted at STPI, Gothapatna
- Real-time synchronization through dedicated fiber connectivity

4. Scope of Consultancy Services

The selected consulting firm shall provide end-to-end technical consultancy and architecture advisory services for modernization of HRMS.

The scope shall include, but not be limited to, the following:

4.1 Current State Assessment

The consultant shall:

- Study the existing HRMS application architecture.
- Analyze business modules and dependencies.
- Review database schema and data model.
- Assess integration ecosystem.
- Review deployment architecture.
- Analyze infrastructure utilization.
- Assess application performance bottlenecks.
- Evaluate security posture.
- Identify modernization challenges and risks.

4.2 Target Enterprise Architecture Design

The consultant shall design a future-state enterprise architecture for HRMS.

The architecture shall include:

Microservices Architecture Blueprint

- Domain-driven service decomposition.
- Service boundaries identification.
- Bounded Context design.
- Service communication strategy.
- Event-driven architecture recommendations.

Platform Architecture

- API Gateway Architecture
- Service Registry and Discovery
- Configuration Management
- Identity and Access Management
- Centralized Logging
- Monitoring and Observability
- Audit Framework
- Notification Services
- Caching Strategy
- Security Framework

Infrastructure Architecture

- Containerization Strategy
- Kubernetes/OpenShift Architecture
- DevSecOps Architecture

- CI/CD Pipeline Framework
- Disaster Recovery Architecture
- High Availability Design
- Scalability Framework

4.3 Domain Decomposition and Service Design

The consultant shall identify logical business domains and recommend microservices.

Illustrative domains may include:

- Employee Management
- Payroll Services
- Leave Management
- Service Book Management
- PAR Management
- CCR Management
- Property Return Management
- Transfer & Posting Management
- Quarter Management
- Authentication & Authorization
- Notification Services
- Reporting Services
- Master Data Services

4.4 Database Modernization Strategy

The consultant shall:

- Analyze existing database architecture.
- Recommend database segregation strategy.
- Define database ownership principles.
- Design data consistency mechanisms.
- Recommend migration approach.

4.5 Migration Strategy and Roadmap

The consultant shall prepare a phased modernization roadmap.

The roadmap shall include:

- Module-wise migration plan.
- Strangler Pattern implementation strategy.
- Legacy coexistence framework.

- Incremental rollout strategy.
- Rollback strategy.
- Risk mitigation plan.

Deliverables

- Migration Roadmap
- Transition Architecture
- Cutover Strategy
- Risk Management Framework

4.6 Technology Stack Recommendation

The consultant shall recommend modern technologies suitable for large-scale Government applications.

The recommendation shall cover:

- Programming Frameworks
- Container Platforms
- API Management Solutions
- Messaging Platforms
- Database Technologies
- Security Platforms
- Monitoring Tools
- Testing Frameworks

4.7 Security Architecture Review

The consultant shall design a comprehensive security framework covering:

- Zero Trust Security Principles
- API Security
- Role-Based Access Control (RBAC)
- Encryption Standards
- Audit Logging
- Vulnerability Management
- Security Monitoring
- Compliance Requirements

4.8 DevSecOps Framework

The consultant shall design:

- Source Control Strategy
- Branching Model

- CI/CD Pipeline Standards
- Automated Testing Framework
- Security Scanning Framework
- Deployment Standards

4.9 Architecture Governance and Quality Assurance

The consulting firm shall conduct periodic reviews and provide recommendations on:

- Architecture compliance.
- Coding standards.
- Security standards.
- Performance optimization.
- Database optimization.
- Scalability improvements.

Activities

- Monthly Architecture Review.
- Quarterly Security Review.
- Code Quality Assessment.
- Performance Assessment.

4.10 Capacity Building and Knowledge Transfer

The consultant shall ensure complete knowledge transfer to CMGI's internal team.

The activities shall include:

- Architecture Workshops.
- Microservices Design Training.
- Kubernetes Training.
- DevSecOps Training.
- API Design Workshops.
- Database Modernization Workshops.
- Security Awareness Sessions.

4.11 Development Advisory and Hands-on Technical Support

The selected consulting firm shall work closely with CMGI's in-house development team throughout the modernization program and provide continuous technical guidance during the redesign and redevelopment of HRMS Odisha.

CMGI shall provide a dedicated team of 6–7 Senior Software Engineers having more than ten (10) years of experience in HRMS application development, business processes, database design, and domain knowledge.

The consulting firm shall provide:

- **One (01) Senior Enterprise/Microservices Architect.**

- **Two (02) Microservices Development Consultants.**

The consultants shall work jointly with CMGI's in-house team for:

- Domain decomposition of existing HRMS modules.
- Service identification and boundary definition.
- API contract design.
- Database redesign and service-specific data ownership.
- Refactoring of legacy code.
- Code review and quality assurance.
- Performance tuning recommendations.
- Security review and implementation guidance.
- Sprint planning and technical backlog preparation.
- Technical issue resolution during development.

The consultants shall not function as independent developers but shall actively participate in mentoring, pair programming, code walkthroughs, architecture reviews, and technical guidance sessions with CMGI's development team.

The two Microservices Development Consultants shall be available at CMGI premises during official working hours and shall provide continuous support to the in-house development team during the modernization process.

4.12 Technology Stack Finalization

CMGI proposes to modernize HRMS using the following technology stack:

- Spring Boot Framework
- Java (Latest LTS Version)
- PostgreSQL Database
- RESTful APIs
- Containerization using Docker
- Kubernetes/OpenShift Platform
- API Gateway
- Centralized Logging and Monitoring Framework

The consulting firm shall review the proposed technology stack and recommend suitable improvements, if required.

Any recommendation for change of technology stack, infrastructure, middleware, database, operating system, or deployment architecture shall be submitted to CMGI along with detailed technical justification, impact analysis, implementation effort, licensing implications, and cost-benefit analysis.

Final approval of any technology change shall rest with CMGI.

4.13 Infrastructure Optimization and Reuse Strategy

The consultant shall assess the existing infrastructure and maximize reuse of available

Government infrastructure and software assets.

The consultant shall review:

- Existing Data Centre Infrastructure.
- Business Continuity Infrastructure.
- Application Servers.
- Database Servers.
- Storage Infrastructure.
- Network Infrastructure.
- Security Infrastructure.
- Existing Software Licenses.

The consultant shall recommend migration strategies that minimize infrastructure replacement and optimize utilization of existing investments.

Where additional infrastructure is required, the consultant shall provide:

- Capacity Planning Report.
- Hardware Specifications.
- Software Requirements.
- Licensing Requirements.
- Performance Justification.

No additional infrastructure shall be procured/ installed without prior approval of CMGI.

4.14 Agile Delivery and Sprint Governance

The consultant shall establish an Agile-based modernization framework for HRMS.

Activities shall include:

- Sprint Planning.
- Release Planning.
- Technical Backlog Management.
- Architecture Governance.
- Code Review Process.
- Sprint Demonstrations.
- Retrospective Meetings.
- Quality Gate Reviews.

4.15 Knowledge Transfer and Capability Building

A key objective of this engagement is to enable CMGI's in-house team to independently maintain and enhance the microservices-based HRMS platform.

The consulting firm shall conduct structured knowledge transfer covering:

- Microservices Architecture.
- Spring Boot Development.

- Domain Driven Design (DDD).
- Event Driven Architecture.
- API Design Standards.
- Kubernetes Administration.
- DevSecOps Practices.
- Performance Engineering.
- Security Best Practices.
- Database Modernization.

Additional Success Criteria

The engagement shall additionally be considered successful when:

- At least one pilot HRMS module is successfully migrated and deployed using the approved microservices architecture.
- CMGI's in-house development team independently develops and deploys microservices following the approved framework.
- Architecture review mechanisms are institutionalized.
- Development standards and governance processes are formally adopted.
- Knowledge transfer is completed with documented acceptance from CMGI.
- Existing infrastructure utilization is optimized without significant additional capital expenditure.
- The target architecture supports future scalability beyond 10 lakh employees and associated transactions.
- The security of the application is mandatory

5. Team Composition

The consulting firm shall deploy:

Key Expert

Senior Enterprise/Microservices Architect (01)

Minimum Experience:

- 10+ years in enterprise application architecture.
- 5+ large-scale application modernization assignments.
- Experience in Government or large public sector projects preferred.

Supporting Experts

Microservices Developer Consultant (02)

Minimum Experience:

- 5+ years of software architecture experience.
- Experience in Spring Boot, Kubernetes, API-driven architecture, DevSecOps, and enterprise modernization.

Please Note : While deploying the above technical persons, the selected agency has to consult with CMGI technical team to establish/justify their efficiency in Micro services of the technical persons.

6. Intellectual Property Rights

- All architecture documents, source code, designs, APIs, specifications, training materials, reports, and other deliverables produced under this engagement shall be the exclusive property of CMGI, Government of Odisha.
- The consulting firm shall have no ownership rights over any deliverables created during the assignment

Deliverables:

Sl. No.	Deliverable	Timeline
1	Current State Assessment Report	Within 4 Weeks
2	Enterprise Architecture Blueprint	Within 6 Weeks
3	Domain Decomposition Report	Within 10 Weeks
4	Database Modernization Strategy	Within 12 Weeks
5	Technology Stack Recommendation Report	Within 14 Weeks
6	Security Architecture Framework	Within 14 Weeks
7	DevSecOps Framework	Within 16 Weeks
8	Migration Roadmap & Strangler Pattern Strategy	Within 18 Weeks
9	Detailed SRS Report Submission	
10	UI/UX Design & Prototype Approval	Within 20 Weeks
11	Completion of Core Functional Modules	Within 30 Weeks
12	Completion of All Modules & Integrations	Within 36 Weeks
13	User Acceptance Testing (UAT) Completion	Within 40 Weeks
14	Security Audit Completion	Within 45 Weeks
15	Production Go-Live	Within 52 Weeks
16	Post Production Support for Migration issues	25 weeks after Go- Live

Note: The vendor will provide support and maintenance for a period of 6 months after successfully handover of the above work.

7. Instruction to the Bidders.

7.1. General

- a. While every effort has been made to provide comprehensive and accurate background information and requirements and specifications, Bidders must form their own conclusions about the project to meet the requirements based on their past experience.
- b. All information supplied by Bidders may be treated as binding on the Bidders, on successful award of the assignment by the CMGI.
- c. There shall be no commitment of any kind, contractual or otherwise unless and until a formal written contract has been executed by or on behalf of the CMGI. Any notification of preferred bidder status by the CMGI shall not give rise to any enforceable rights by the Bidder. The CMGI reserves the right to cancel the tender at any stage without assigning any reason thereof.
- d. This Tender Paper supersedes and replaces any previous public documentation & communications on the same subject, and Bidders shall place no reliance on such communications.

7.2. Compliant Proposals / Completeness of Tender Paper

- a. Submission of the bid shall be deemed to have been made after careful study and examination of the Tender Document with full understanding of its scope, terms, conditions, and implications.
- b. Failure to comply with the requirements of this section or any clause of this Tender Document may render the bid non-responsive and liable for rejection. The bidders shall ensure the following:
 - i. All documents, forms, certificates, and supporting materials as specified in this Tender Document are duly enclosed and submitted along with the bid.
 - ii. The bid is submitted strictly in the formats prescribed in this Tender Document and responses are provided against each requirement in the same sequence and order as specified herein.
 - iii. The bidder complies with all instructions, terms, conditions, eligibility criteria, technical specifications, and other requirements stipulated in this Tender Document.
 - iv. Any overwriting, corrections, or alterations in the bid document shall be duly authenticated by the authorized signatory of the bidder.
 - v. Incomplete, conditional, unsigned, or improperly submitted bids are liable to be rejected at the sole discretion of CMGI.
 - vi. The bidder shall bear all costs associated with the preparation and submission of the proposal, and CMGI shall not be responsible or liable for such costs, regardless of the outcome of the tender process.

7.3. Key Requirements of the Bid

7.3.1. Right to Terminate the Process

- a. CMGI reserves the right to terminate, cancel, or modify the Tender Process at any stage without assigning any reason whatsoever. CMGI shall not be liable for any costs, expenses, or damages incurred by the bidders in connection with the preparation or submission of their bids. CMGI makes no commitment, express or implied, that this Tender Process will result in the award of a contract or any business transaction with any bidder.
- b. Submission of a bid in response to this Tender Document does not constitute an offer or commitment on

the part of CMGI. Participation in the tender process by the bidder shall not create any contractual obligation between CMGI and the bidder unless a formal agreement is executed.

c. CMGI reserves the right to amend, modify, add, delete, or supplement any part of this Tender Document on or before 11.09.2026, **5.00 PM**. Any such corrigendum, clarification, or amendment shall be uploaded on the official CMGI tender website and shall form an integral part of this Tender Document. Bidders are advised to regularly visit the website for updates and corrigendum, if any.

7.3.2. Cost of Tender Paper

The bidders shall submit a non-refundable Tender Document Fee of ₹10,000/- (Rupees Ten Thousand only) in the form of an Account Payee Demand Draft drawn in favour of “Executive Director, CMGI”, payable at Bhubaneswar, from any Scheduled Bank or Commercial Bank.

The Demand Draft towards Tender Document Fee shall be submitted along with the General & Technical Bid. Proposals received without the prescribed Tender Fee or with inadequate Tender Fee shall be treated as non-responsive and shall be liable for rejection.

However, exemptions, if any, applicable under Government of India / Government of Odisha rules for eligible MSME bidders shall be considered subject to submission of valid supporting documents.

7.4. Earnest Money Deposit (EMD)

The bidders shall submit, along with their General & Technical Bid, an Earnest Money Deposit (EMD) of ₹5,00,000/- (Rupees five lakhs) in the form of an Account Payee Demand Draft or Bank Guarantee issued by any Nationalized Bank in favour of “Executive Director, CMGI”, payable at Bhubaneswar.

The EMD shall remain valid for a period of 180 days from the due date of submission of the Tender.

However, exemptions applicable under MSME guidelines for submission of Tender Fee and EMD shall be considered subject to submission of valid documentary proof.

- a. The EMD of unsuccessful bidders shall be refunded by CMGI after completion of the tender finalization process without any interest.
- b. The EMD of the successful bidder may be retained and adjusted towards the Performance Bank Guarantee till acceptance of the final deliverables, as decided by CMGI.
- c. The EMD amount shall be interest-free and no claim for interest shall be entertained under any circumstances.
- d. Tender proposals submitted without the prescribed EMD or with inadequate EMD shall be treated as non-responsive and shall be summarily rejected, unless exempted under applicable MSME provisions.
- e. The EMD shall be liable for forfeiture under the following circumstances:
 - i. If the bidder withdraws or modifies the bid during the validity period of the tender.
 - ii. If the successful bidder fails to execute the agreement or furnish the required Performance Bank Guarantee within the stipulated time.
 - iii. If the bidder is found to have submitted false information, concealed material facts, or violated any terms and conditions of the Tender Document.
 - iv. If the successful bidder fails to commence or perform the services as per the agreed terms and

conditions, or has a proven record of poor performance, abandonment of work, or inordinate delay in execution of similar assignments.

v. The selected agency shall depute three technical persons adept in the required technicalities at CMGI. In case of attrition / leave/absence of the technical person(s), the selected agency shall depute the substitute (s). In case of non-compliance, penalty as deemed fit by CMGI authority shall be levied on the implementing agency.

vi. The selected agency shall do the development work and simultaneously provide training/hand holding/orientation on the new technology to our in house team for one year and exit upon complete transfer of knowledge and competency.

vii. The selected agency should visit CMGI and consult with the technical team of CMGI for any kind of technical clarification/information.

viii. There shall be priority modules, Less Priority Modules and Occasional modules.

Performance Bank Guarantee

The successful bidder shall submit a Performance Bank Guarantee (PBG) in the prescribed format in favour of the “Executive Director, CMGI” equivalent to 5% (Five Percent) of the total work order value prior to execution of the agreement/work order. Please

The Performance Bank Guarantee shall be issued by any Nationalized Bank or Scheduled Commercial Bank.

However, exemptions or relaxations applicable under MSME guidelines regarding submission of Performance Bank Guarantee shall be considered subject to submission of valid supporting documents.

- a. The Performance Bank Guarantee shall remain valid for a period of 20 (Twenty) months from the date of execution of the agreement.
- b. The agreement with the successful bidder shall be executed only after verification and confirmation of the Performance Bank Guarantee by the concerned issuing Bank.
- c. The Performance Bank Guarantee shall serve as security for satisfactory performance and fulfillment of contractual obligations by the successful bidder during the entire contract period.
- d. CMGI reserves the right to invoke the Performance Bank Guarantee, either in full or in part, in the event of non-performance, breach of contract, failure to comply with service level requirements, or violation of any terms and conditions of the agreement by the bidder.
- e. The Performance Bank Guarantee shall be released after successful completion of the contract period and fulfilment of all contractual obligations to the satisfaction of CMGI.

7.6. Evaluation Criteria of Financial Bid

The Bidder quoting the maximum marks in the QCBS shall be selected for award of the contract.

The bidder must quote price exclusive of any taxes and duties. Arithmetical errors will be rectified on the following basis. Amount mentioned in word will prevail against the figure in case of any discrepancy in Financial Proposal. Technically qualified bidder quoting the lowest price will be declared as preferred bidder.

7.7. Awarding of Contract

CMGI is not bound to accept the lowest proposal and is not obliged to give a reason for rejecting a proposal. Prospective bidders are advised that nothing in this documentation, or in any communication, between CMGI and any other Party, shall be taken as constituting a contract, agreement or representation, between CMGI and any other party, except for a formal award of contract made in writing by CMGI. Neither shall it or they be taken as constituting a contract, agreement or representation that a contract shall be offered.

Please note that CMGI reserves the right to vary the number of vendors invited to interviews and presentations, or dispense completely with this part of the process, at its sole discretion. CMGI reserves the right in all points in the procurement process, either not to select a candidate to go forward to the next stage, or following completion of the procurement process, not to make any award of the contract.

CMGI has prepared this RFP in good faith. To the extent that CMGI is permitted by law, CMGI excludes any liability (whether in contract, negligence or otherwise) for any incorrect or misleading information contained in this RFP.

To ascertain the Inter-se-ranking of the bids, the Quality & Cost Based Selection (QCBS) methodology as mentioned below shall be adopted:

a. **An Evaluated Bid Score (B) will be calculated for each bid**, which meets the minimum Qualifying marks of 65 (Sixty-five) in ‘Quality’ Evaluation Criteria, using the following formula in order to have a comprehensive assessment of the Bid price and the Quality of each bid:

$$B = (C - \text{low}/C) \times 100 \times X + (T/T - \text{high}) \times 100 \times Y$$

Note: The Evaluated Bid Score (B) shall be considered up to two decimal places.

b. Contract shall be awarded to the bidder with the highest Evaluated Bid Score (B).

c. In the event of two or more bids having the same highest Evaluated Bid Score (B), the bid scoring the highest marks against ‘Quality’ criteria will be recommended for award of contract. Even if there is a tie, ‘draw of lots’ will be resorted to arrive at the recommended bidder.

d. To ascertain the inter-se-ranking, the comparison of the responsive bids will be made subject to loading for any deviation.

C = Evaluated Bid Price of the bidder,

C_{low} = The lowest of the evaluated bid prices among the responsive bids

T = The total marks obtained by the bidder against “Quality” criteria,

T_{high} = The highest mark scored against “Quality” criteria among all responsive bids,

X = 0.3 (The weightage for ‘Quoted price’ is 35 %)

Y = 0.7 (The weightage for ‘Quality’ is 65 %)

How to apply:

- The proposal shall contain three (3) envelopes as follows
 - i. **One main (big) envelope** containing two separate envelopes; one containing the general and technical bid and the other containing the financial bid.
 - ii. **The 2nd Envelope** : The General & technical Bid should contain all required information as per the checklist provided in this RFP document. In complete or deficient proposals shall be rejected. Based on the information given in the technical and general bid, evaluation will be made.
 - iii. **The 3rd Envelope** : Financial bids in the prescribed format should be submitted in the third envelope. Bidders qualified in the general and technical evaluation (documents as well as technical presentation) shall be recommended for the next level of evaluation, i.e., Financial Bid Evaluation.

Sealing and Marking of Tenders

The Tenderer shall seal and mark various parts of the proposal as follows:

a) The General and Technical Bid shall be placed in one sealed envelope superscribed with the words:

“General and Technical Bid for CMGI – HRMS Odisha” and “Do not open before 4.30 P.M. on 28.09.2029”.

b) The Financial Bid shall be placed in one sealed envelope superscribed with the words: “Financial Bid for CMGI – HRMS Odisha”

c) Both envelopes (General & Technical and Financial Bids) shall be sealed in one outer covering envelope super-scribed with the words:

“Tender for Technical Consultancy Services for the Redesign and Redevelopment of HRMS Odisha from monolithic to microservices Architecture to support CMGI’s In-House Development Team (HRMS: 3.0.”

And

“Tender Enquiry No. **CMGI/PCU/MICROSERVICE/2026/911/1327**, Date: **05.09.2026**

Deadline for Submission of Tenders : Every envelope and forwarding letter relating to various parts of the Proposal shall be submitted at the following address on or before 28.09.2026, **4.00 PM.**

Executive Director

CENTRE FOR MODERNISING GOVERNMENT INITIATIVE (CMGI)

A-2, 1st Floor, Toshali Bhawan, Satya Nagar, Bhubaneswar – 751007

Telephone No.: 0674-2572410

Tenders should be submitted only through courier/ registered post/ speed post. Tenders submitted through Telex, Telegram, Fax, or Email shall not be accepted.

- a) Prices shall not be indicated in the General & Technical Bid and shall be indicated only in the Financial Bid.
- b) **All pages of the Tender document shall be sequentially numbered and shall contain a list of contents with page numbers. Any deficiency in documentation may result in rejection of the Bid.**
- c) The original Bid shall be prepared in indelible ink and shall contain no interlineations or overwriting, except as necessary to correct errors made by the Bidder. Any such corrections shall be duly initialled by the person(s) signing the Tender document.
- d) All pages of the Bid shall be duly initialled and stamped by the authorised signatory (ies) of the Bidder.

7.8. Evaluation Process

- a. Eligibility-Technical-Financial
- b. The Tender committee of CMGI will evaluate the bids.
- c. The Tender Committee constituted by the CMGI shall evaluate the tenders and all supporting documents / documentary evidence. Inability to submit requisite supporting documents / documentary evidence as specified in clause – of this bid document may lead to rejection.
- d. The decision of Committee in the evaluation of the tender documents shall be final. No correspondence will be entertained outside the process of negotiation/ discussion with the Committee.
- e. The Committee may ask for technical meetings/presentations and resource evaluation along with timeline implementation strategy mentioned in scope of work with the Bidders to seek clarifications on their proposals.
- g. After suitable technical eligibility of bidders, the financial bids will be opened. The Committee reserves the right to reject any or all proposals on the basis of any deviations.
Each of the tender documents shall be evaluated according to the criteria and requirements specified in this tender document.

7.8.1. Tender Opening

The Bids submitted up to the stipulated last date and time as mentioned on the cover page of this document will be opened on scheduled date and time by the tender committee /

7.8.2 Tender Validity

The offer submitted by the Bidders shall be valid for minimum period of 180 days from the date of last date of submission of Tender Paper.

7.8.3 Tender Evaluation

- a. Initial Bid scrutiny will be held and incomplete details as given below will be treated as non-responsive and liable to be rejected. If tender documents;
- Are not submitted in the format as specified in the tender document.
 - Received without the scanned copies of the documents as indicated at tender clause_ Evaluation of Eligibility Criteria (General Bid Evaluation)
 - Are found with suppression of details.
 - With incomplete information, subjective, conditional offers and partial offers submitted
 - Submitted without the documents requested in the checklist
 - Non-compliance of any of the clauses stipulated
 - With lesser validity period
 - Received without Cost of Tender Paper/ EMD or both

b. All responsive Bids will be considered for further processing as below.

Tender Committee will make scrutiny of responsive bidders, who comply with all the Terms and Conditions of the Tender. All eligible bids will be considered for further evaluation by a committee according to the Evaluation process defined in this tender paper document. The decision of the Committee will be final in this regard.

c. Reason for disqualification of Proposal:

- a. Initial Bid scrutiny will be held and incomplete details as given below will be treated as non-responsive and liable to be rejected. If tender papers;
- Are not submitted in the format as specified in the tender document
 - Received without the Letter of Authorization (Power of Attorney)
 - Are found with suppression of details
 - With incomplete information, subjective, conditional offers and partial offers submitted
 - Submitted without the documents requested in the checklist
 - Have non-compliance of any of the clauses stipulated
 - Received without Tender Cost or EMD or both
- b. All responsive Bids will be considered for further processing as below.

Tender Committee will make scrutiny of responsive bidders, who comply with all the Terms and Conditions of the Tender. All eligible bids will be considered for further evaluation by a Committee according to the Evaluation process defined in this tender paper document. The decision of the Committee will be final in this regard.

8. Criteria for Evaluation

The bids shall be evaluated in three stages.

1. Pre-Eligibility Qualification
2. Technical Evaluation
3. Financial Evaluation
4. Final Combined Evaluation Process (QCBS)

8.8. Pre-Eligibility Qualification

The Eligibility Criteria are listed below:

Sl. No.	Criteria	Eligibility Requirement	Documents Required	Page No.
1	Legal Entity	The Bidder should be registered in India under the Indian Companies Act 1956/ 2013 or a partnership firm registered under the LLP Act 2008 and should have operated in India for a minimum of 5 years as of bid submission date.	a) Certificate of Incorporation b) PAN Copy c) GST Certificate	
2	Blacklisting	The Bidder must not be debarred/ black-listed by Central/ any State Government department/ Autonomous body/ Public Sector Undertakings in India as on the date of submission of the bid	Declaration on the bidder's letterhead	
3	Annual Turnover	The Bidder should have an average annual turnover of minimum INR 30 Crores from IT/ ITeS in last 3 years i.e. (FY 2022-23, 2023-24, 2024-25)	a) CA Certificate b) Copies of audited financial statements (Profit & Loss, Balance Sheet Statement) FY 2022-23, 2023-24, 2024-25	
4	Certifications	The Bidder should have minimum valid CMMI Dev Level 3, ISO 20000 (international standard for IT Service Management (ITSM). It provides a comprehensive framework for establishing, implementing, and continually improving a Service Management System (SMS), enabling organizations to prove their IT services are reliable, measurable, and aligned with business needs), a ISO 27001:2022 (information security management systems (ISMS).	Valid Certification Copies	
5	Empanelment	The organisation should have valid empanelment with any of the following Government organisations/agencies for website, software development, or equivalent IT consultancy/	Proof/Document of Empanelment	

		services: NIC, NICS, C-DAC, RailTel, TCIL, NeGD, OCAC, or any other Central/State Government agency/ Reputed Private Organizations.		
6	Project Experience: At least three Work Orders / Completion Certificates having minimum value of Rupees 4 (four) Crores each	The Bidder should have successfully developed and implemented at least three of the following numbers of e-governance project during the last 5 years for any state/ central PSU/ Reputed Private Organization in India. E-Governance Application should include all below mentioned components. • Web Portal Development • Mobile Application Development • Dashboard along with MIS reports	Work Order/ Completion certificate	
7	Similar Work Experience :	The Bidder must have experience of having successfully executed project(s) using Microservices technology in any State or Central Government organizations / PSUs / Reputed 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 1.5 Crores each OR ii) One similar completed Services	Work Order/ Completion Certificate of having successfully executed project(s) using Microservices technology	
8	Organizational Manpower Strength	Must have at least 80 full time IT Professionals on its payroll as on date of bid publication.	Company / HR Declaration	
9	Technical manpower having proficiency in Microservices	Minimum three full time technical persons proficient in Microservices Technology on the payroll of the bidder	CVs and company declaration on placing those persons if the bidder is selected in the tender	
10	Office Presence	The Bidder should have a registered office and operational presence in India for a minimum period of ten (10) years as on the date of publication of the RFP.	Certificate of Incorporation, GST Registration, Lease Agreement, Utility Bills, or any other relevant	

			documents	
11	EMD	Bidder should submit the EMD of amount Rs.5,00,000/- in the form of DD/Bank Guarantee, drawn in favour of The Executive Director, Centre for Modernizing Government Initiative (CMGI), payable at Bhubaneswar. MSME Exempted from EMD	DD/Bank Guarantee	
12	Tender Paper Cost	Bidder should submit the Tender Cost of an amount of Rs.10,000/- - in the form of DD drawn in favour of The Executive Director, Centre for Modernizing Government Initiative (CMGI), payable at Bhubaneswar.	DD	

The qualified Bidders in the above Pre-Eligibility Qualification shall qualify for technical evaluation.

8.9. Technical Evaluation

The Technical evaluation shall include the following components:

The Technical Scoring criteria is specified below:

A) Technical Eligibility Criteria:

Sl. No.	Criteria	Maximum Marks	Documents Required	Page No
1	The Bidder should have an average annual turnover from IT / ITES services during the last 3 financial years (FY 2022-23, FY 2023-24 & FY 2024-25).	15	CA Certificate and Audited Financial Statements (Balance Sheet & Profit & Loss Account)	
	₹30 Crore to less than ₹40 Crore	5 Marks		
	₹40 Crore to less than ₹50 Crore	9 Marks		
	₹50 Crore to less than ₹60 Crore	12Marks		
	₹60 Crore and above	15 Marks		
2	The bidder should have experience in implementation of project covering Web-portal Development along with Dashboard Each project with minimum value of Rupees 4 (four) Crores will get 1 (one) mark Ten projects having value of more than 4 Crores will get 10 marks (@ 1 mark per project). On bidder will get maximum 10 marks although having implemented more than 10 projects having value of more than 4 Crores each.	10	Work Orders/Phase Completion Certificate/Go-live letter	
3	The Bidder should have successfully executed Monolithic to Microservices Work for Government / PSU / Autonomous Bodies/Reputed Private Organizations during the	Five Similar Projects out of which two projects should have been developed in Spring boot	Work Orders / LOA / LOI / Completion Certificates: 1) 2 Springboot projects : 7 marks (@3.5 marks each) 2) 3 other projects : 3 marks (@1 marks	
	Five Similar Projects	Total 10 marks		

			each)	
4	The Bidder should have a registered office in India and operational branch offices.	5	Certificate of Incorporation, GST Registration Certificate, Company Profile	
	Registered Office in India with minimum 10 years existence	2 Marks		
	Five (5) or more operational branch offices in India	3 Marks		
5	The Bidder should have IT Professionals on its payroll as on the date of bid publication.	15	HR Declaration / CVs	
	80 – 100 Resources	5 Marks		
	More than 100 and up to 120 Resources	8 Marks		
	More than 120 and up to 150 Resources	12 Marks		
	More than 150 Resources	15 Marks		
6	Quality Certifications.	10	Valid Certificates issued by Accredited Certification Bodies	
	CMMI Dev3 or Higher	5 Marks		
	ISO 20000	3 Marks		
	ISO 27001:2022	2 Marks		
		65 Marks		

B) Technical Presentation :

8	Approach & Methodology (Technical Presentation)	35 Marks	• Understanding of Scope, Objectives and Functional requirements (5 Marks) • Project Implementation Methodology, Support Plan (5Marks) • Risk Mitigation & Management Plan (5 Marks) • Reporting Mechanism (5 Marks) • Presentation by the technical manpower who are proposed by the bidder to work in the project if selected (15 marks @ 5 marks each). They will give presentation on their practical expertise in micro services citing some projects in which they have already worked (15 marks)
Total		35 Marks	

Please Note:

- Total Technical Mark shall be sum total of the marks obtained in the above two criterions/tables (A +B). Bidders securing **75 or more marks** combined in both in clause 8.9.(A) and (B) will be eligible for financial bid evaluation
- The bidders are requested to depute their Technical Persons to participate in the technical presentation.

III. The bidders are expected to present their technical manpower who are proposed by the bidder to work in the project if selected (15 marks @ 5 marks each). The bidders should submit their proof of employment of those technical manpower with their respective organizations. Their appointment letters, PF deposit slips, salary credit proof (upto August 2026) should be produced during the presentation.

- The technical manpower proposed by the bidder for deployment in the project shall be required to make a presentation before the Technical Committee of CMGI. Each proposed resource shall be assessed for **practical expertise and hands-on experience in Microservices Architecture and related technologies**, with particular emphasis on projects already executed by them.

The presentation by the proposed manpower shall cover:

- a) Practical experience in designing, developing, implementing and maintaining **microservices-based applications**.
- b) Details of **relevant projects** in which the proposed resource has personally worked, including their role and responsibilities.
- c) Experience in migration of **monolithic applications to microservices architecture**, wherever applicable.
- d) Use of relevant technologies, frameworks, APIs, containers, service orchestration, databases, CI/CD, monitoring and security.
- e) Understanding of challenges encountered in actual projects and the approach adopted for their resolution.
- f) Depth understanding of **Spring boot and PostGreSQL**.

Evaluation: Each proposed technical manpower shall be awarded a maximum of **5 marks**, based on the quality of presentation, demonstrated practical knowledge, relevance of past project experience, and ability to apply such experience to the proposed assignment.

8.10. Financial evaluation

The bidder must quote price in the Financial Bid format exclusive of any taxes and duties. Arithmetical errors will be rectified on the following basis. Amount mentioned in word will prevail against the figure in case of any discrepancy in Financial Proposal. Technically qualified bidder quoting the lowest price will be declared as preferred bidder.

8.11. Final Combined Evaluation Process

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%.

Evaluation of Financial bid - After the cost comparison and bringing all costs to a standard evaluation number the price proposal will be evaluated using QCBS. The lowest evaluated Price Proposal will be given the maximum price score of 100 points. The price scores of the other Price Proposals will be computed on relative scale.

Combined and Final Evaluation

Proposals will finally be ranked according to the total score (Technical Score + Financial Score).

Formula for Determining the Price Scores:

- 65% weightage will be awarded for Technical Evaluation and 35% weightage will be awarded for Financial Evaluation.
- Technical Bid will be assigned a technical score (Ts) out of a maximum of 100% points, as per the Scoring Model provided in the previous section.
- The Financial bid would be normalized on a scale of 100, with lowest score being normalized to

100 and the rest being awarded on a pro-rata basis. Such normalized scores would be considered for the purpose of QCBS based evaluation, explained in section below.

Final Evaluation Criteria Quality and Cost based selection (QCBS)

The individual Bidder's Price bids are normalized as per the formula below: $F_n =$

$F_{min} / F_b \times 100$ (rounded off to 2 decimal places) Where,

F_n = Normalized commercial score for the Bidder under consideration F_b =

Absolute financial quote for the Bidder under consideration F_{min} =

Minimum absolute financial quote

Composite Score (S) = $T_s \times 0.65 + F_n \times 0.35$

The Bidder with the highest Composite Score(s) would be awarded the contract

9. Time Line of Project-

The development for enhancement of the application shall be done within 12 months from issuance of work order.

There shall be phase-wise development work which shall be done by the selected agency.

10. Appointment of Successful Bidder

10.1. Award Criteria

CMGI will award the Contract to the successful bidder whose proposal has been determined to be substantially responsive and has been determined as the most responsive bids as per the process outlined above.

10.2. Right to Accept Any Proposal and to Reject Any or All Proposal(s)

CMGI reserves the right to accept or reject any proposal, and to annul the tendering process / Public procurement process and reject all proposals at any time prior to award of contract, without thereby incurring any liability to the affected bidder or bidders or any obligation to inform the affected bidder or bidders of the grounds for such action.

10.3. Notification of Award

Prior to the expiry of the validity period, CMGI will notify the successful bidder in writing or by fax or email, that its proposal has been accepted. In case the tendering process/ public procurement process has not been completed within the stipulated period, CMGI may like to request the bidders to extend the validity period of the bid. In such case such extended period shall be accepted as mutually agreed upon.

Notification of the award will constitute the formation of the contract. Upon successful bidder's signing the contract, CMGI will notify each unsuccessful bidder and return their EMD.

10.4. Contract Finalization and Award

CMGI shall reserve the right to negotiate with the bidder(s) whose proposal has been ranked best value bid on the basis of Technical and Price Evaluation. On this basis the draft contract agreement would be finalized for award & signing.

10.5. Signing of Contract

After the CMGI notifies the successful bidder that its proposal has been accepted, CMGI shall enter into a contract, incorporating all clauses and the proposal of the bidder between CMGI and the successful bidder. The Draft Legal Agreement will be provided as a separate document.

10.6. Failure to Agree with the Terms and Conditions of the Tender Document

Failure of the successful bidder to agree with the Draft Legal Agreement and Terms & Conditions of this tender document shall constitute sufficient grounds for the annulment of the award, in which event CMGI may award the contract to the next best value bidder or call for new proposals from the interested bidders. In such a case, the CMGI shall forfeit the EMD of the successful bidder.

10.7. Period of Contract

The period of contract shall be for a period of One and half year from the date of execution of agreement / work order. The period may be extended for further periods on mutual agreement by both the parties on similar terms and conditions. Contract / Work order may be extended up to one more year based on the requirement and performance of the service provider.

10.8. Payment Terms :

The successful vendor after satisfactory completion of the work has to submit the software to CMGI and the internal technical team of CMGI (headed by the System Administrator) will review the said work based on which the due payment shall be processed.

Milestone based Payment Terms

Sl. No.	Deliverable	Timeline	Payment
1	Current State Assessment Report	Within 4 Weeks	5%
2	Enterprise Architecture Blueprint	Within 6 Weeks	
3	Domain Decomposition Report	Within 10 Weeks	
4	Database Modernization Strategy	Within 12 Weeks	5%
5	Technology Stack Recommendation Report	Within 14 Weeks	
6	Security Architecture Framework	Within 14 Weeks	5%
7	DevSecOps Framework	Within 16 Weeks	
8	Migration Roadmap & Strangler Pattern Strategy	Within 18 Weeks	
9	Detailed SRS Report Submission		5%
10	UI/UX Design & Prototype Approval	Within 20 Weeks	5%
11	Completion of Core Functional Modules	Within 30 Weeks	10%
12	Completion of All Modules & Integrations	Within 36 Weeks	20%
13	User Acceptance Testing (UAT) Completion	Within 40 Weeks	5%
14	Security Audit Completion	Within 45 Weeks	5%
15	Production Go-Live	Within 52 Weeks	10%
16	Post Production Support for Migration issues	26 weeks after Go-Live	25%

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.

10.9. Penalty :

The successful Bidder will bear penalty if it fails to meet the timeline for the delivery of the assignment.

- 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.
- 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.

10.10. Conflict Resolution between CMGI and the agency: As the project is joint responsibility of CMGI and the selected agency, there will be fortnightly (15 days) joint review between the technical persons of CMGI and the selected agency under Chairmanship of the Executive Director, CMGI. The issue (if any) encountered during the implementation work shall be raised, discussed and resolved by both parties.

10.11. Cancellation / Termination of agreement.

CMGI at its sole discretion with prior notice can cancel / terminate the agreement without assigning any reasons thereof. The bidder will deliver to CMGI all the source code, work deliverable completed and



confirm in writing that all rights and permissions and licenses are also vested now with CMGI and that it is free of royalty and is fully paid up. All payments due to bidder and payable till that time will only be paid by CMGI.

11. Conciliation / Arbitration:

- 11.1. If any dispute(s) or difference of any kind whatsoever arise between the parties, the parties hereto shall negotiate with a view to its amicable resolution & settlement through a Committee appointed by head of CMGI.
- 11.2. In the event no amicable resolution or settlement is reached between the parties within 30 days after receipt of notice by one party, then the disputes or differences as detailed above shall be referred to & settled by the sole Arbitrator to be appointed mutually by the parties.
- 11.3. Arbitration proceedings shall be in accordance with the preventing Arbitration & Conciliation Act, 1996 & Laws of India as amended or enacted from time to time.
- 11.4. The venue of the Arbitration shall be New Delhi.
- 11.5. The Arbitrator will give the speaking & reasoned award.

12. Applicable Law & Jurisdiction

All matters connected with this shall be governed by the Indian law both substantive & procedural for the time being in force & shall be subject to the exclusive jurisdiction of Orissa High Court. CMGI reserves the right to annul the bidding process at any time prior to award of contract including rejection of any or all bids after the same have been received, without thereby incurring any liability to the affected bidder / company or any obligation to inform the affected bidders / companies about the ground of CMGI action.

13. Force Majeure.

“Force Majeure” shall mean any event beyond the control of CMGI, as the case may be, and which is unavoidable notwithstanding the reasonable care of the party affected, and which could not have been prevented by exercise of reasonable skill and care and good industry practices and shall include, without limitation, the following.

- a) War, hostilities, invasion, act of foreign enemy and civil war;
- b) Rebellion, revolution, insurrection, mutiny, conspiracy, riot, civil commotion and terrorist acts;
- c) Strike, sabotage, unlawful lockout, epidemics, quarantine and plague
- d) Earthquake, fire, flood or cyclone, or any other natural disaster.
- e) As soon as reasonably practicable but not more than 48 (forty-eight) hours following the date of commencement of any event of Force Majeure, an affected party shall notify the other party of the event of Force Majeure setting out, inter alia, the following in reasonable detail:
 - I. The date of commencement of the event of Force Majeure.
 - II. The nature and extent of the event of Force Majeure.
 - III. The estimated Force Majeure Period.
 - IV. The measures which the affected party has taken or proposes to take to alleviate/mitigate the impact of the Force Majeure and to resume performance of such of its obligations affected thereby.
 - V. Any other relevant information concerning the Force Majeure and/or the right and obligations of the Parties.

14. Annexure-1- Bid Forms.

14.1. Form 1: Bid Letter

Tender Call Notice No: CMGI/PCU/MICROSERVICE/2026/911/1327, Date: 05.09.2026

To

Executive Director, CMGI,

<Location, Date>

A2, 1st Floor, Toshali Bhawan, Satya Nagar, Bhubaneswar,
Odisha, India, Pin : 751007

Subject: Submission of the Tender Document for Technical Consultancy Services for the Redesign and Redevelopment of HRMS Odisha from Monolithic to Microservices Architecture to support CMGI's In-house Development Team

Dear Sir/Madam,

We, the undersigned, offer to provide our services to the CMGI on your Tender Call Notice vide no <insert tender no> dated <insert date>. We are hereby submitting our Proposal, which includes the Eligibility criteria, the Technical and the Financial Bid.

We hereby declare that all the information and statements made in this bid are true and accept that any misinterpretation contained in it may lead to our disqualification.

We undertake, if our tender is accepted, to initiate the Implementation Services related to the assignment not later than the date indicated in Fact Sheet.

We agree to abide by all the terms and conditions of the tender document. We would hold the terms of our bid valid for 180 days as stipulated in the tender document.

We understand you are not bound to accept any tender you receive.

Yours sincerely,

Authorized Signature [In full and initials]:

Name and Title of Signatory:

Name of Firm: Address:

Location: Date:

14.2. Form 2: Eligibility Criteria Checklist

The Eligibility Criteria are listed below:

Sl. No.	Criteria	Eligibility Requirement	Documents Required	Page No.
1	Legal Entity	The Bidder should be registered in India under the Indian Companies Act 1956/ 2013 or a partnership firm registered under the LLP Act 2008 and should have operated in India for a minimum of 5 years as of bid submission date.	a) Certificate of Incorporation b) PAN Copy c) GST Certificate	
2	Blacklisting	The Bidder must not be debarred/ black-listed by Central/ any State Government department/ Autonomous body/ Public Sector Undertakings in India as on the date of submission of the bid	Declaration on the bidder's letterhead	
3	Annual Turnover	The Bidder should have an average annual turnover of minimum INR 30 Crores from IT/ ITeS in last 3 years i.e. (FY 2022-23, 2023-24, 2024-25)	a) CA Certificate b) Copies of audited financial statements (Profit & Loss, Balance Sheet Statement) FY 2022-23, 2023-24, 2024-25	
4	Certifications	The Bidder should have minimum valid CMMI Dev Level 3, ISO 20000 (international standard for IT Service Management (ITSM). It provides a comprehensive framework for establishing, implementing, and continually improving a Service Management System (SMS), enabling organizations to prove their IT services are reliable, measurable, and aligned with business needs), a ISO 27001:2022 (information security management systems (ISMS).	Valid Certification Copies	
5	Empanelment	The organisation should have valid empanelment with any of the following Government organisations/agencies for website, software development, or equivalent IT consultancy/ services: NIC, NICSI, C-DAC, RailTel, TCIL, NeGD, OCAC, or any other Central/State Government agency/Reputed Private Organizatons.	Proof/Document of Empanelment	

6	Project Experience: At least three Work Orders / Completion Certificates having minimum value of Rupees 4 (four) Crores.	The Bidder should have successfully developed and implemented at least three of the following numbers of e-governance project during the last 5 years for any state/centre/PSU/Reputed Private Organization in India. E-Governance Application should include all below mentioned components. • Web Portal Development • Mobile Application Development • Dashboard along with MIS reports	Work Order/ Completion certificate	
7	Similar Work Experience :	The Bidder must have experience of having successfully executed project(s) using Microservices technology in any State or Central Government organizations/ PSUs / Reputed 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 1.5 Crores each - OR ii) One similar completed Services of value not less than INR 3.0 Crores	Work Order/ Completion Certificate of having successfully executed project(s) using Microservices technology	
8	Organizational Manpower Strength	Must have at least 80 full time IT Professionals on its payroll as on date of bid publication.	Company / HR Declaration	
9	Technical manpower having proficiency in Microservices	Minimum three full time technical persons proficient in Microservices Technology on the payroll of the bidder	CVs and company declaration on placing those persons if the bidder is selected in the tender	
10	Office Presence	The Bidder should have a registered office and operational presence in India for a minimum period of ten (10) years as on the date of publication of the RFP.	Certificate of Incorporation, GST Registration, Lease Agreement, Utility Bills, or any other relevant documents	
11	EMD	Bidder should submit the EMD of amount Rs.5,00,000/- in the form of DD/Bank Guarantee, drawn in favour of The Executive Director, Centre for Modernizing Government Initiative (CMGI), payable at Bhubaneswar. MSME Exempted from EMD	DD/Bank Guarantee	
12	Tender Paper Cost	Bidder should submit the Tender Cost of an amount of Rs.10,000/- - in the form of DD drawn in favour of The Executive Director, Centre for Modernizing Government Initiative (CMGI), payable at Bhubaneswar.	DD	

14.3. Form 3: Particulars of the Bidder

Tender Call Notice No: CMGI/PCU/HRMS-_____. Date: _____

1. Name of the Organization:

2. Address of Corporate Office:

3. Telephone No :

Fax No :

4. Email Address

5. Website

6. Registration No of Certificate of

7. Registration No of GST:

9. Permanent Account Number of

Income Tax & Date of Regn.

10. No. of years of proven experience of providing similar Services:

11. Annual Turnover

Annual turnover (Audited Annual Turnover in last three years)	Annual turnover of the company in Rs.	
	Financial Year	Turn Over
	2022-23	
	2023-24	
	2024-25	

Signature of witness

Date: _____ Place: _____

Company Seal

Signature of the Tenderer Date: _____

Place: _____

14.4. Form 4: Format for List of Projects Executed

Tender Call Notice No: CMGI/PCU/HRMS-_____. Date: _____

Sl. No.	Name, Address of the Client	Name of the Project	Project Period		Total Project Cost
			From	To	

Note: The information provided in the above table must supported by relevant work order copy.

Signature of witness Date:

Place:

14.5. Form 5: Performance Bank Guarantee

To
The Executive Director,
CMGI, A2, 1st Floor, Toshali Bhawan,
Satya Nagar, Bhubaneswar, Odisha, India, Pin : 751007

Whereas, <<name of the supplier and address>> (hereinafter called “the Bidder”) has undertaken, in pursuance of contract no. <<insert contract no.>> dated <<insert date>> to provide services for <<name of the assignment>> to The Executive Director, CMGI (hereinafter called “the beneficiary”)

And whereas it has been stipulated by in the said contract that the Bidder shall furnish you with a bank guarantee by a scheduled bank for the sum specified therein as security for compliance with its obligations in accordance with the contract;

And whereas we, <<name of the bank>> a banking company incorporated and having its head /registered office at <<address of the registered office>> and having one of its office at <<address of the local office>> have agreed to give the supplier such a bank guarantee.

Now, therefore, we hereby affirm that we are guarantors and responsible to you, on behalf of the supplier, up to a total of Rs.<<insert value>> (Rupees <<insert value in words>> only) and we undertake to pay you, upon your first written demand declaring the supplier to be in default under the contract and without cavil or argument, any sum or sums within the limits of Rs

.<<insert value>> (Rupees <<insert value in words>> only) as aforesaid, without your needing to prove or to show grounds or reasons for your demand or the sum specified therein.

We hereby waive the necessity of your demanding the said debt from the Bidder before presenting us with the demand.

We further agree that no change or addition to or other modification of the terms of the contract to be performed there under or of any of the contract documents which may be made between you and the Bidder shall in any way release us from any liability under this guarantee and we hereby waive notice of any such change, addition or modification.

This Guarantee shall be valid until <<Insert Date>>) Notwithstanding anything contained herein:

- I. Our liability under this bank guarantee shall not exceed Rs<<insert value>> (rupees <<insert value in words>> only).
- II. This bank guarantee shall be valid up to<<insert expiry date>>)
- III. It is condition of our liability for payment of the guaranteed amount or any part thereof arising under this bank guarantee that we receive a valid written claim or demand for payment under this bank guarantee on or before <<insert expiry date>>) failing which our liability under the guarantee will automatically cease.

Name & Designation of the Officer
Seal & Signature of the authorized officer

Date

Name & address of the bank & address of the Bank Seal, Name & address of the bank & address of the branch

14.6. Declaration by the Bidder

(to be executed on letterhead)

Sub:

Tender No.

Date: _

In response to the Tender Document above stated, I/We hereby declare and solemnly swear that our Company/ firm is not banned/blacklisted as on date by any competent court of Law, forum or any State Government or Central Government or their agencies or by any statutory entities or any PSUs. and, if at any stage the declaration/statement on oath is found to be false in part or otherwise, then without prejudice to any other action that may be taken, I/We, hereby agree to be treated as a disqualified Bidder for the ongoing Contract.

In addition to the disqualification our concern/entity may be banned/blacklisted. and, that I/We, shall have no right whatsoever, to claim for consideration of my/our bid at any stage and the money deposited in the form of EMD shall be liable for forfeiture in full, and the tender, if any to the extent accepted may be cancelled.

Signature of the Deponent

(Authorized signatory of the Bidder with Seal) Date:

Place:

15. Annexure- II- Financial Bid

Tender Inviting Authority: CMGI

Name of Work: For 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 for CMGI

Sl. No.	Item Description	Total Rate/Price in INR without GST
1	Redesign and Redevelopment of HRMS Odisha From Monolithic to Micro Service Architecture including deployment of minimum three technical persons for 1.5 years (18 months)	
Total in Figures		
Quoted Rate in Words		

Signature of the Bidder with seal

16. Non- Disclosure Agreement –

This Non-Disclosure Agreement ("Agreement") is made on this th day of....., 2026

Between

CMGI, a statutory body constituted under an Act of Parliament (Employees' State Insurance Act, 1948), and having its head offices at <Address _____> (hereinafter referred to as "CMGI" which expression shall mean and include, unless repugnant to the context or meaning, its subsidiaries, affiliates, successors and permitted assigns) of the FIRST PART; And

M/s-----OF THE SECOND PART" CMGI and

----- is individually referred to as a "Party" and jointly referred to as "Parties" WHEREAS M/s.-----

----- submitted its Proposal dated ----- and WHEREAS CMGI selected M/s.-----

-----for redesign and redevelopment of HRMS Odisha ,

WHEREAS the said Proposal, along with other terms and conditions of RFP, shall be read along with and complementary to this NDA/ Agreement. Breach and/or extension of Proposal shall result in termination and/or extension, as the case may be, of this NDA accordingly and the same shall be mutually agreed by the parties in writing.

WHEREAS during the business relationship Parties may disclose to each other certain information which may be proprietary and/or of confidential nature as more particularly described below. For the Purpose of this Agreement, the Party disclosing the confidentiality information shall hereinafter be referred to as the "Disclosing Party" and the Party receiving such information shall hereinafter be referred to as the "Receiving Party".

NOW THEREFORE in consideration of the mutual protection of Information herein by the parties hereto and such additional promises and understandings as are hereinafter set forth, the parties agree as follows.

1. For purposes of this Agreement, "Confidential Information" means, with respect to either party, any and all information in written, representational, electronic, verbal or any other form whatsoever relating directly or indirectly to the past, present or potential business, operation or financial condition of or relating to the disclosing party (including, but not limited to, information identified as being proprietary and/or confidential or pertaining to, plans, schematics, photographs, technical know how, explanation, pricing, marketing plans or strategy, volumes, services rendered, customers and suppliers lists, application program interface, sales information, server / data centre information, financial processes and systems, product portfolio, product offerings and information, customer information, financial or technical or service matters or data, employee / agent / consultant / officer / director - related personal or sensitive data and any information which might reasonably be presumed to be proprietary or confidential in nature), materials being part of any tangible media upon or within which any part of the Confidential information is recorded or reproduced in any form and shall exclude any storage device which forms a part of computer hardware and also excluding any such information which

- (i) is known to the public (through no act or omission of the receiving party in violation of this Agreement);
- (ii) is lawfully acquired by the receiving party from an independent source having no obligation to maintain the confidentiality of such information;
- (ii) was known to the receiving party prior to its disclosure under this Agreement;
- (iii) is required to be disclosed by governmental or judicial order, in which case the party so required shall give the other party prompt written notice, where possible, and use reasonable efforts to ensure that such disclosure is accorded confidential treatment and also to enable such other party to seek a protective order or other appropriate remedy at such other party's sole costs.

2. This Agreement does not obligate either Party to disclose any particular proprietary information; to purchase, sell, license, assign, transfer, or otherwise dispose of any technology, services, or products; or to enter into any

3. Disclosing Party shall give written notice to the Receiving Party of the above loss and damage.

4. The Parties agree that upon termination of this Agreement or at any time during its currency, at the request of the Disclosing Party, the Receiving Party shall promptly deliver to the Disclosing Party the Confidential Information and copies thereof in its possession or under its direct or indirect control, and shall destroy all memoranda, notes and other writings prepared by the receiving party or its Affiliates or directors, officers, employees, partners or advisers based on the Confidential Information and promptly certify such destruction.
5. Neither party shall reverse engineer, disassemble or decompile any prototypes, software or other tangible objects in computer code or electronic format which embody the other Party's Confidential Information and which are provided to the Party hereunder. Both Parties acknowledge that the Confidential Information coming to the knowledge of the other may relate to and/or have implications regarding the future strategies, plans, business activities, methods, processes and or information of the parties, which afford them certain competitive and strategic advantage. Accordingly neither Party shall use the Confidential Information in a manner that will jeopardise or adversely affect in any manner such future strategies, plans, business activities, methods, processes, information, and/or competitive and strategic advantage of the Disclosing Party.
6. The Parties hereto acknowledge and agree that in the event of a breach or threatened breach by the other of the provisions of the Proposal, the Party not in breach will have no adequate remedy in monies or damages and accordingly the Party not in breach shall be entitled to specific relief and /or injunctive relief against such breach or threatened breach by the Party in breach apart from other remedy at law or at equity.
7. Failure or delay by either Party in exercising or enforcing any right, remedy or power hereunder shall neither operate as a waiver thereof, nor shall any single or partial exercise or enforcement of any right, remedy or power preclude any further exercise or enforcement thereof or the exercise of enforcement of any other right, remedy or power.
8. If any dispute arises between the Parties hereto during the subsistence or thereafter, in connection with or arising out of this Agreement, the dispute shall be referred to Arbitration. The proceedings of Arbitration shall be in the English language. The Arbitrator's award shall be final and binding on the parties and the agreement shall be subject to the exclusive Jurisdiction of the Court at Delhi. This Agreement shall be governed exclusively by Indian Laws. The Parties shall continue to perform their respective obligations under this NDA, and said Proposal, despite the continuance of the arbitration proceedings, except for the disputed part under arbitration.
9. This Agreement shall be valid from the date of execution of this Agreement and be in force until the termination of this Agreement and in accordance to the termination of the said Proposal. In the event of an extension and/or amendment of Proposal, shall also be deemed applicable to this Agreement, for such period and on such terms and conditions as agreed by the parties in writing. The obligations of each party hereunder will continue and be binding for a further period of Three (03) years after termination of the Agreement. Nothing herein shall be construed as obligating or be deemed to obligate the parties to enter into any future agreement with respect to the business relationship contemplated herein or the confidential Information disclosed hereunder.
10. This Agreement shall not be amended, assigned or transferred by either Party without the written consent of the other Party. Each Party will bear its own costs in connection with the activities undertaken in connection with this Agreement. Nothing in this Agreement is intended to confer any rights/remedies under or by reason of this Agreement on any third party.
11. Binding Nature: This Agreement will be binding on and ensure to the benefit of the parties hereto and their respective successors and permitted assigns.
12. Notices: Any notice, demand or other communication required or permitted to be given to either party by, or made pursuant to, this Agreement shall be in writing and shall be:
- (a) personally delivered to such party;
 - (b) sent by prepaid overnight courier; or
 - (c) sent by facsimile transmission or similar method of recorded communication, charges prepaid, confirmed by prepaid overnight courier to the following address :

CMGI: Attn----;

Address:

Phone:
Fax No.: Email:
-----: Attn----;
Address:
Phone:
Fax
No.
Email:

Any party may from time to time change its address by written notice to the other party given in accordance with the provisions hereof. Any notice, demand or other communication delivered in accordance with paragraph (a) or (b) above shall be deemed to have been received on the day of its delivery and if sent in accordance with paragraph (c) above, it shall be deemed to have been received on the first business day following the date of its transmission by facsimile or similar method of recorded communication (confirmation copy by registered or certified mail). Any notice of change of address shall be deemed to be received only when actually received.

13. Intellectual Property Rights: The Disclosing Party retains all intellectual property rights in the Confidential Information and of the models developed by it at all times and for all purposes including copyright in any materials produced by the Receiving Party relating to the Confidential Information, unless otherwise mentioned in the definite Agreement."

This Agreement supersedes all prior discussions and writings with respect to the Confidential Information and constitutes the entire Agreement between the parties with respect to the subject matter hereof. If any term or provision of this Agreement is determined to be illegal, unenforceable, or invalid in whole or in part for any reason, such illegal, unenforceable, or invalid provisions or part(s) thereof shall be stricken from this Agreement and such provision shall not affect the legality, enforceability, or validity of the remainder of this Agreement.

FOR Centre for Modernizing Government Initiative (CMGI)

For _____

Name: _____

Name: _____

Designation: _____

Designation: _____

Witness

Witness

Name: _____

Name: _____

Designation: _____

Designation: _____

