Q1: The tender specifications refer to a central attendance system associated with the mobile application. Will this system be used exclusively for the mobile application in phase 1? Additionally, will it be hosted on the cloud in Phase 1, or is hosting on a server at OMSAR? Please clarify the preferred or required hosting method.

For Phase 1, the transactions should not be stored on the cloud. The central attendance system will consist of a server and the necessary network infrastructure to store transactions from the mobile applications across all sites. Each ministry or site will have its own accounts, allowing them to access only the relevant employee information as permitted.

Q2: Does the mobile application used for attendance require an active internet connection for check-in and check-out, or will it operate over an intranet within the organization? Please confirm the connectivity requirements.

Yes, the mobile application will require an active internet connection for check-in and check-out.

Q3: Should the mobile application be made available on the Apple App Store and Google Play Store for download by users, or is it acceptable to distribute the installation file directly to users? Please advise.

It is mandatory for the mobile application to be available on both the Apple App Store and Google Play Store at the time of submitting the proposal.

Q4: Will there be network connectivity between branches or ministries, or will all sites function independently in Phase 1? If sites are standalone, will the ministries be responsible for providing computers to install the application required to enroll employees, manage attendance, and generate reports, and should this be excluded from our proposal? Please clarify.

In Phase 1, each site will be equipped with a computer or server to install the application, and these should not be included in the proposal. Note that there will be network connectivity between some of the branches and some of the ministries.

Q5: The software provided should include advanced features required in Phase 2, such as HR, attendance, payroll, leave management, performance analytics, compliance and more? Is the use of multiple software systems with integration acceptable?

The software should be able to provide all the features of Phase 2, since those features will be enabled in Phase 2. For better user experience and to reduce complexity, it must be a single unified solution from one supplier.

Q6: Should the technical proposal include a preliminary study to demonstrate the proposed solution's capability to meet Phase 2 requirements, such as:

- Reusing the same fingerprint devices for cloud connectivity.

- Inclusion of payroll, HR, leave management, performance analytics, and other features as required in Phase 2.

- Ensuring seamless data migration from an on-premises solution to a cloud-based system without data loss.

- Providing a cloud solution that does not require a dedicated public IP or network connections between the sites.

Please confirm if these points need to be addressed in the proposal.

A feasibility study for Phase 2 must be included in the proposal, outlining the necessary architecture and demonstrating how your proposed solution ensures that Phase 2 can be implemented smoothly with minimal additional requirements. This will provide confidence that adapting your proposal now will guarantee a seamless transition to Phase 2.

Q7: If a fingerprint machine at a site becomes damaged and needs to be replaced, should the software be capable of automatically pushing the existing fingerprint templates to the new machine without requiring the re-enrollment of employees?

Please advise if this feature is required.

Yes, the software should be capable of managing device templates without the re enrollment of employees.