Q and A Pack

RAF/2014/00009: E-recruitment

<table>
<thead>
<tr>
<th>EMPLOYER:</th>
<th>The Road Accident Fund (&quot;RAF&quot;)</th>
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<tbody>
<tr>
<td>RFP NUMBER:</td>
<td>RAF/2014/00009</td>
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<tr>
<td>DESCRIPTION:</td>
<td>The Road Accident Fund (RAF) requires the services of a highly experienced and established service provider to configure and implement a SAP e-recruitment system.</td>
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<tr>
<td>DATE OF PUBLICATION:</td>
<td>14 March 2014</td>
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<tr>
<td>BID VALIDITY PERIOD:</td>
<td>90 days from the Bid Closing Date</td>
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<tr>
<td>BID CLOSING DATE:</td>
<td>09 April 2014</td>
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<td>BID CLOSING TIME:</td>
<td>11h00</td>
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<tr>
<td>BRIEFING SESSION</td>
<td>26 March 2014</td>
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<tr>
<td>TENDERS MUST BE HAND DELIVERED OR COURIERED TO:</td>
<td>The Road Accident Fund (RAF)</td>
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<tr>
<td></td>
<td>420 Witch Hazel Avenue</td>
</tr>
<tr>
<td></td>
<td>Eco Glades 2 Office Park, Block F</td>
</tr>
<tr>
<td></td>
<td>(at reception)</td>
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<td></td>
<td>Attention: RAF's Representative mentioned below</td>
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<tr>
<td>RAF'S REPRESENTATIVE</td>
<td>Monare Mashego: e-mail <a href="mailto:Monarem@raf.co.za">Monarem@raf.co.za</a></td>
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</tbody>
</table>

Q1. What SAP HCM modules are already running and for how long have they been running? SAP E-recruitment integrates mainly with SAP PA and SAP OM. These need to be up and running: vacancies must be fully maintained in OM and hiring done in PA.

Answer: SAP was implemented in 2007 and the following modules are running:

- Organisational Management
- Personnel Administration
- Time Management
- Training and Event Management
- Performance Management

Q2. Is Management accounting also running their HR budgeting on SAP?

Answer: Yes

Q3. Will advertising be done directly via your webpage only or will you also be using resume parsing vendors.
Q4. Will you require an interface to background checking vendors which enables automation of background checking process for new employees? What background checks are compulsory to the organization between academic, criminal, credit checks, or is it all of them?

Answer: No – It is done separately

Q5. On what server is your SAP running.

Answer: HP Unix

Q6. Has the Fund made provision for T-Rex server?

Answer: Yes

Q7. How many users will be accessing the system?
   a. Internally?
      Answer: +/- 2000
   b. Externally?
      Answer: Not known

Q8. Is ESS/MSS running with RAF applications?

Answer: Yes

Q9. If ESS/MSS are in use, are there expectations of activating and configuring i-Views for e-Recruiting?

Answer: Yes

Q10. If answer to above is yes, does the Fund have sufficiently skilled resources that will perform necessary implementation activities or will the service provider be expected to bring resources on board?

Answer: No resources will be required and this should also be part of the training

Q11. What are expectations for usage of mobile devices?

Answer: None (at this stage)

Q12. Closing date for forwarding additional questions? When should feedback be expected?

Answer: The closing date for the Q & A was 31 March 2014; further queries will not be entertained.

Q13. Has an e-recruitment license been procured?

Answer: Yes
Q14. Training recommendation, do you have SSP?

   Answer: We do not have.

Q15. Are you running SAP on enterprise portal?

   Answer: Yes we do have, however it’s limited for performance management, overtime and leave.

Q16. Cloud based e-recruitment?

   Answer: We do not have a plan for this at this point; the successful bidder will have to advise RAF based on experience on previous projects.