



Request for Proposal for the Supply, Delivery, Installation and Configuration of Human Resource Information System (HRIS)

1. The Carmona Water District hereinafter referred to as the "Purchaser" now requests for submission of price proposal for the procurement of the aforesaid item described in the Technical Specifications.
2. A set of technical specifications are provided in Attachment 1. All items listed under the Purchaser's Specifications must be complied with on a pass-fail basis. Failure to meet any one of the requirements may result in rejection of the proposal.
3. Procurement procedures will be conducted in accordance with the provisions of the Revised Implementing Rules and Regulations (IRR) of Republic Act 9184.
4. Proposals must be delivered/faxed/emailed on or before November 20, 2024 at 05:00 PM:

Carmona Water District
Block 8, Lot 8, Joy St., Cityland Subdivision,
Brgy. Mabuhay, City of Carmona, Cavite
Tel. No. (046) 430-0832 local 103
carmonawd@yahoo.com billing@carmonawd.gov.ph
BAC Secretariat: cornelio.pacleb@carmonawd.gov.ph
customerservice@carmonawd.gov.ph

5. Prices must be quoted in Philippine Peso and must include the unit price and total price, inclusive of all taxes to be paid and other incidental cost to the delivery site/s if the contract is awarded.
6. Proposals shall be valid for one hundred twenty (120) calendar days from the deadline of submission of bids.
7. The contract duration shall be one (1) year including software and hardware warranty.
8. The winning bidder/supplier shall submit the following documents prior to the issuance of Purchase Order (PO) as stated in Annex "H" Appendix A of the 2016 Revised Implementing Rules and Regulations (IRR) of Republic Act 9184:
 - Notarized Omnibus Sworn Statement, and
 - Valid Mayor's/Business Permit

**BIR Certificate of Registration shall be submitted in lieu of DTI Registration and Mayor's Permit.*



REPUBLIC OF THE PHILIPPINES
CARMONA WATER DISTRICT
(LWUA CCC NO. 561)
ISO CERTIFICATE NO. 80132/A/0001/UK/En
Blk. 8, Lot 8, Joy St., Cityland Subdivision, Brgy. Mabuhay
City of Carmona, Cavite
Tel. No. (044) 430-0832 loc. 101-112, Fax No. (044) 430-1705
Email Add.: carmonawd@yahoo.com



9. Delivery Site:

Carmona Water District
Block 8, Lot 8, Joy St., Cityland Subdivision,
Brgy. Mabuhay, City of Carmona, Cavite

10. The applicable rate for late deliveries is one tenth (1/10) of one (1) percent of the cost of the unperformed portion of the contract for every day of delay. The maximum deduction shall be ten percent (10%) of the amount of contract. Once the cumulative amount of liquidated damages reaches ten percent (10%) of the contract amount, the Purchaser shall rescind the contract without prejudice to other courses of action and remedies open to it.
11. The Purchaser reserves the right to accept or reject any proposal, and to annul the procurement process or reject all proposals at any time prior to contract award, without thereby incurring any liability to the affected bidder/bidders.

The Purchaser also reserves the right to waive minor deviations/defects or infirmities therein. A minor deviation/defect or infirmity is one that does not materially affect the overall functionality of the material and the capability of the supplier to perform the contract.

12. The prospective bidder/supplier shall submit the following:
- a) Proposal Form
 - b) Technical Specifications
 - c) Proof of Philgeps Registration

(SGD)

ROCELISA G. MAULANIN
Chairperson, Bids and Awards Committee



Attachment 1

TECHNICAL SPECIFICATIONS

Installation and Configuration of Human Resource Information System (HRIS)

Technical Specification and Description of works to be done	Qty	Unit	Statement of Compliance
<p style="text-align: center;">HUMAN RESOURCE INFORMATION SYSTEM (HRIS)</p> <p style="text-align: center;">(System Modules Requirement)</p> <p>I. General Information – shall consists of the following information:</p> <ul style="list-style-type: none"> • Agency Name with Logo • Address • Mission and Vision Statement • Organizational Chart • Hotline Numbers • Trunkline • Mobile Numbers of officials • Website • Email Address • TIN, GSIS No., Pag-Ibig No., PhilHealth No., SSS No., <p>II. Employee Record Management Module – shall consists of the following:</p> <ul style="list-style-type: none"> • Personal Data Information • Scanned 201 Documents • Employment Details • Service Record • Training Records • Disciplinary Actions • Performance Rating <p>III. Notices and Appointments - the facility shall process and capture the issuance of the following:</p> <ul style="list-style-type: none"> • New hire • Promotion • Transfer • Renewal • Reinstatement • Step Increment • Reassignment • Job Rotation • Change of Status • Salary Adjustment • Detail • Resignation • Retirement 	1	Lot	



IV. Report Generation:

- Service Record
- Personal Data Sheet
- Position Description Form
- Certificate of Employment
- Number of Employee by Age and Gender
- Plantilla of Personnel
- Employee Master List

V. Self Service:

- Viewing of employee records
- Application and approval of Leave of Absence
- Leave Balance
- Daily Time Record
- Overtime Request
- Application for travel order, official business and training
- Application for Certificate of Employment, Service Record, Authority to Travel, etc.
- Daily Accomplishment Report (with monitoring of submission)
- Uploading of news, announcements, orders, memorandum
- Training Forms (Learning Application Plan, Training Effectiveness Evaluation, Training Feedback Form) – with monitoring of submission
- Loan Request
- Nomination for Rewards and Recognition
- Employee Feedback

VI. Dashboard:

- Demographic information such as graphs for the no. of employees per age bracket, sex, employment status, among others.
- Overview of employees on leave or travel
- Status of Daily Accomplishment Report submission
- Pre-defined charts of other information
- Birthday celebrants
- Awarded employees
- News, announcements, orders and memos

VII. Leave Management:

- Leave Setup, Leave Type Table, CSC Monthly Table, CSC Daily Table, CSC Monthly without vacation leave credit left.
- Leave Generator based on CSC Tables
- Leave Entitlement
- Leave Application
- Leave Monetization Request
- Leave Ledger/Computation Card
- Leave Reports



<p>VIII. Time and Attendance Module:</p> <ul style="list-style-type: none"> • Direct link to biometric • Able to compute the following: regular hours, absences, tardiness, undertime, paid leaves, holiday/rest day, overtime, night shift differentials • With manual intervention • Print or save DTR report (excel and pdf) • Reports: Daily In/Out report, Time Record Corrections, Employees with less than the required number of punches, Perfect Attendance, Report of Absences, Tardiness and Undertime <p>IX. Performance Management Module:</p> <ul style="list-style-type: none"> • File maintenance of Major Final Output • DPCR, OPCR and IPCR Form • IPCR Preparation • Daily Accomplishment Report Submission <p>X. Learning and Development Module:</p> <ul style="list-style-type: none"> • Summary of trainings attended • Summary of required training per employee based on the competency requirements <p>XI. Rewards and Recognition Module:</p> <ul style="list-style-type: none"> • Nomination of employees • Summary of awarded employees • List of CWD Awards, qualifications and criteria for nomination <p>XII. ISO</p> <ul style="list-style-type: none"> • Objectives, Targets and Plans • Context of the Organization • Risk Assessment/s • Environmental Aspect and Impact Risk Assessment • Hazard Identification, Risk Assessment and Control <p>XIII. Recruitment</p> <ul style="list-style-type: none"> • Job Position • Personal Data Sheet • Appointment Letter – Job order and Plantilla • Employee Management <p>XIV. Security, Backup and Recovery:</p> <ul style="list-style-type: none"> • Username and password authentication • Strong password policies • Multi-level confidentiality access • Assignable user roles • Activity log/tracker • Regular back-up option <p>XV. Hardware</p> <ul style="list-style-type: none"> • Provision of one (1) unit of biometric face recognition 			
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<p>XVI. Software</p> <ul style="list-style-type: none">• Provision of a Network-Based Mobile Application of the HRIS <p>XVII. Warranty:</p> <ul style="list-style-type: none">• The System Provider shall warrant the HRIS free from any configuration/software errors from the date of turn-over to the CWD.• The Provider shall abide by the provisions stipulated in the Data Privacy Act.• Free after sales support within one year after the date of completion and for another two immediate years.• Source code shall be provided by the developer to the end-user.			
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Approved Budget for the Contract: Php350,000.00

Terms of Payment: Thirty (30) days after Issuance of Inspection and Final Acceptance.



REQUEST FOR PROPOSAL FORM

Date: _____
RFP. No. 2024-11-0444

Attention: BIDS AND AWARDS COMMITTEE
Block 8, Lot 8, Joy St., Cityland Subdivision, Brgy. Mabuhay,
City of Carmona, Cavite

- 1) Having examined the subject Request for Proposal (RFP) including the Technical Specifications, we, the undersigned offer to supply and deliver the following:

Description	Quantity	Delivery Site	Unit Price	Total Price
Installation and Configuration of Human Resource Information System (HRIS)	1 lot	Carmona Water District		

- 2) We undertake, if our Proposal or bid is accepted, to be available for configuration and/or installation the aforementioned project within fourteen (14) calendar days upon receipt of Purchase Order (PO).
- 3) We agree to abide by this Proposal/bid for a period of one hundred twenty (120) days after the deadline of submission specified in the RFP.
- 4) We understand that payment for items delivered will be made in the stated terms of payment to the winning supplier after the inspection and acceptance of goods delivered.

Name of company : _____

Postal address : _____

TIN No. : _____

Telephone/ Fax No./ Email Address : _____

Supplier's representative : _____

Signature over printed name : _____

Designation : _____

Omnibus Sworn Statement

REPUBLIC OF THE PHILIPPINES)
CITY/MUNICIPALITY OF _____) S.S.

AFFIDAVIT

I, [Name of Affiant], of legal age, [Civil Status], [Nationality], and residing at [Address of Affiant], after having been duly sworn in accordance with law, do hereby depose and state that:

1. *[Select one, delete the other:]*

[If a sole proprietorship:] I am the sole proprietor or authorized representative of [Name of Bidder] with office address at [address of Bidder];

[If a partnership, corporation, cooperative, or joint venture:] I am the duly authorized and designated representative of [Name of Bidder] with office address at [address of Bidder];

2. *[Select one, delete the other:]*

[If a sole proprietorship:] As the owner and sole proprietor, or authorized representative of [Name of Bidder], I have full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for [Name of the Project] of the [Name of the Procuring Entity], as shown in the attached duly notarized Special Power of Attorney;

[If a partnership, corporation, cooperative, or joint venture:] I am granted full power and authority to do, execute and perform any and all acts necessary to participate, submit the bid, and to sign and execute the ensuing contract for [Name of the Project] of the [Name of the Procuring Entity], as shown in the attached [state title of attached document showing proof of authorization (e.g., duly notarized Secretary's Certificate, Board/Partnership Resolution, or Special Power of Attorney, whichever is applicable)];

3. [Name of Bidder] is not "blacklisted" or barred from bidding by the Government of the Philippines or any of its agencies, offices, corporations, or Local Government Units, foreign government/foreign or international financing institution whose blacklisting rules have been recognized by the Government Procurement Policy Board, **by itself or by relation, membership, association, affiliation, or controlling interest with another blacklisted person or entity as defined and provided for in the Uniform Guidelines on Blacklisting;**

4. Each of the documents submitted in satisfaction of the bidding requirements is an authentic copy of the original, complete, and all statements and information provided therein are true and correct;

5. [Name of Bidder] is authorizing the Head of the Procuring Entity or its duly authorized representative(s) to verify all the documents submitted;

6. *[Select one, delete the rest:]*

[If a sole proprietorship:] The owner or sole proprietor is not related to the Head of the Procuring Entity, members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat, the head of the Project Management Office or the end-user unit, and the project consultants by consanguinity or affinity up to the third civil degree;

[If a partnership or cooperative:] None of the officers and members of *[Name of Bidder]* is related to the Head of the Procuring Entity, members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat, the head of the Project Management Office or the end-user unit, and the project consultants by consanguinity or affinity up to the third civil degree;

[If a corporation or joint venture:] None of the officers, directors, and controlling stockholders of *[Name of Bidder]* is related to the Head of the Procuring Entity, members of the Bids and Awards Committee (BAC), the Technical Working Group, and the BAC Secretariat, the head of the Project Management Office or the end-user unit, and the project consultants by consanguinity or affinity up to the third civil degree;

7. *[Name of Bidder]* complies with existing labor laws and standards; and
8. *[Name of Bidder]* is aware of and has undertaken the responsibilities as a Bidder in compliance with the Philippine Bidding Documents, which includes:
 - a. Carefully examining all of the Bidding Documents;
 - b. Acknowledging all conditions, local or otherwise, affecting the implementation of the Contract;
 - c. Making an estimate of the facilities available and needed for the contract to be bid, if any; and
 - d. Inquiring or securing Supplemental/Bid Bulletin(s) issued for the *[Name of the Project]*.
9. *[Name of Bidder]* did not give or pay directly or indirectly, any commission, amount, fee, or any form of consideration, pecuniary or otherwise, to any person or official, personnel or representative of the government in relation to any procurement project or activity.
10. **In case advance payment was made or given, failure to perform or deliver any of the obligations and undertakings in the contract shall be sufficient grounds to constitute criminal liability for Swindling (Estafa) or the commission of fraud with unfaithfulness or abuse of confidence through misappropriating or converting any payment received by a person or entity under an obligation involving the duty to deliver certain goods or services, to the prejudice of the public and the government of the Philippines pursuant to Article 315 of Act No. 3815 s. 1930, as amended, or the Revised Penal Code.**

IN WITNESS WHEREOF, I have hereunto set my hand this ___ day of ___, 20__ at _____, Philippines.

[Insert NAME OF BIDDER OR ITS AUTHORIZED REPRESENTATIVE]

[Insert signatory's legal capacity]
Affiant

[Jurat]

[Format shall be based on the latest Rules on Notarial Practice]