. D	Date	Doc, Page number, Section	Description / Clarifying Question	Requested by	Response Received	Date Closed	Status
1	5-Apr-24	No specific one	Does the BOM include Oracle Guided Learning	Can!do	Bidders to proposed the solution as per the RFP document.		
	07.0124		and if so does it include flows and can Legal Aid create their own content using the tool?				
2	5-Apr-24	No specific one	Does Legal Aid have a Learner Management	Can!do	No		
3	5-Apr-24	No specific one	System? And if so, which one is it? Will Legal Aid be completing process	Can!do	The service provider is required to meticulously		
3	5-дрг-24	NO SPECIIC OILE	documentation?	Cantuo	document the processes associated with the implemented ERP solution. Please refer to section 6.4.4 of the unified RFP document.		
4	5-Apr-24	No specific one	Would Legal Aid require in person training?	Can!do	Hybrid		
5	5-Apr-24	No specific one	How many individuals need to be trained per	Can!do	As per section 6.4 of the unified RFP document.		
6	5-Apr-24	No specific one	module and where are they located? Would Legal Aid be open to a blend of online	Can!do	Yes		
	5 4 04	A1	virtual training and in person training?	0			
1	5-Api-24	No specific one	If in person training, would Legal Aid be sending individuals to one location to be trained?	Canido	Yes		
8	5-Apr-24	Legal Aid Unified ERP, pg24	How many payroll frequencies are required? i.e. 1 for Permanent, 1 for Contractors, 1 for retirees	PaySpace	1 for permanent and 1 for Temp staff.		
9	5-Apr-24	Legal Aid Unified ERP, pg24	Are two payruns required for each payroll? i.e Mid and Month end	PaySpace	Yes		
10	5-Apr-24	Legal Aid Unified ERP, pg24	Which Bargaining councils are you registered with?	PaySpace	None		
11	5-Apr-24	Legal Aid Unified ERP, Q3,83	Please elaborate on the costing required.	PaySpace	A per the solution proposed		1
12		Legal Aid Unified ERP, Q7,37	Please elaborate on the costing required.	PaySpace	A per the solution proposed		
	-						
13		Legal Aid Unified ERP Legal Aid Unified ERP: 18.11 Fleet Management	How many users to quote for Payroll training?	PaySpace NTT Data	3 payroll staff		
14	5-Api-24	Legar Ald Unlined EKP. 10.11 Fleet Management	What types of vehicles and equipment are included in the fleet that needs to be managed?	NTT Data	Passenger vehicles		
15	5-Apr-24	Legal Aid Unified ERP: 18.11 Fleet Management	Should the fleet management system make provision for Real-time vehicle tracking, Maintenance and repair scheduling	NTT Data	As per the specifications		
16	5-Apr-24	Legal Aid Unified ERP: 18.11 Fleet Management	Should the fleet management system make provision for Fuel management Compliance and safety monitoring Driver behaviour analysis	NTT Data	As per the specifications		
17	5-Apr-24	Legal Aid Unified ERP: 18.11 Fleet Management	Should the fleet management system make provision for: Asset Management and Reporting and analytics capabilities	NTT Data	As per the specifications		
18	5-Apr-24	Legal Aid Unified ERP: 18.11 Fleet Management	Should the Fleet Management system Integrates with Other Software systems	NTT Data	As per the specifications		
19		Project Scope: Data Migration: Page 16: 6.2.3 "This includes the smooth transfer of the general ledger chart of accounts, requisitions, POs, payment histories, creditors, vendors, assets, and all financial-related data currently residing in the current financial system. HR data to be migrated would include all the personnel related data, including leave credits and history, HR organogram, payroll information, and all related information from the SAP system."		NTT Data	Historical data will be migrated as per the Legal Aid SA retension policy ( between 5 and 10 years) depending on the data type.		
20	5-Apr-24	Functional Area Statistics: Decentralized Purchasing: Page 24 Purchasing Structure (Centralised/Decentralized)	To what level is procurement Centralised, is it to Branch level or Provincial level?	NTT Data	Branch level		
		Centralised					
21		Functional Area Statistics: Decentralized Purchasing: Page 24 Purchasing Structure (Centralised/Decentralized)	Do you have procurement agents/Buyers per Branch/ Province?	NTT Data	Yes		
		Centralised		NTTR			
22		Functional Area Statistics: Decentralized Purchasing: Page 24 Purchasing Structure (Centralised/Decentralized)	How many Procurement Agents/Buyers do you have in Total?	NTT Data		32	
		Centralised					
23		Project Scope: Data Migration: Page 16: 6.2.3 "This includes the smooth transfer of the general ledger chart of accounts, requisitions, POs, payment histories, creditors, vendors, assets, and all financial-related data currently residing in the current financial system. HR data to be migrated would include all the personnel related data, including leave credits and history, HR organogram, payroll information, and all related information from the SAP system."	at a take on balances level?	NTT Data	Historic data at transactional level.		
24		Project Scope: Data Migration: Page 16: 6.2.3 "This includes the smooth transfer of the general ledger chart of accounts, requisitions, POs, payment histories, creditors, vendors, assets, and all financial-related data currently residing in the current financial system. HR data to be migrated would include all the personnel related data, including leave credits and history, HR organogram, payroll information, and all related information	ERP system?	NTT Data	Yes		

25	5-Apr-24	Project Scope: Data Migration: Page 16: 6.2.3	Will you require detailed historical data at a	NTT Data	Historic data at transactional level.	
25	5-Api-24	"This includes the smooth transfer of the general ledger		NTT Data		
		chart of accounts, requisitions, POs, payment histories,				
		creditors, vendors, assets, and all financial-related data				
		currently residing in the current financial system. HR				
		data to be migrated would include all the personnel				
		related data, including leave credits and history, HR				
		organogram, payroll information, and all related				
		information from the SAP system."				
26	5-Apr-24		Will you be required to report any of your	NTT Data	Yes	
		"This includes the smooth transfer of the general ledger	historical data?			
		chart of accounts, requisitions, POs, payment histories, creditors, vendors, assets, and all financial-related data				
		currently residing in the current financial system. HR				
		data to be migrated would include all the personnel				
		related data, including leave credits and history, HR				
		organogram, payroll information, and all related				
		information from the SAP system."				
27	5-Apr-24		How often will you need to access your historical	NTT Data	As an when is required	
		"This includes the smooth transfer of the general ledger	data?			
		chart of accounts, requisitions, POs, payment histories,				
		creditors, vendors, assets, and all financial-related data				
		currently residing in the current financial system. HR				
		data to be migrated would include all the personnel				
		related data, including leave credits and history, HR organogram, payroll information, and all related				
		information from the SAP system."				
		information nom the one system.				
28	5-Apr-24	Number of users: Table 10: Page 27	In table 10 You mentioned Inventory control. 5	NTT Data	No	
			users in Syspro. In the RFP you do not mention			
			Inventory? Should Inventory be included?			
29	5-Apr-24	Number of users: Table 10: Page 27	Do you have one Inventory master Item list?	NTT Data	Inventory not a requirement	
-		Inventory Control (5 licensed users on Syspro.)				

20 5 4 - 04					
30 5-Apr-24	Number of users: Table 10: Page 27 Inventory Control (5 licensed users on Syspro.)	How many Inventory Organisations (Stores) do you have?	NTT Data	Inventory not a requirement	
	Number of users: Table 10: Page 27 Inventory Control (5 licensed users on Syspro.)	How do employees currently request Inventory? High level overview?	NTT Data	An email is send to request stationery as and when needed	
32 5-Apr-24	General Question General Question, this question will help us to understand the GL financial status and possible effort.	Were you recently Audited, if so, where there any audit findings raised with regards to data?	NTT Data	Financial data audited with no findings raised.	
	Talent Management: 8.140 Talent Conversation: the current talent conversation module should be migrated into the new HR administration system	What is Talent conversation in Legal Aid's definition, before we can confirm that we can migrate your Talent Conversation module, we will need a list of the fields that need to be migrated.	NTT Data	Employee and Manager support for competency development, and identify the future learning apiration and link them to the coaching conversation.	
	Performance Management: 8.143 Contracting - Employees should be able to negotiate and capture their employment contracts and have the ability to sign off these contacts	Explain the business process related to contracts and how this used in performance management.	NTT Data	The business process related to performance contracts involves several key stages: 1. Needs Assessment and Objective Setting: The process begins with identifying the needs, objectives, and desired outcomes that the performance contract should address. This stage involves defining the scope of work and establishing measurable performance indicators and targets that will form the basis for the contract. 2. Contract Development: Once the performance objectives and metrics are defined, the next step involves dafting the performance contract. This contract includes specific performance targets, quality standards, key performance indicators (KPIs), and the methodology for measuring and evaluating performance. 3. Negotiation and Agreement: During this stage, the parties involved negotiate the terms of the performance contract, including the performance. 4. Implementation and Performance Monitoring: After the contract is in effect, the focus shifts to the implementation of the agreed-upon activities and thereing monitoring of performance egainst the established metrics and targets. This stage involves regular data collection, performance analysis, and reporting to track progress and identify areas for improvement. 5. Performance Evaluation and Measurement: Throughout the contract period, performance is systematically evaluated based on the predefined KPIs and targets. This evaluation may involve regular assessments, milestone reviews, and periodic reporting to ensure that the contracted party is meeting the agreed-upon performance standards. 6. Payment and Incentives: The compensation or payment under a performance contract is tied directly to the achievement of performance targets, neasures and be oblit into the contract Renewal, Adjustment, or Termination: At the end of the contract period, the performance is assessed against the agreed-upon targets and outcomes. Based on the performance evaluation, the parties may apply for failing to meet specified standards. Payment is typically based on the actual results achieve	
	Performance Management: 8.146 The system should be able to use active directory instead of mappings.	Not sure how this relates to Performance Management. Is this a security/access question. Please elaborate what is being asked for here	NTT Data	The system should be able to use the employees that are embedded in our system. That's	
	Performance Management: 8.148 The system should be able to moderate the scores if necessary	Does Legal Aid typically adjust all scores using a Bell Curve?	NTT Data	Yes	
37 5-Apr-24	Performance Management: 8.148 The system should be able to moderate the scores if necessary	Is the expectation that once all the scores have been calculated that a global decision can be taken to change all the scores in an automated fashion?	NTT Data	Yes	
	Sourcing: 5.7: 70 The system should integrate to Central Database Supplier system, allowing only active suppliers from CSD to be sourced/approached only if they meet the minimum complaint requirements (e.g. Active Supplier, No government employees/ not a restricted supplier, and Tax Complaint)	Please explain the Supplier onboarding process, do you have a CDS and users can only use suppliers on this database,? How does it work?	NTT Data	Suppliers are accreditted on the Legal Aid SA system and linked to the CSD database. CSD compliance is a requirement for accreditaion. ERP system should be linked to Central Supplier Database (CSD).	

39 5-Apr-24 Sourcing: 5.8: 70 The system should also allow to add compliant and active suppliers for the commodity to be included apart from CSD search list prior to sending RFQ emails to	Please explain the Supplier onboarding process, do you have a CDS and users can only use suppliers on this database,? How does it work?	NTT Data	Current system is integrated to SYSPRO. The CSD status is queried every time Legal Aid SA transact with the supplier. If non compliant, the transaction is blocked.	
suppliers.				
40 5-Apr-24 Sourcing: 5.13: 71 The system should only allow the approved quotations, requisitions, and purchase orders to be linked to the CSD complaint vendors and confirm/verify the account/banking details using the CSD supplier number (MAAA Number) against the organisation records.	Please explain the Supplier onboarding process, do you have a CDS and users can only use suppliers on this database,? How does it work?	NTT Data	Yes, the system integrates to CSD on onboarding new vendors and populate supplier information from CSD.	
41 5-Apr-24 General Question	Other than your Department segment (5 char)	NTT Data	We try to align it to the standard chart of accounts at National Treasury with exceptions on some items.	
General Question, this question will help us to understand the GL Accounting structure and possible effort required to replicate or improve.	and your Item Segment (5 char). What are the other segments in your current COA?			
42 5-Apr-24 General Question General Question, this question will help us to restrict the structure and even the	Will you want to keep this structure, or would you like to redesign your existing COA structure?	NTT Data	The structure is fine at the moment.	
understand the GL Accounting structure and possible				
effort required to replicate or improve. 43 5-Apr-24 General Question	What are the aritical (main pair a sinte in ())	NTT Data	The surrent shellenges are highlited on eastion 2 of the united DED document	
This question helps us to understand Legal Aid SA requirements	current solution for HCM and Finance?		The current challenges are highlited on section 3 of the unfied RFP document.	
44 5-Apr-24 6.2.2 Configuration and Customization:	Does workflows follow managerial hierarchy or	NTT Data	Managerial for HR Process and Approval Framework for Finance prcess.	
This question helps us to understand overall workflow configuration	any other?	NTT D. /		
Data Migration strategy	Does Legal Aid SA prefers HDL or HSDL tool to load data?		The bidder must assess the requirements and propose the best-fitting tool for the job at hand.	
46 5-Apr-24 6.2.3 Data Migration Strategy: History Migration	History migration includes Terminated employee data?		Yes	
47 5-Apr-24 6.2.3 Data Migration Strategy: History Migration	migrate?	NTT Data	Between 5 and 10 years depending on the data type.	
48 5-Apr-24 General Question Position Management	Does Legal Aid SA use Position Management?	NTT Data	Yes.	
49 5-Apr-24 Recruitment This question helps us to understand possible effort required to create career site	Does Legal Aid SA use an internal and External Career site with different phases?	NTT Data	Legal Aid currently use news papers and the organisation website for advertisements.	
50 5-Apr-24 Recruitment This question helps to understand any Agency setup required	Does Legal Aid SA use job Recruiting Agencies	NTT Data	Yes, the system should allow for agencies to upload CVs online	
51 5-Apr-24 Recruitment This question helps us to understand any third party integration required	Does Legal Aid SA use any 3rd Party Vendors for background checks, screening, etc.	NTT Data	Yes. the system must be able to integrate	
52 5-Apr-24 Recruitment This question helps us to understand any third party integration required	Specify any other Third party Integration services required for Recruitment	NTT Data	Yes and currently manual via email of which the new system should be able to provide an online functionality.	
53 5-Apr-24 Recruitment This question helps to understand possible effort required to create Pre-screening questionnaire setup	Does Legal Aid SA use pre-screening questionnaires?	NTT Data	Yes.	
54 5-Apr-24 Recruitment This question helps to understand possible effort required to create Candidate Referrals	Does Legal Aid SA collect Candidate Referrals and how?	NTT Data	Yes and currently manual via email of which the new system should be able to provide an online system	
55 5-Apr-24 Recruitment This question helps to understand possible effort required to create Recruiting Campaigns	and how many?	NTT Data	Yes via Linkedin	
56 5-Apr-24 Recruitment General question	Does Legal Aid SA want to enable Oracle Al Apps in Recruiting?	NTT Data	Service provider should propose suitable solution.	
57 5-Apr-24 Recruitment General question	Does Legal Aid SA want to enable Opportunity Marketplace?	NTT Data	Yes.	
58 5-Apr-24 Recruitment This question helps us to understand LinkedIn integration	Does Legal Aid SA use Integration with LinkedIn Recruiter System Connect?	NTT Data	This is a requirement on the new solution.	

59 5-Anr-24					
	Recruitment	Does Legal Aid SA use pre-screening	NTT Data	Yes.	
	This question helps to understand possible effort	guestionnaires?			
	required to create Pre-screening questionnaire setup	queen en num ee r			
	required to create i re-screening questionnaire setup				
60 5-Apr-24	Recruitment		NTT Data	Repeat of row 54.	
	This question helps to understand possible effort	and how?			
	required to create Candidate Referrals				
61 5-Apr-24	Recruitment	Does Legal Aid SA use Recruiting Campaigns	NTT Data	Repeat of row 55.	
	This question helps to understand possible effort	and how many?			
	required to create Recruiting Campaigns	and now many.			
			NTT Data		
62 5-Apr-24	Recruitment	Does Legal Aid SA want to enable Oracle Al	NTT Data	Repeat of row 56	
	General question	Apps in Recruiting?			
63 5-Apr-24	Recruitment	Does Legal Aid SA want to enable Opportunity	NTT Data	Repeat of row 57	
	General question	Marketplace?			
64 5-Apr-24	Recruitment	Does Legal Aid SA use Integration with LinkedIn	NTT Data	Repeat of row 58.	
	This question helps us to understand LinkedIn	Recruiter System Connect?			
	integration	recorditor bystern borneet:			
CE		Development Alt I OA	NTT Data		
op 5-Apr-24	Recruitment	Does Legal Aid SA want to use Chatbot	NTT Data	Yes	
	General question	functionalities?			
66 5-Apr-24	Recruitment	Does Legal Aid SA use Candidate Pools?	NTT Data	Yes	
	General question				
67 5-Apr-24	Recruitment	What is Legal Aid SA's preferred interview	NTT Data	MS Teams	
5 Api 24	General guestion	scheduling tool? Zoom or Microsoft teams			
69 5 4 04			NTT Data	The LID Departure must be able to get up palaeting quantizes such as upper of superings and submeringly aliminate these that do not up at least the training of the training o	
00 5-Apr-24	Shortlisting, Interview, Placement: 8.14	Please elaborate / clarify the requirement	NTT Data	The HR Recruiter must be able to set up selection questions such as years of experience and automatically eliminate those that do not meet that minimum requirement. Be able to	
	The system should have the ability to screen the			give candidates a status update on their application.	
	application according to the stated minimum				
	requirements				
69 5-Apr-24	Shortlisting, Interview, Placement: 8.12	Please elaborate / clarify the requirement	NTT Data	The system must be able allow the recruiter to manage the full recruitment process such as schedule interviews which will automatically send and email to the panel members and	
55 5-Api-24		riedse elaborate / clarity the requirement	NTT Data		
	The ERP System should have the ability to send the			candidate. Be able to progress a candidate online to offer letter. The system should allow for matrix and reporting on all recruitment online.	
	panel recommendation				
70 5 Apr 24	Submitting Claima: 9.54	Discos sisterate / signify the requirement	NTT Data	This is for gloing such as travel. Also gloing such as functal and disability via ESS and the UD admin must be able to undete the ampleuse on ESS on the status of their	
70 5-Apr-24	Submitting Claims: 8.54	Please elaborate / clarify the requirement	NTT Data	This is for claims such as travel. Also claims such as funeral and disability via ESS and the HR admin must be able to update the employee on ESS on the status of their	
70 5-Apr-24	The system should have the functionality to send a	Please elaborate / clarify the requirement	NTT Data	This is for claims such as travel. Also claims such as funeral and disability via ESS and the HR admin must be able to update the employee on ESS on the status of their application. Any change in the status of application must come with an automatic email to notify the employee.	
70 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the	Please elaborate / clarify the requirement	NTT Data		
70 5-Apr-24	The system should have the functionality to send a	Please elaborate / clarify the requirement	NTT Data		
70 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the	Please elaborate / clarify the requirement	NTT Data		
70 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the	Please elaborate / clarify the requirement	NTT Data		
	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.			application. Any change in the status of application must come with an automatic email to notify the employee.	
	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.	Please elaborate / clarify the requirement Are these payments made via payroll or finance?			
	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56			application. Any change in the status of application must come with an automatic email to notify the employee.	
	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the			application. Any change in the status of application must come with an automatic email to notify the employee.	
	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56			application. Any change in the status of application must come with an automatic email to notify the employee.	
	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the			application. Any change in the status of application must come with an automatic email to notify the employee.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed.	Are these payments made via payroll or finance?	NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee. Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167	Are these payments made via payroll or finance?		application. Any change in the status of application must come with an automatic email to notify the employee.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data	Are these payments made via payroll or finance?	NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee. Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system	Are these payments made via payroll or finance? How many years of data needs to be migrated?	NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses	NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee. Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system	Are these payments made via payroll or finance? How many years of data needs to be migrated?	NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.	
71 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses	NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.	
71 5-Apr-24 72 5-Apr-24 73 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn	NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No	
71 5-Apr-24 72 5-Apr-24 73 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn Does Legal Aid SA use virtual classroom	NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.	
71 5-Apr-24 72 5-Apr-24 73 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed.  Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning This question helps us to understand possible effort to the enable system helps us to u	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn	NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No	
71 5-Apr-24 72 5-Apr-24 73 5-Apr-24 74 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning This question helps us to understand possible effort to enable Virtual classrooms	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn Does Legal Aid SA use virtual classroom providers like Zoom, Microsoft Teams, WebEx	NTT Data NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No         Yes	
71 5-Apr-24 72 5-Apr-24 73 5-Apr-24 74 5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning This question helps us to understand possible effort to enable Virtual classrooms Learning	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn Does Legal Aid SA use virtual classroom providers like Zoom, Microsoft Teams, WebEx Specify any other Third party Integration services	NTT Data NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No	
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71         5-Apr-24           72         5-Apr-24           73         5-Apr-24           74         5-Apr-24           75         5-Apr-24           76         5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning This question helps us to understand any third party integration required Learning This question helps us to understand any third party integration required Learning This question helps us to understand Legal Aid SA Learning content formats	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn Does Legal Aid SA use virtual classroom providers like Zoom, Microsoft Teams, WebEx Specify any other Third party Integration services required for Learning Does Legal Aid SA have different learning content formats?	NTT Data NTT Data NTT Data NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No         Yes         None         Yes. Videos and Manuals	
71         5-Apr-24           72         5-Apr-24           73         5-Apr-24           74         5-Apr-24           75         5-Apr-24           76         5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed.  Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning This question helps us to understand possible effort to enable Virtual classrooms Learning This question helps us to understand any third party integration required Learning This question helps us to understand Legal Aid SA Learning This question helps us to understand Legal Aid SA Learning This question helps us to understand Legal Aid SA Learning This question helps us to understand Legal Aid SA Learning This question helps us to understand Legal Aid SA Learning This question helps us to understand Legal Aid SA Learning Financial Management reports: 3.63	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn Does Legal Aid SA use virtual classroom providers like Zoom, Microsoft Teams, WebEx Specify any other Third party Integration services required for Learning Does Legal Aid SA have different learning content formats? Please give more context, does this mean	NTT Data NTT Data NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No         Yes         None	
71         5-Apr-24           72         5-Apr-24           73         5-Apr-24           74         5-Apr-24           75         5-Apr-24           76         5-Apr-24	The system should have the functionality to send a confirmation of acknowledgement notification to the claiming employee.  Submitting Claims: 8.56 The system should have the ability to pay the employees' claims when all verifications have passed. Leadership Development Program: 8.167 b. an ability to migrate the previous training data already captured on SAP system Learning This question helps us to understand possible effort to enable LinkedIn Learning This question helps us to understand any third party integration required Learning This question helps us to understand any third party integration required Learning This question helps us to understand Legal Aid SA Learning content formats	Are these payments made via payroll or finance? How many years of data needs to be migrated? Does Legal Aid SA require External Courses Integration with Oracle Learning Catalo such as LinkedIn Does Legal Aid SA use virtual classroom providers like Zoom, Microsoft Teams, WebEx Specify any other Third party Integration services required for Learning Does Legal Aid SA have different learning content formats? Please give more context, does this mean	NTT Data NTT Data NTT Data NTT Data NTT Data NTT Data	application. Any change in the status of application must come with an automatic email to notify the employee.         Reimbursement claim are paid via payroll however funeral claims and others are from third party. The HR Admin should be able to upload proof of payment on ESS.         3 Years.         No         Yes         None         Yes. Videos and Manuals	
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refere SUPF	Title of the RFP refers to "hosting" in addition to rence or representation thereof. " PPLY AND IMPLEMENTATION OF A CLOUD-	Please qualify your requirements around hosting 1 in respect of data residency and sovereignty. can data be hosted in a SaaS solution outside of South Africa	NTT Data	The hosting of data should reside within the boarders of South Africa	
79 5-Apr-24 Data	lify your Data Residency Position	Does your data residency requirement permit the I use of a cloud-based SaaS solution hosted	NTT Data	We comply to Circular No.01 of 2022, Public Service Cloud Computing Determination and Directive Awareness.	
	l l l l l l l l l l l l l l l l l l l	internationally outside the borders of South Africa?			
80 5-Apr-24 Data Quali	lify your Data Sovereignty Position	Could you explicitly define your requirements and I interpretation of data sovereignty in the context of using SaaS solution hosted outside of South Africa	NTT Data	We comply to Circular No.01 of 2022, Public Service Cloud Computing Determination and Directive Awareness.	
81 5-Apr-24 Gene Gene	eral leral Question		NTT Data	Yes	
This of			NTT Data	Legal Aid has a biometric system for clocking and that system must be able to integrate and be managed via ESS and MSS.	
83 5-Apr-24 File N This of	Management question helps to understand File Management	What do you maintain under File Management?	NTT Data	Employee files, any documentation relating to employees, medical aid certificate, ID, Contracts, disciplinary records, sick notes etc	
	question helps to understand Organizational	Please explain current Organizational Culture process		Organizational culture can be influenced by various factors, including leadership style, industry norms, the organization's history, and its vision and mission. Legal Aid SA processes are: 1. Innovation 2. Collaborative and Team-Oriented 3. Results-Driven and Performance-Focused 4. Client -Centric 5. Hierarchical and Process-Driven 6. Adaptive and Change-Oriented	
	question helps to understand Benchmarking	Please explain current Benchmarking process	NTT Data	Currently the process is done on an external system JEGS to grade jobs and Legal Aid requires the ERP system to be integrated.	
	nate monitor: 8.162			heat map is a data visualization technique that uses color gradients to represent the magnitude of a phenomenon across a two-dimensional space. Heat maps are commonly used	
An at	ability to show Hit maps	Please explain		to visualize and analyze complex data sets, particularly those that involve geographic or spatial information, as well as data that can be represented in matrix or grid form. Overall, heat maps provide a powerful way to present complex data in a visual format, allowing users to quickly grasp patterns, trends, and anomalies within the data. By assigning colors to different data values, heat maps make it easier to identify areas of interest, outliers, and relationships within the data set.	
	eral Question: This is to confirm external	Can you name the external systems that the ERP I system must integrate to?	NTT Data	CSD, Bank, eLAA (Internal Case Management System)	
88 5-Apr-24 Cont Procu edit fi procu shoul paym	grations that we might have missed. tract Schedule Inputs: 5.32 urement Plan to be on the ERP system with an function by responsible user; link to what has been ured (BAC/RFQ signed off for appointment), uld link to contract module for contract register, any ment updated (not exceeding contract unt/period).	Please explain the existing process? What data I is captured where?		The process is currently manual, outside the ERP System.	
89 5-Apr-24 Gene		Can a As-Is Architecture diagram be provided I showing the integration and data flows	NTT Data	Current ERP systems are not integrated	
90 5-Apr-24 Table	le 11: Project Deliverables		NTT Data	Yes	
91 5-Apr-24 Table	le 11: Project Deliverables	<u> </u>	NTT Data	Yes.	
	le 11: Project Deliverables	What is the audit metric that will be used for the I Quality Audit - explain the process	NTT Data	Evaluation creteria including Demo sessions.	
93 5-Apr-24 20. C Disas	aster Recovery	Disaster Recovery and Fail Over is listed; based I on a Cloud solution please clarify the requirements?	NTT Data	Currently data is replicated to the DR site at night. Bidder to propose efficient approaches available and configurable on their proposed ERP system.	
	2 Human Resource Management		NTT Data	Jarisson Biometric	
95 5-Apr-24 19.12		Is the Biometric system On-Premise or in Cloud?	NTT Data	On-premise Contract of the second sec	
96 5-Apr-24 19.12	netric System 2 Human Resource Management I		NTT Data	Yes.	
		API's or only Batch processes? Does Legal Aid have a middleware in place and if I	NTT Data	K2 (Nintex)	
Integr	gration Layer	so what are the details of this?	NTT Data	Yes	
Integr	gration Layer	included in the solution?		On-premise Contract C	
99 5-Anr-2/ The F	Project Overview	Is this an On-Premise or Cloud Application?			
	A Electronica Legal		NTT Data		
ELAA 100 5-Apr-24 The F ELAA	A Electronica Legal Project Overview I A Electronica Legal	Is this a bespoke, in-house system?	NTT Data	Yes	

102		6. PROJECT SCOPE Active Directory Integration	Is AD On-Premise or a Cloud Version?	NTT Data	Both	
103	5-Apr-24	6. PROJECT SCOPE Active Directory Integration	What is the AD version number?	NTT Data	Latest	
104	5-Apr-24	6. PROJECT SCOPE Active Directory Integration	What information is stored in AD?	NTT Data	Access management data	
105		6. PROJECT SCOPE	Can a list of all Integrations / Interfaces be provided; indicating if inbound or outbound	NTT Data	As outlined on table 15 of Technical proposal Requirements	
106	5-Apr-24		What is Legal Aid SA's definition and requirements of a Private Cloud?	NTT Data	cloud computing environment dedicated to a single organization, thus providing benefits of a public cloud, such as self-service, scalability, and elasticity, while offering additional control and customization available from dedicated resources over a computing infrastructure hosted on-premises	