

## GNP-056-25 QUESTIONS AND ANSWERS

Questions	Answers
Could you please confirm which Human Resources system SANParks is currently utilising to manage employee data? Additionally, is there an expectation that the proposed GoSmartHR eRecruitment solution should integrate with your existing HR system?	We use Sage, yes there is an expectation.
Kindly confirm the current total number of employees within SANParks. Our preliminary estimate suggests a headcount of approximately 5,432 employees (permanent employees = 4 027, temps = 1 405).	Please use these figures still
On average, how many vacancies are advertised annually? Furthermore, what is the typical volume of applications received per advertisement?	600, role dependent can be between 200 - 1000
How should a bidder proposing a custom-developed solution, as permitted by the scope of work, satisfy the mandatory requirement for an OEM accreditation letter?	please submit your solution as correctly put in your own words you would not have an OEM letter
What documentation would be considered compliant in lieu of an OEM letter in the case of a newly developed system?	There should be some certification to support compliance and validity of your solution. This would suffice.
Please advise the system required on the above-mentioned tender. Is it an Application Tracking Systems? - Where recruitment and selection can be controlled and monitored	No, it is not
Is the tender based on a behavioural or competency-based system - the system that determine the behaviour traits of the employee or where you can determine if the employee meets the minimum requirement?	Its competency/ behavioural based. Please refer to criteria 1 as a guideline
This targeted selection recruitment system is it an end-to-end system from advertising, shortlisting, interviewing, assessment and onboarding system?	No, it is not
Prototype Submission: The bid document requires a digital version of our proposal on a USB stick. As our solution is a web application, we would like to confirm the preferred method for submitting the prototype for evaluation. Is the committee's expectation that we provide a self-contained, offline-runnable prototype on the USB? Alternatively, would a URL to a live demonstration of the system be an acceptable method for the committee to review the application?	Kindly submit the documents as the specifications and guidelines shared - unfortunately sending a URL would not be accepted.

## GNP-056-25 QUESTIONS AND ANSWERS

<p>Integration Requirements: The scope of work mentions the system's "capability to integrate with other systems." To accurately scope this functionality, we need to understand which specific systems our solution would need to connect with. Could you please provide any preliminary information on the systems (e.g., HRIS, payroll) that would require integration, and if any public API documentation or technical specifications are available? Thank you for your time and assistance. We look forward to your guidance on these matters</p>	<p>We use SAGE 300 in HC and the system would need to integrate with this.</p>
---	--