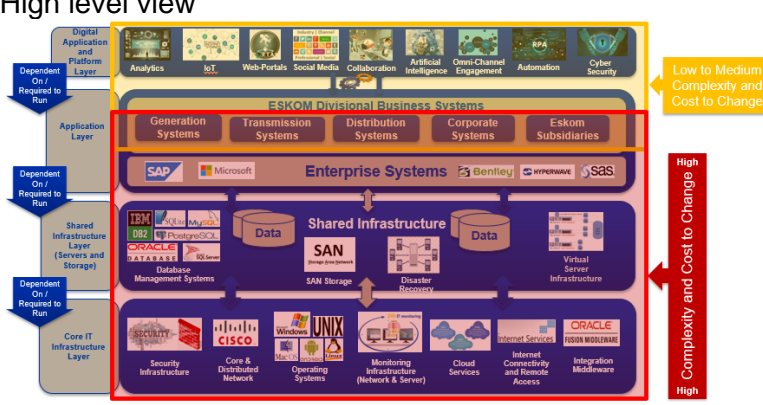


CLARIFICATION NO 1

TENDER NUMBER: MWP 1750CX

No	CLARIFICATION	ESKOM RESPONSE
1.	Is Eskom still using SAP ECC6 or they have already migrated to SAP SuccessFactors?	Eskom doesn't have SAP SuccessFactors. Eskom is still on-premise
2.	How much of the HCM system is customised especially when it comes to records management?	We are on SAP standard in terms of we make use of negative time and we make use of the portal and CAT2 to capture timesheets. the customizing is based on the attendance type that we make use of. Can the vendor elaborate please?
3	Is there any other external standalone non-SAP HCM tool/system which is in scope for this tender?	Non-SAP System Integration: also listed on the scope doc <ul style="list-style-type: none"> - Outlook /MS OneDrive configuration - OpenText - E-Forms - MS SharePoint - Zenzele /CRM
4	Is Eskom only having one Group HCM system or do they still have some of the Operating divisions/entities also running their own system?	Eskom has 1 Production client for whole of Eskom.
5	Is Eskom able to share their current System landscape that includes SAP and OpenText so that there is a full understanding of all the "touch points"?	High level view 
6	Is SAP HCM, SAP CRM and SAP OHS hosted separately or are they in one box/environment?	SAP HCM and SAP OHS are on the same box. SAP CRM is separate.
7	Are records from SAP OHS interfaced into SAP HCM? Between the 2 systems which is the master system. This is to try understanding where records are being stored?	SAP HCM and SAP OHS are on the same box.

8	For Employee self-service (or FIORI) are all the leave types activated on the system i.e. even those that require extensive documentation/records like Maternity leave and Incapacity leave or are these done manually?	Yes. Leave types are customised
9	Is there an expectation/assumption that the implementation partner will also advise or even do process analysis and enhancement/improvement on the areas that are within scope?	YES
10	Can ESKOM share what type of employee file/records are currently physically stored at the centres versus those records that are currently stored digitally?	Both the physical (paper) files and the electronic files are the same type of information, it relates to movements and processing done for the respective Employee. This can include allowances, recruitment movements, medical aid changes, nomination forms etc. We started attaching electronic record from 2016 only.