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| o.Requirement Description | Priority Detail | | Cross Reference in Brochure/Document |
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| . The system should enable the definition of chart of account codes and their corresponding descriptions. | of char define accessi systen admini deactiv accoun accoun Ledger definiti | account codes and their corresponding descriptions by ng configuration settings within the application. The a typically provides a user-friendly interface where strators or authorized personnel can input, modify, or | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| . The system should enable the definition of chart of accounts with a minimum of 20 characters. | accoun of 20 c setup, that th the spe creatio incorpe natural Validat accoun This cu | haracters as required. During the account structure administrators define each segment's length, ensuring e total character count for the chart of accounts meets existed requirement. The system also supports the | Section A1 of Technical Specifications (Data Sheet: page of Bid Submission an Oracle General Ledger Section of Technical Proposal. |
| . The system should enable the sharing and use of a single chart of accounts across all modules and entities in the system. | of account adminimegra Payabl financi regardl Generating simplification adherir | ounts across all modules and entities by using a unified t structure. When setting up the chart of accounts, strators can define a single, global structure that tes seamlessly with other Oracle modules such as es, Receivables, and Assets. This allows consistent | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheet page of Bid Submission an Oracle General Ledger Section of Technical Proposal. |

| | The system should enable logical definition of the chart of accounts with parent-child relationships among the various segments of the chart of accounts. | its hierarchical segment structure. Users can define segments such as department, cost center, or natural account, and establish parent-child hierarchies within these segments to represent organizational structure and reporting lines. This | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| 5. | The system should enable the definition of a minimum of 8 distinct segments of the chart of accounts by users. | distinct segments in the chart of accounts as required, providing flexibility for detailed financial tracking. During the chart of accounts setup, users can configure each segment to represent specific financial dimensions such as company, department, cost center, project, or product line. These segments are fully customizable and can be defined according to organizational needs, ensuring that each aspect of financial data is captured for reporting and analysis. The system also supports validation and control rules to ensure that all segment values are accurately maintained. This multi-segment structure enables granular financial management across different areas of the business. | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| | The system should enable the chart of accounts to hold multiple organization units like departments, divisions, districts, etc. | accommodate multiple organizational units such as departments, divisions, and districts through its flexible multisegment structure. Each segment within the chart of accounts can be dedicated to a specific organizational unit, allowing users to track financial data for individual entities within the | |

| 7. | The system should enable multiple hierarchy rollups of the chart of accounts within the different segments. | | within the different segments of the chart of accounts, allowing for flexible reporting and analysis. Users can define hierarchical relationships within each segment, such as cost centers, departments, or regions, to reflect the organizational structure and reporting needs. These hierarchies enable roll-up | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| 8. | The system should have flexibility to enable user additions to the chart of accounts without requiring programming. | M | add new accounts or segments to the chart of accounts without requiring any programming skills. Through its intuitive user interface, authorized users can easily create, modify, or deactivate account segments directly from the system's configuration settings. This enables quick updates to | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| 9. | The system must enable definition of the chart of accounts online. | | chart of accounts through its web-based interface, allowing users to configure accounts anytime and anywhere. Administrators can easily access the system via a secure login to define segments, account codes, and descriptions in real-time, without needing offline processes. This online | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |

| 10 | The system must maintain an accounting classification structure that includes the following elements: Budget fiscal year Organization Cost Centre Object class Revenue source Budget function Budget sub-function code Accounting period. | fiscal year, organization, cost center, object class, revenue source, budget function, budget sub-function code, and accounting period. Users can configure these classification elements and many more within the system to align with | Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| 11. | The system should provide authorized users the ability to activate or inactivate accounts for specified date range periods. | ability to activate or inactivate accounts for specified date range periods through its user-friendly interface. Administrators can access the account management feature to set the status of an account as active or inactive for specific periods, ensuring control over account usability. The system | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| 12. | The system should be able to account for inventory, taxation, depreciation etc. | with Oracle Inventory, ensuring accurate tracking of asset values and inventory costs within the general ledger. Taxation is managed by integrating with Oracle Tax, allowing | Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and |

| No. | Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
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| | The system must capture a unique system-generated number to identify each general ledger transaction. | | Oracle General Ledger automatically captures a unique system- generated number for each general ledger transaction to ensure accurate tracking and identification. When a transaction is created, the system assigns this unique identifier at the point of entry, preventing any duplicates and maintaining transaction integrity. Users can view this unique number within the transaction details, facilitating easy reference and audit trails. The system's robust tracking capabilities allow for seamless integration with reporting tools, ensuring that all transactions can be easily monitored and reconciled. This feature enhances accountability and transparency within financial operations, enabling organizations to maintain precise financial records. | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| | The system should allow users to create and post transactions for subsequent accounting periods (i.e. Month or year) before the current account period is closed. | | Oracle General Ledger enables users to create and post transactions for subsequent accounting periods, such as months or years, even before the current accounting period is closed. This functionality allows organizations to prepare and record transactions in advance, ensuring timely financial reporting and budget management. Users can access the transaction entry interface to input data for future periods, with the system automatically validating the dates against the defined accounting calendar. Once entered, these transactions can be reviewed and finalized at a later date, facilitating smoother year-end and month-end processes. This capability enhances operational efficiency by allowing for proactive financial planning and ensuring that all relevant transactions are captured in their appropriate periods. | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Sectio of Technical Proposal. |
| | The system must capture the following dates on all transactions: 1. Transaction date - The date a transaction is effective in the general ledger (i.e., the date a financial event is recognized). 2. System date - The actual date a transaction is processed by the system. This date is assigned by the computer and may not be modified. | | Oracle General Ledger captures essential dates on all transactions to ensure accurate financial reporting and compliance. The transaction date represents the effective date of the financial event, allowing users to recognize transactions based on when they occur rather than when they are processed. Users can input this date during transaction entry, ensuring that financial records reflect the correct timing of events. Additionally, the system date is automatically generated by the system at the time of processing, providing an unmodifiable timestamp that indicates when the transaction was recorded in the system. This dual-date capture enhances transparency and accountability, facilitating accurate audits and financial analysis while allowing organizations to maintain precise records of their financial activities. | _ |

| | Transactions must originate from sub-ledgers and not in the general ledger. | sub-ledgers, maintaining a structured and accurate financial ecosystem. When financial activities occur in sub-ledger modules such as Accounts Payable, Accounts Receivable, or Inventory, the system automatically captures and validates these transactions | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| | The system should allow data exchange with other subsystems and automatic posting to the GL from other subsystems | subsystems through its robust integration capabilities, ensuring efficient and accurate financial management. The system utilizes standardized interfaces and APIs to connect with various subsystems, such as Accounts Payable, Accounts Receivable, and | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| | The system should automatically identify and warn the user of errors on-line before posting (account code, budget allowance, duplicate entry,dr/cr balance.) | that automatically identify and alert users to potential issues before posting transactions. As users enter transaction details, the system performs real-time validations on key elements, such as account codes, budget allowances, and debit/credit balances. If any | Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |

| 7. | The system should allow the association of each transaction with a user name/user number, job number, entry date and time. | | with relevant user information through its comprehensive transaction entry system. When users input transactions, the system automatically captures their user name or user number, | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| 8. | The system should be able to maintain a history of all changes made to accounts and cost centres (not only the latest change). | M | changes made to accounts and cost centers through its robust audit trail functionality. Whenever a user modifies an account or cost center, the system automatically logs detailed information about the change, including the previous value, new value, user who made the | |
| 9. | Comprehensive on-line audit trail of all transactions up to transaction level must be available in order to identify date, time and user who initiated, approved are amended any transaction and be customisable by the administrator for enhanced analysis and reporting. | | for all transactions, allowing organizations to track detailed information at the transaction level. Each transaction is automatically logged with essential data, including the date and time of entry, the user who initiated the transaction, and any subsequent | _ |

| 10. | The system should provide user friendly drop-down menus for all codes currently available in the system for example Cost Center, Department Codes, Account Codes, and so on. | friendly drop-down menus for all available codes, such as Cost Center, Department Codes, and Account Codes. When entering transactions, users can easily access these drop-down menus, which display a comprehensive list of valid codes, allowing for quick and | Oracle General Ledger Section of Technical Proposal. |
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| 111. | The system should be capable of providing real time on-line inquiry to GL detail transaction information. | specific accounts or transactions, retrieving comprehensive data, | |
| 122 | The system should have built-in software safeguards to ensure general ledger accounts are always in balance and subsidiary ledgers totals to control accounts, even during computer crashes. | safeguards to ensure that general ledger accounts remain balanced and that subsidiary ledger totals match their respective control accounts. The system utilizes real-time validation checks during transaction processing to identify any discrepancies immediately, | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |

| The system should possess reconciliation capabilities for Accounts Payable, Accounts Receivable, Human Resources, etc. | M | that ensure seamless integration with modules such as Accounts Payable, Accounts Receivable, and Human Resources. The system automatically compares transaction data from these subsidiary ledgers with corresponding entries in the general ledger, identifying | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| Transactions that will influence financial balances must immediately be reflected in the appropriate ledgers. | | Payable or Receivable, the system instantly updates the | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| The system must accommodate all legal requirements of the applicable local government legislation, tax and VAT requirements as well as any norms and standards that might be subscribe such as the International Financial Reporting Standards (IFRS) and leading international practices. | | Oracle General Ledger is designed to accommodate all legal requirements and regulations, including local government legislation, tax obligations, and VAT requirements. The system is regularly updated to reflect changes in tax laws and accounting standards, ensuring compliance with applicable legislation in various jurisdictions. It incorporates built-in tax management tools that automate calculations and reporting aligning with local tax requirements and facilitating accurate submissions. The system can then be configured with local rate for weach category of defined and aplicable tax. Additionally, Oracle General Ledger supports International Financial Reporting Standards (IFRS) by offering customizable reporting options that adhere to global accounting norms. This comprehensive compliance framework allows organizations to operate confidently across different regions, aligning their financial practices with both local regulations and international standards. | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |

| 16. | The system should provide for automated monthly and year end closing entries. | closing entries through its streamlined closing process functionality. At the end of each accounting period, the system generates | of Technical Proposal. |
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| | The system should allow easy correction of data entry errors within a batch before posting. | posting. When users create a batch of transactions, they can review | Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section |
| | The system should allow the correction of errors after the posting process has been completed. | known as journal entries, to amend previously posted entries, ensuring that financial records remain accurate. The system | |

| 19. | The system should provide users with the ability to set up logic in the system so it will provide a warming if the user has entered an account that may be wrong. For example, if a user enters a cash account on a purchase order. | alerts users when they enter potentially incorrect account information, enhancing data entry accuracy. When a user inputs a | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| 20. | The system should allow sorting of transactions by either type or date. | Oracle General Ledger provides users with intuitive sorting functionality, enabling easy organization of transactions by type or date for streamlined analysis. Users can access transaction lists through the system's user-friendly interface, where they can select sorting options based on their needs. By choosing to sort by transaction type, users can quickly group and review similar entries, facilitating better oversight of financial activities. Alternatively, sorting by date allows users to view transactions chronologically, aiding in the identification of trends or discrepancies over specific periods. This flexible sorting capability enhances reporting efficiency and enables users to navigate their financial data with ease, supporting informed decision-making | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| | The system must derive the default transaction date from the current system date. | entry process for users. When users initiate a new transaction, the system pre-populates the transaction date field with the current date, ensuring that entries are accurately timestamped without | Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |

| 22. | The system should be able to generate a General Ledger Distribution Report which summarizes the distribution of Accounts Receivable general ledger transactions by account and date. | Report that summarizes Accounts Receivable transactions by account and date through its robust reporting capabilities. Users can | page of Bid Submission and Oracle General Ledger Section |
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| 23. | The system must derive the default accounting period from the transaction date. It must prevent unauthorized user override. | | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
| 24. | Allow for blocking and un blocking | Oracle General Ledger provides functionality for blocking and unblocking accounts through its robust account management features. Administrators can easily set up blocking parameters for specific accounts based on organizational policies or compliance requirements, preventing any transactions from being posted to blocked accounts. When an account is blocked, the system generates alerts for users attempting to enter transactions, ensuring that they are aware of the restriction before proceeding. Conversely, authorized users can unblock accounts as needed, allowing for a smooth reactivation of transactions once any issues have been resolved. This flexibility in managing account status enhances financial control, ensures compliance, and helps maintain the integrity of the organization's financial data. | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |

| 25. System should classify system or non-system | Oracle General Ledger classifies transactions as either system or non-system through predefined criteria set within the system's configuration. System transactions are automatically generated by the integrated modules, such as Accounts Payable or Accounts Receivable, ensuring consistency and accuracy in financial reporting. Non-system transactions, on the other hand, are manually entered by users and may require additional validation checks to ensure compliance with organizational policies. The system provides users with the ability to tag or categorize transactions at the point of entry, allowing for easy identification and reporting based on their classification. This dual classification capability enhances reporting flexibility and enables organizations to analyze financial data more effectively, tailoring insights based on the nature of the transactions. | See Oracle General Ledger Section A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger Section of Technical Proposal. |
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| NO. | Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
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| | The system must support the entire budget process such as: planning, preparation, approval, amendments, monitoring, etc. | M | Oracle Hyperion's budgeting process supports the entire budget lifecycle, encompassing planning, preparation, approval, amendments, monitoring, and reporting through its integrated modules. The process includes six key stages: (1) budget planning and creation, (2) data entry and upload, (3) approval and workflow, (4) versioning and comparison, (5) monitoring and reporting, and (6) amendment and re-approval. | |
| | The system must have the ability to create and maintain multiple budget versions. | M | Oracle Hyperion's budgeting process enables organizations to create and maintain multiple budget versions through six key steps: budget creation, data entry/upload, approval/workflow, versioning/comparison, reporting/analysis, and integration/consolidation. This comprehensive process streamlines budget planning tracking, and management, ensuring accurate forecasting and financial decision-making. | |
| | The system must provide online worksheet to facilitate preparation of budgets. Information from a user defined period should flow into this worksheet. | M | Oracle Hyperion provides an online budget worksheet, enabling users to easily prepare and manage budgets with real-time data import from user-defined periods. This dynamic worksheet automates budget calculations, versioning, and comparisons, streamlining the budgeting process and ensuring accuracy and transparency. | See Oracle Hyperion Pl Plus Section I1 of Tech Specifications (Data Sh page of Bid Submission Oracle Hyperion Planni Plus Section of Technic Proposal. |
| | The system should enable entry of the Revenue budget with the following details: Financial year Budget code (chart of accounts code) Budget Code Description (autocompleted by the revenue code) Department Branch Branch Amount | M | Oracle Hyperion allows users to enter revenue budgets, specifying financial year, budget/code chart of accounts, auto-populated descriptions, department, branch, and amount. This detailed revenue budget entry enables accurate financial planning, tracking, and analysis, supporting informed decision-making and effective budget management across various organizational dimensions. | page of Bid Submission |

| Budget code (chart of accounts code) | M | consists of six key steps: Budget Creation, Data Entry, Validation and Error Handling, Workflow Approval, Budget Consolidation, and Reporting and Analysis. These steps enable accurate and efficient budget management within the Oracle Hyperion system. | Plus Section I1 of Technical Specifications (Data Sheets) |
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| Budget Code Description (autocompleted by the revenue code) | M | code), and Financial Year, through a six-step process: Budget Creation, Data Entry, Validation, Workflow Approval, Budget Consolidation, and Reporting. This process enables accurate and | Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical |
| Department | M | Oracle Hyperion's revenue budgeting process involves entering department and financial year details through a structured 6-step process. The process includes budget creation, data entry, validation, workflow approval, budget consolidation, and reporting. This ensures accurate and efficient budget management with data validation and approval workflows for integrity and control. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Branch | M | Creation, Data Entry, Validation, Workflow Approval, Budget Consolidation, and Reporting This process ensures accurate and efficient budget management, with features like data validation and approval workflows to ensure data integrity and control. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Branch | M | branch and financial year details through a 6-step process: Budget Creation, Data Entry, Validation, Workflow Approval, Budget Consolidation, and Reporting This process ensures accurate and efficient budget management, with features like data validation and approval workflows to ensure data integrity and control. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| Amount | M | budget amounts and financial years through a structured 6-step process. The process includes: Budget Creation, Data Entry (Amount, Financial Year), Validation, Workflow Approval, Budget Consolidation, and Reporting ensuring accurate and efficient budget management with data integrity and control. | See Oracle Hyperion Planning Plus Section 11 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| The system should enable the amendment of the revenue budget by authorized users. | M | audit trails. Users can easily revise budget assumptions, drivers, and amounts, and track changes, enabling flexible and collaborative budget management. | Plus Section I1 of Technical |
| The system should enable expenditure budget entry by line item with the following details: Financial year Budget type (e.g. initial, supplementary 1, supplementary 2, etc.) Budget Code/chart of accounts code Budget Code Description (auto completed by the budget code) Department Region Branch Location Unit cost; Quantity; Amount | M | financial year, budget type, account codes, and organizational dimensions (department, region, branch, location). This precise budgeting facilitates accurate financial planning tracking, and analysis, supporting informed decision-making and effective budget management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Budget type (e.g. initial, supplementary 1, supplementary 2, etc.) | M | capturing details such as Financial Year, Budget Type (e.g., Initial, Supplementary 1, Supplementary 2), Account Code, and Amount. The process involves: 1) Line item creation, 2) Budget type selection, 3) Data entry, 4) Validation, 5) Workflow approval, and 6) Integration with overall budget framework. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Budget Code/chart of accounts code | | capturing details such as Financial Year, Budget Code, and Chart of Accounts Code. The process involves: 1) Line item creation, 2) Account selection (Chart of Accounts), 3) Budget code assignment, 4) Data entry, 5) Validation, and 6) Workflow approval, ensuring accurate and structured budget management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| Budget Code Description (auto completed by the budget code) | M | descriptions. The budget entry process involves six steps: line item creation, budget code selection, auto-population of description, data entry, validation, and workflow approval. This streamlined process ensures data consistency, accuracy, and efficient budget management | Plus Section II of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning |
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| Department | M | ID, Department Name, and sub-departments. The budget entry process involves six steps: line item creation, department selection, data entry, validation, workflow approval, and integration with the overall budget. This ensures accurate and controlled budget | See Oracle Hyperion Plannin Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Region | M | budgeting and analysis. The budget entry process involves selecting the financial year, region, and entering data, followed by validation and workflow approval. This ensures accurate and controlled budget management, integrated with the overall budget framework, enabling | page of Bid Submission and Oracle Hyperion Planning |
| Branch | M | expenditure budget entry by line item with Financial Year and Branch details. The budget entry process involves six steps: line item creation, financial year and branch selection, data entry, validation, and workflow approval. This ensures accurate and controlled budget management at the branch level, integrated with | See Oracle Hyperion Plannin Plus Section II of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| | Location | M | Oracle Hyperion enables expenditure budget entry by line item, capturing details such as Financial Year and Location, facilitating location-based budgeting and analysis. The process involves line item creation, financial year selection, location selection, data entry, validation against location totals, and workflow approval, ensuring accurate budget management integrated with the overall budget framework. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| | Unit cost; | M | Oracle Hyperion enables expenditure budget entry by line item, capturing details such as Financial Year and Unit Cost, facilitating detailed cost analysis and budgeting. The process involves: line item creation, financial year selection, unit cost entry, quantity entry, calculation of total cost (unit cost x quantity), validation, and workflow approval, ensuring accurate and controlled budget management. | See Oracle Hyperion Planning Plus Section II of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | Quantity; | M | Oracle Hyperion facilitates quantity-based budgeting enabling expenditure budget entry by line item with Financial Year and Quantity details. The budget entry process involves creating line items, selecting the financial year, entering quantity and optional unit cost, and calculating total cost. Validation and workflow approval ensure accuracy and control, enabling informed financial decision-making and analysis in Oracle Hyperion. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | Amount | M | Oracle Hyperion enables expenditure budget entry by line item, capturing details such as Financial Year and Amount, facilitating precise budgeting and financial management. The process involves: line item creation, financial year selection, amount entry, account classification, validation against budget limits, and workflow approval, ensuring accurate and controlled budget management. | See Oracle Hyperion Planning Plus Section II of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 7. | The system should enable addition of user defined fields to the budget entry string | M | Oracle Hyperion allows users to add custom fields to budget entry strings, enabling tailored budgeting and tracking of unique organizational requirements. These user-defined fields seamlessly integrate with existing budget structures, supporting flexible and detailed budget planning and analysis | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 8. | The system must have the ability to use workflow for budget approval. | M | Oracle Hyperion features a configurable workflow engine that streamlines budget approval processes, automating routing notifications, and tracking. This enables secure, controlled, and auditable budget approvals, ensuring timely and collaborative review and sign-off by designated stakeholders. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| 9. | The system must have the ability to support Activity Based Costing budget preparation. | | Oracle Hyperion supports Activity-Based Costing (ABC) budget preparation, enabling organizations to allocate costs to specific activities, products, or services. This allows for precise budgeting and cost analysis, facilitating informed decision-making and optimized resource allocation through driver-based planning and detailed cost modeling | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| 10. | The budget module must recognize account attributes (groupings) that are built into the account structure in the Chart of Accounts. | M | Oracle Hyperion's budget module integrates with the Chart of Accounts, recognizing account attributes for flexible budgeting and analysis. This integration enables automatic data roll-up, supporting detailed and summary views, and precise budget control across multiple account dimensions. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must have the ability to identify budgets by original budget, first revised budget, second revised budget, third revised budget etc. | M | etc.). This enables version control, audit trails, and comparative | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 12. | The system must allow authorized users to see which budgets have been approved. | M | track budget status, including approval dates and versions, ensuring transparency and auditability. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 13. | The system must have the ability to identify accounts with budgetary balances that meet criteria for being carried forward to the next fiscal period. | M | these balances, ensuring seamless budget continuity and accurate multi-year financial planning. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 14. | The system must have the ability to close budgetary amounts from the current file at the end of the fiscal year. | M | Oracle Hyperion enables the closure of budgetary amounts from the | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) |
| 15. | The system must have the ability to allow the rollover of selected budget lines, or all budget lines into the new fiscal year and adjustment of appropriate spending allocations and encumbrance balances. | M | approaches, ensuring seamless continuity and accurate financial planning | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 16. | The system must allow comparison of different budget versions. | M | Oracle Hyperion enables comparison of multiple budget versions, allowing users to analyze and track changes between original, revised, and approved budgets. This comparison feature provides detailed variance analysis and reporting, facilitating informed decision-making and precise budget management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| 17. | The system must provide a high level of security that would only allow specific users to access, create and/or approve specific budgets. | | Oracle Hyperion uses role-based access control to secure budget management, limiting access to authorized users. Its granular security framework protects sensitive budget data, ensuring only approved personnel can access, create, and approve budgets. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| 18. | The system must have the ability to display a warning notice when transactions are proposed for accounts whose budgets have been exceeded. | M | Oracle Hyperion triggers automatic warnings when transactions exceed budget thresholds, alerting users to potential overspending. This real-time budget control feature ensures fiscal responsibility, enabling proactive adjustments to prevent budget overruns and maintain financial discipline. | See Oracle Hyperion Planning Plus Section II of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 19. | The system must have the ability to set spending controls at various levels relating to funds available for expenditures. | M | Oracle Hyperion enables setting spending controls at multiple levels, including account, department, and organizational levels, to manage funds available for expenditures. This ensures effective budget enforcement, automating checks and warnings to prevent overspending and maintain alignment with available funds. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 20. | The system must have the ability to check for unauthorized charges against budgeted line items on a timely basis. | | Oracle Hyperion performs automated, real-time checks to detect unauthorized charges against budgeted line items, triggering alerts and warnings for immediate attention. This continuous monitoring ensures budget integrity, enabling prompt corrective action to prevent budget variances and maintain financial control. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 21. | The system must have the ability to provide on-line approval of proposed budgetary transactions. | M | Oracle Hyperion enables online approval of proposed budgetary transactions through automated workflows, sending notifications to designated approvers. Approvers can review, approve, or reject transactions in real-time, ensuring seamless budget control and efficient financial management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 22. | The system must have the ability to deny financial transaction if budgetary amount is not adequate to cover the transaction being posted. | M | Oracle Hyperion automatically checks budget availability before posting financial transactions, preventing transactions that exceed available budget amounts. If funds are insufficient, the system automatically denies the transaction, triggering alerts and notifications to ensure budget adherence and prevent budget overruns. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 23. | The system must have the ability to determine sufficiency of funds prior to processing payments and disbursements of loans. | M | Oracle Hyperion performs real-time fund sufficiency checks before processing payments and loan disbursements, verifying available budget balances against transaction amounts. If funds are insufficient, the system automatically blocks or notifies users, preventing unauthorized expenditures and ensuring fiscal responsibility. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 24. | The system must have the ability to permit the modification of encumbrance (e.g., increase, decrease, or cancel) and produce an audit trail of the transaction. | M | Oracle Hyperion allows authorized users to modify encumbrances (increase, decrease, or cancel) with automatic updates to budget commitments and availability. Each modification generates an audit trail, recording user, date, and changes made, ensuring transparency, accountability, and compliance with financial regulations. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| 25. | The system must have the ability to track the original amount, current amount, payments made, and remaining balance for an encumbrance. | including original and current amounts, payments, and remaining balances. This enables accurate financial reporting, effective budget | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| 26. | The system must have the ability to automatically close encumbrances with appropriate journal entries for year-end financial reporting | Oracle Hyperion automates year-end encumbrance closure, generating journal entries to update financial records. This ensures accurate financial reporting and compliance, seamlessly closing encumbrances for fiscal year-end processing | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 27. | The system must have the ability to flag a warning for Non-Sufficient Funds (NSF) condition when payment vouchers exceed encumbered funds. | real-time alert prevents overdrafts, ensuring fiscal responsibility and enabling prompt budget adjustments. | See Oracle Hyperion Planning Plus Section II of Technical |
| 28. | The system must have the ability to perform standard encumbrance accounting activities. | Oracle Hyperion performs standard encumbrance accounting activities, including encumbrance creation, modification, cancellation, and liquidation. These activities automatically update budget commitments, generate journal entries, and provide real-time visibility into budget availability and expenditures. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must allow budget data to be established and maintained on-line for any number of past, present, and future years. | This enables longitudinal analysis, rolling forecasts, and strategic planning for seamless budget management and continuity. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must allow actual revenue and expenditure data to be stored and retrieved online for any number of past years. | trend identification. This longitudinal data storage facilitates comparative reporting, budget variance analysis, and informed financial decision-making | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 31. | The system must have the ability to have all prior history for actual spending and budgets available on-line for multiple years. | financial information. This enables long-term trend analysis, budget planning, and informed decision-making through seamless retrieval of prior-year actuals and budget data. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must allow for the approved budget to be automatically recorded for use by general ledger in new fiscal year. | ensures accurate financial reporting and budget management, as new year budgets are instantly available for accounting and financial transactions. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| The system must have the ability to accommodate the transfer of funds between budgeted line items. | Oracle Hyperion facilitates fund transfers between budgeted line items through automated journal entries, enabling flexible budget reallocations. Users can easily transfer funds, update budget amounts, and maintain audit trails, ensuring accurate financial management and budget control. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| The system must provide the ability to enter budget requests on-line. | Oracle Hyperion enables online budget request submission, allowing users to enter and submit budget proposals electronically. This streamlined process facilitates centralized budget collection, automated workflows, and real-time visibility for budget managers to review, approve, or reject requests. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have an audit trail (including time and user identification) is maintained automatically reflecting all budget entries. | Oracle Hyperion automatically generates an audit trail for all budget entries, recording user ID, date, time, and details of each transaction. This ensures transparency, accountability, and compliance, providing a secure and trackable record of budget changes, updates, and approvals. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to perform budget modifications and maintain an audit trail of modifications. | Oracle Hyperion allows users to modify budgets online, with automatic tracking and recording of changes in a comprehensive audit trail. This audit trail captures modification details, including user ID, date, time, and changes made, ensuring transparency, accountability, and version control. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must allow budget request data to be entered easily and/or copied forward from a user defined period. | Oracle Hyperion streamlines budget request data entry through user-defined period copying, auto-population, and spreadsheets import. Users can easily copy budget data from previous periods, modify as needed, and submit requests for approval, reducing data entry time and increasing budgeting efficiency. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to compute "what if" scenarios using actual budget data or adjusted budget data compared to actual expenditure data or adjusted expenditure data in any combination. | Oracle Hyperion's "what-if" scenario planning feature allows users to simulate financial outcomes using actual or adjusted budget and expenditure data. This enables organizations to compare scenarios, test sensitivity, and make informed decisions to optimize budget strategies and forecast potential financial outcomes. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have capabilities to allow users to develop budget forecasts using base-year budgets. | Oracle Hyperion enables users to develop budget forecasts based on base-year budgets, allowing for incremental adjustments, percentage changes, and rolling forecasts. Users can easily create, manage, and refine multi-year budget forecasts using historical data, drivers, and assumptions, facilitating accurate and informed financial planning | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to create, modify, and establish a budget for a specific project and component of a project. | Oracle Hyperion enables project-based budgeting, allowing users to create and manage budgets by task, phase, and resource. This facilitates real-time cost tracking variance analysis, and precise control, enabling informed decision-making and optimized project financial management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| 41. | The system must have capabilities to allow forecasts to be expressed in terms of percentage increases or decreases. | increases or decreases from prior periods, budgets, or actuals. This enables flexible and rapid scenario planning and sensitivity analysis through easy adjustments to projections based on percentage-based assumptions. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| 42. | The system must have capabilities to provide a process to apply inflation factors to a budget model. | Oracle Hyperion allows users to apply inflation factors to budget models, enabling automatic calculation of escalated costs and expenses. Users can define and apply custom inflation rates, indices, or formulas to specific budget lines, accounts, or categories, ensuring accurate and realistic financial projections. | |
| | The system must allow budgets or budget items to be frozen at a certain level of approval to prevent further change by the projection percentage during the revision process. | to prevent unauthorized changes to approved budget amounts or line items. This ensures budget stability while still permitting flexible adjustments to other budget components through percentage-based revisions. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 44. | The system must have the ability to approve budgets through on-line approval. | approval process automates workflow, eliminates paperwork, and enhances efficiency, providing real-time status updates and audit trails. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must have the ability to specify the basis for computing the budget based on user defined criteria (for example salary, total labour cost, interest rates, etc.) | flexibility allows for accurate, dynamic forecasts tied to key business metrics and performance indicators. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must allow budget projections to be made for multiple years according to user-defined parameters. | user-defined parameters, allowing organizations to plan and forecast financial performance over extended periods. Users can define custom projection rules, assumptions, and scenarios to generate detailed, long-term budgets and forecasts, facilitating strategic planning and decision-making | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| 47. | The system must allow monthly and quarterly budget figures to be established, if desired. | levels, including monthly and quarterly intervals, enabling precise financial planning and tracking. This flexibility supports varied budgeting cycles and frequencies, accommodating organizations' unique planning and reporting requirements. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| | The system must have the ability to keep multiple budget years open at one time. | concurrently, enabling simultaneous access, editing, and comparison. This multi-year budgeting feature streamlines planning, analysis, and reporting, supporting seamless budget cycle transitions and long-term financial strategy development. | |

| The system should be able to generate a mid-year consolidated operational expenditure budget report showing Budget code Budget code description Approved budget Revised budget The system should allow different accounting calendars Variance (%) Previous year audited actual | Oracle Hyperion generates mid-year consolidated operational expenditure budget reports displaying Budget Code, among other key details. The process involves: data integration from various sources, budget data validation, consolidation of actual and budgeted expenditures, report parameter setup (e.g., budget code, time period), and report generation using Hyperion Web Analysis or Smart View. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| Budget code description | Oracle Hyperion generates mid-year consolidated operational expenditure budget reports, displaying Budget Code descriptions for insightful analysis. This process involves integrating data from general ledger and budgeting modules, setting up budget code mappings and hierarchies, and validating/consolidating data. The report is then generated using Hyperion Web Analysis or Smart View, utilizing customizable parameters such as budget code and time period. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Approved budget | Oracle Hyperion generates mid-year consolidated operational expenditure budget reports displaying Approved Budget amounts, enabling variance analysis and financial oversight. The process involves: data integration, budget code mapping, data validation, report parameter setup (e.g., budget code, time period), and report generation using Hyperion Web Analysis or Smart View. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| Revised budget | Oracle Hyperion generates mid-year consolidated operational expenditure budget reports displaying Revised Budget amounts, enabling tracking of budget adjustments. The process involves: updating budget data, recalculating variances, data validation, report parameter setup (e.g., budget code, time period), and report generation using Hyperion Web Analysis or Smart View, incorporating revised budget approvals and adjustments. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system should allow different accounting calendars | involves: setting up multiple calendar definitions, assigning calendars | • |

| Variance (%) | M | Oracle Hyperion generates mid-year consolidated operational expenditure budget reports displaying Variance (%) calculations, enabling financial performance analysis. The process involves: data integration, budget and actuals comparison, variance calculation (Actual - Budget / Budget), and report generation using Hyperion Web Analysis or Smart View, with customizable variance thresholds and formatting | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| Previous year audited actual | M | Oracle Hyperion generates mid-year consolidated operational expenditure budget reports displaying Previous Year Audited Actuals, facilitating year-over-year financial comparisons. The process involves: data integration from financial sources, period-to-period mapping data validation, and report generation using Hyperion Web Analysis or Smart View, incorporating audited financial data from prior year. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to provide centralized monitoring of spending, budget preparation process, and available balances. | M | Oracle Hyperion provides centralized monitoring and control over spending, budget preparation, and available balances through realtime dashboards and reports. This enables finance teams to track expenditures, manage budget workflows, and ensure fiscal accountability, making informed decisions with up-to-date financial information. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to produce budget to actual reports online. | M | enabling users to compare budgeted and actual expenditures. These reports offer instant insights into financial performance, variances, | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the capability to produce comprehensive management and budget reporting. | M | Oracle Hyperion generates comprehensive management and budget reports, providing insights into financial performance, budget variances, and key performance indicators (KPIs). These reports include detailed analytics, dashboards, and visualizations, enabling informed decision-making strategic planning and effective budget management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to allow the comparison of budget (spending plan) to actual obligations and expenditures, including a variance and percentage variance. | M | Oracle Hyperion allows real-time comparison of budgeted and actual spending highlighting variances and percentage differences. This enables users to identify areas of overspending or underspending and make data-driven decisions to adjust their spending plans. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
| The system must have the ability to provide variance reports illustrating budgets versus appropriations versus actual encumbered amounts to the respective budgets. | M | Oracle Hyperion produces variance reports comparing budgets, appropriations, and actual encumbered amounts to analyze financial performance. These reports identify discrepancies between planned and actual spending, enabling informed budget adjustments and effective expenditure management. | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| The system must have the ability to create the final budget document online in its finished form. | documents online, streamlining the budgeting process. The system | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |
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| The system must allow intermediate and final budget reports to be available. | • | See Oracle Hyperion Planning Plus Section I1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Hyperion Planning Plus Section of Technical Proposal. |

| Minimum Requirement Description | Priority | 1 | Cross Reference in Brochure/Document |
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| The system should seamlessly integrate all cash, cheque and credit card transactions. | | credit card transactions to provide a comprehensive solution for managing organizational cash flows. This configuration enables efficient reconciliation of all transaction types, consolidating and tracking payments to ensure accurate reporting and improved visibility into the organization's financial position. The system | See Oracle Cash Mangemen Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| The system should allow automatic upload of bank statements into the system. | | upload of bank statements in various formats, including SWIFT MT940, BAI2, ISO 20022 CAMT.053, and custom formats. The system's Bank Statement Loader automates the import process, which can be scheduled for regular intervals or performed manually as needed. It also supports seamless integration with banks through APIs | Oracle Cash Mangement |

| The system should allow controlled direct update of cheque or deposit information. | M | and deposit information, enabling authorized users to make adjustments while maintaining strict access controls and comprehensive audit trails. This functionality ensures that only designated users can modify financial data, preserving data integrity and accuracy. By providing a secure method for updating transaction | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
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| The system should be able to receive automatic updates for each deposit made. | M | Oracle Cash Management support automatic updates for each deposit made. This feature ensures that the system reflects real-time changes in the organization's cash position, allowing for accurate tracking and reconciliation of deposits. It enhances financial visibility and streamlines cash management processes by automating data entry and reducing the risk of manual errors. | Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and |
| The system should provide for the creation of an unlimited number of bank accounts and cash accounts. | M | Oracle Cash Management supports the creation of an unlimited number of bank and cash accounts. This flexibility allows the organization to efficiently manage multiple accounts across different financial institutions, ensuring comprehensive coverage of all cash and banking activities. It enhances the system's ability to track and reconcile transactions, providing better control and visibility over the organization's overall financial position. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| The system should have the ability to perform treasury accounting and reporting functions such as: transaction journals investment income projection maturities and dividends securities ledgers principal and interest payments tracking cash flow projections error correction calculations of gain/loss on sale of investments interface to the General Ledger | M | as transaction journals, investment income projections, tracking maturities and dividends, maintaining securities ledgers, monitoring | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |

| 7. | The system should have the ability to track petty cash. | visibility into cash flow and helping to maintain budgetary controls. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
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| 8. | The system should provide on-screen reconciliation summary information, such as adjusted bank balance, adjusted book balance, difference, number of cleared payments, cleared payments total, number of cleared deposits and cleared deposits total. | information. This feature will display essential details such as the adjusted bank balance, adjusted book balance, variance, the number of cleared payments and their total, as well as the number of cleared deposits and their total. This comprehensive overview will enhance the reconciliation process, allowing for quick assessments of cash | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| 9. | The system should automatically post reconciliation adjustments to the General Ledger. | the reconciliation process by ensuring that all adjustments are accurately reflected in the financial records without the need for manual entry. It enhances data integrity, reduces the risk of errors, and provides real-time visibility into the organization's financial position, | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| 10. | The system should automatically track cash entries and cash on hand and provide cash receipt register and deposit reports for cash reconciliations. | automating these processes, the system will ensure accurate tracking of cash transactions, enhance financial visibility, and streamline the reconciliation process, ultimately improving cash management | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| 11. | The system should be able to process insufficient funds checks with correct posting to the general ledger. | that any checks returned due to insufficient funds are properly recorded and reflected in the financial records, maintaining data integrity. The system will provide comprehensive tracking and reporting for these transactions, allowing for effective cash | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |

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| - | 1 | The system should allow the reconciliation of multiple accounts at the same time. | accounts simultaneously. This functionality will streamline the reconciliation process, enabling financial teams to efficiently manage and compare transactions across various accounts. By facilitating batch reconciliations, the system will enhance productivity and ensure timely identification of discrepancies, ultimately improving overall | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| | t C | The system should allow users to selectively view transactions by status, cheque date, or other field data. | enhance user experience by providing customizable filters for transaction visibility, enabling users to quickly access and analyze specific data as needed. This capability will improve efficiency in transaction management and facilitate informed decision-making. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| | Ī | The system should allow the posting of interest income and service charges to the GL during reconciliation. | integrating these postings into the reconciliation process, the system will enhance financial accuracy and provide a clearer view of cash | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| | 3 3 3 1 | The system should automatically match cancelled cheques from the bank statement to the system by cheque amounts, cheque number, and bank ID. | numbers, and bank IDs. This functionality will streamline the reconciliation process by reducing manual effort and increasing accuracy. By automating the matching of cancelled cheques, the system will enhance efficiency in transaction management and provide | Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement |
| | 1 6 1 1 | The system should be able to receive automatic updates for each cheque printed, reprinted, nandwritten, void or reversed from the Payroll or Accounts Payable subsystems. | or Accounts Payable subsystems. This functionality will ensure real- time tracking of cheque statuses, enhancing accuracy and visibility into cash disbursements. By integrating these updates seamlessly, the system will facilitate efficient financial management and reconciliation | Oracle Cash Mangement |

| 17. | The system must be able to track money market securities (treasury bills, commercial paper, etc.), notes and bonds, equities, mortgage, etc. | M | instruments, including money market securities (such as treasury bills and commercial paper), notes and bonds, equities, and mortgages. This functionality will provide a comprehensive overview of the organization's investment portfolio, enhancing visibility into asset performance and cash flows. By enabling the tracking of these | page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
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| 18. | The system should allow drill down function to the originating transaction (deposit, check, or other bank transaction). | M | Oracle Cash Management includes a drill-down function that allows users to access the originating transaction, whether it is a deposit, cheque, or other bank transaction. This feature will enhance transparency and facilitate thorough analysis, enabling users to view detailed information for each transaction. It will improve the efficiency of reconciliation processes and provide greater insight into financial activities. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| | The system should provide a summary listing of deposit information. | M | Oracle Cash Management provides a summary listing of deposit information. This feature will offer an organized overview of all deposits, enhancing visibility into cash inflows and simplifying the reconciliation process. By presenting this summary, the system will facilitate efficient tracking and management of deposit activities, supporting better financial decision-making. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
| 20. | The system should provide a list of cancelled cheques. | M | Oracle Cash Management provides a comprehensive list of cancelled cheques. This feature will enhance visibility into the status of cheques, allowing users to easily track and manage cancelled transactions. By maintaining an accurate record of cancelled cheques, the system will facilitate efficient reconciliation and improve overall cash management processes. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |

| 21. The system should provide a listing of deposits with detail information. | feature will include comprehensive information about each deposit, such as amounts, dates, sources, and any relevant notes. By offering this detailed overview, the system will enhance tracking and management of cash inflows, facilitating more efficient reconciliation and financial analysis. | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |
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| 22. The system should be able to log all transactions related to any given document, such as Issue Date, Review Date, Stop Date, Cancel Date,Reverse Date, etc. | | Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement |
| 23. The system should provide a cheque listing by bank ID and cheque number. | information in an organized manner, the system will improve efficiency in reconciliation processes and support better financial | See Oracle Cash Mangement Section A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Cash Mangement Section of Technical Proposal. |

| 2.3. | 1.5 Account Receivables Manag | ement | | |
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| No | Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
| 1. | The system should have the ability to maintain a master customer/member file. | | Oracle Account Receivables offers a thorough master customer/member file for managing and storing client data. customer hierarchy, customer classifications, contact management, payment terms and methods, tax information, store tax IDs, VAT numbers, account status, user-defined fields, and customer profile management are among the main features. | See Oracle Account Receivables Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 2. | The system should allow user defined aging categories (e.g., current, 30,60, 90 days). | | Oracle Account Receivables gives businesses the freedom to create unique aging categories, allowing them to customize their accounts receivable management to meet certain business requirements. The aging categories feature of Oracle Account Receivables offers several aging bases, document date aging, automated aging, and user override, in addition to configurable categories. | See Oracle Account Receivables Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 3. | The system should have the ability to apply a single check to multiple open items. | M | Oracle Account Receivables streamlines the payment application procedure by enabling the application of a single check to numerous open items. It's called "Multiple Application" or "Multi-Application." Applying a single check to several open items has several advantages, including faster cash flow, fewer errors, quicker payment processing, and higher customer satisfaction. | See Oracle Account Receivables Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 4. | The system should allow authorized users to post cash receipts on-line. | | Oracle Account Receivables expedites the payment processing and reconciliation process by allowing authorized users to post cash receipts online. Oracle Account Receivables offers real-time processing as part of its online cash receipt posting feature. The general ledger and accounts receivable are updated instantly. Payments are applied to open bills automatically through automated application. | See Oracle Account Receivables Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 5. | The system should have a Cash Receipts Journal functionality where payments received each day by customers, including check number, payment type, receipt number, receipt date, amount of cash received and special General Ledger account entries such as write-offs are recorded. | | Oracle Account Receivables' Cash Receipts Journal is a feature- rich application for tracking and documenting daily client payments. It offers a consolidated location for cash receipt management, guaranteeing precise and effective accounting and reconciliation. Payment information, customer details, write- offs and adjustments, general ledger integration, payment applications, audit trails, reporting, and inquiries are all included in the cash receipts journal. Better accuracy, effective reconciliation, increased visibility, compliance, and cash flow management are all provided by the Cash Receipts Journal. | Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 6. | The system should have a Cash Receipts and Adjustments Journal functionality which lists cash payments received and adjustments made by customers and related general ledger accounts. | | Oracle Account Receivables' Cash Receipts Journal is a feature- rich application for tracking and documenting daily client payments. It offers a consolidated location for cash receipt management, guaranteeing precise and effective accounting and reconciliation. Payment information, customer details, write- offs and adjustments, general ledger integration, payment applications, audit trails, reporting and inquiries are all included in the cash receipts journal. Better accuracy, effective reconciliation, increased visibility, compliance, and cash flow management are all provided by the Cash Receipts Journal. | Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 7. | The system should allow users to review on-line all customer accounts past due. | M | Oracle Account Receivables offers a thorough online inspection tool for past-due customer accounts, facilitating effective accounts receivable administration and prompt payment collection. The past due account review function offers drill-down capability, aging analysis, past due reports, customer account details, real-time data, sorting and filtering, and export to Excel. Online past-due client account reviews enhance cash flow, lower bad debt, improve customer communication, streamline collections, and improve decision-making | See Oracle Account Receivables Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
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| 8. | The system should allow users to review on-line activity for specified account. | M | Oracle Account Receivables offers a thorough tool for examining online activity for designated accounts, facilitating effective accounts receivable administration and prompt customer service. Real-time data, account details, transaction history, drill-down capability, sorting and filtering, and export to Excel are all included in the online account activity review tool. Examining online behavior for specific account offerings in order to improve customer service, resolve disputes more quickly, manage accounts better, make better decisions, and reduce errors. | Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 9. | The system should allow users to review on-line customer aging and other statistics such as last payment date. | M | The customer aging and statistics review feature includes Customer Aging, Last Payment Date, Payment History, Average Days to Pay, Credit Limit, Balance Forward, Drill-Down Capability, and Sorting and Filtering. Reviewing customer aging and statistics provides improved cash flow, decreased bad debt, improved customer communication, streamlined collections, and better decision-making. Users can review customer aging and statistics online using a variety of options, including customer aging report, account inquiry, customer dashboard, and aging analysis. Oracle Account Receivables offers a comprehensive tool for reviewing customer aging and statistics online, facilitating efficient management of accounts receivable and timely collection of past-due payments. | See Oracle Account Receivables Section A2 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 10 | The system should be able to generate a comprehensive AR Report. | M | With the help of Oracle Account Receivables' powerful reporting tool, which produces thorough Accounts Receivable (AR) reports, businesses can efficiently assess and manage their accounts receivable. Customer List, Aging Analysis, Invoice Details, Payment History, Balance Forward, Average Days to | page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| /N Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
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| 3.1.6.1 Supplier/Vendor Maintenance | | | |
| 1. Supplier Registration - The system should allow suppliers information to be captured or register through the portal with the company profile and setup user name and password, fill in the company information such as company name, social credit unified code, address, company telephone No., name of legal. | | Oracle Purchasing's Supplier Registration process enables vendors to register through a self-service portal, capturing essential company information, including profile, contact details, and legal representative. The system then creates a unique username and password, allowing suppliers to manage their profile and engage in procurement activities, streamlining supplier onboarding and communication. | E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of |
| 2. Supplier Approval Management - To system should provide supplier approval function for purchaser with the submitted profiles. The suppliers would be separated into unapproved list and approved list to make management more convenient. | M | Oracle Purchasing's Supplier Approval Management allows purchasers to review, approve or reject supplier profiles, organizing them into approved and unapproved lists. This process ensures only qualified suppliers participate in procurement, enhancing supply chain quality and reducing risks. | See Oracle Purchasing Section E of Technical Specification (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 8. Supplier Maintenance - The system/application should allow users to view and modify enterprise information, such as company profile, supplier name, address, password etc. | M | profiles, contact details, and login | E of Technical Specification (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| Supplier Portal - Supplier can get bid notice, invitations, bid award notifications through the portal, and inquires its own bid records. | | their procurement activities, receiving notifications for bid opportunities, | See Oracle Purchasing Section E of Technical Specification (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |

| 5. | System should allow entry of procurement information as per the procurement policy of the MFI Hub member institutions. | | procurement information in compliance with MFI Hub member institutions' | |
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| 6. | System should allow for entry of procurement plans aligned with the approved Budget for specific period. | M | periods. Users can enter and track procurement plans, ensuring strategic | |
| 7. | Systems should have functionality to manage the various procurement methods that are determined by various factors such as thresholds and types. | M | procurement methods (quotes, tenders, auctions, negotiations) based on thresholds, types, and categories. The system automates approval routing. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 8. | Ability to include the following data elements for all vendors/suppliers established by the Procurement Office. Vendor Type (permanent, temporary etc.) Vendor Name Physical Address TIN and VAT No Ability to have and retain multiple addresses Phone/fax numbers Active vs. Inactive indicator Date established HD - Date last paid Incorporated Foreign Vendor Number of responses D - Contact person Email address (if any) Website (if any) | M | Maintenance creates and manages detailed vendor profiles, capturing vital information such as vendor type, address, tax IDs, and contact details. This | (Data Sheets) page of Bid |
| 9. | Ability to process procurement requisition through the system work flows and approvals. | M | workflows and approvals. The system efficiently manages the procurement cycle by routing requisitions to approvers, | E of Technical Specifications (Data Sheets) page of Bid |

| procu | y to facilitate commitment controls by linking the rement plan with approved budget such that ols on when to commit funds is enforced during rement process. | M | | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
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| docur | y to generate auto numbering of procurement nents including. Generation of reference numbers ch requisition and purchase orders. | M | Oracle Purchasing automatically generates unique reference numbers for procurement documents, including requisitions and purchase orders, through a configurable auto-numbering system. This ensures seamless document tracking, maintains data integrity, and prevents duplication, enabling efficient and organized procurement processing | |
| link tl procu flow a | y to process and generate Purchase Orders and nem to contracts that are a result of the rement process. This should also be through work and approval process as per the procurement ang procedures of the institutions (MFIs and COs). | M | Orders (POs) linked to contracts resulting from the procurement process, automating workflow and approval | (Data Sheets) page of Bid Submission and Oracle Purchasing Section of |
| | y to Generate or Add contract templates / drafting rocurements that end up in contracts. | M | Oracle Purchasing allows users to generate and manage contract templates, streamlining the drafting process for procurement contracts. These customizable templates ensure consistency and compliance, enabling users to populate relevant terms, conditions, and clauses, and automatically generate contracts for electronic signature and execution. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | y to attach comments at any point during the rement process execution. | M | comments, notes, and attachments at any procurement stage, enhancing transparency and auditability. This | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| procu enable | y to generate and disseminate alerts on rement processes including. Adding alerts to e users track procurements from requisition to eval, Submissions such as when rejected or eved. | M | alerts and notifications to track procurement processes, from requisition | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |

| | Ability to link the various documents (Initial requisition, Local Purchase Order, Delivery Note, Goods Received Note, and Invoice) to any procurement carried out at any one time. | M | centralized management of procurement documents, including requisitions, purchase orders, delivery notes, goods received notes, and invoices. This | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
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| | Ability to manage the international procurements with international suppliers and deliveries. | M | procurement management with global suppliers and deliveries, handling complexities such as currency conversion, tax compliance, and freight management. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | Ability to access basic information on contracts by commodities, vendor classifications, contract number, beginning/expiration dates/anniversary,amounts, campus/unit unique, keyword search, Vendor. | M | search options. This feature enables efficient contract management, informed decision-making and compliance by | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 19. | Ability to provide price and description of items. | M | accurate price and descriptive information for items, enabling efficient procurement processing. This item master data management capability ensures up-to-date | (Data Sheets) page of Bid Submission and Oracle |
| 20. | Ability to cancel an order through approval hierarchy. | M | * * * | E of Technical Specifications |
| 21. | Ability to notify Vendor of expiring contracts. | M | notifications to vendors about expiring contracts, enabling timely renewals or renegotiations. These alerts are triggered by customizable thresholds (e.g., 30, 60, | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | Ability to send order to vendor in multiple ways printed on paper, faxed, electronically transmit to vendor. | M | including print, fax, and electronic data interchange (EDI). Orders can be efficiently delivered via email, XML, | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |

| 23. | Ability to track total purchases against a contract and the ability to set upper limits on contracts and notify purchasing when getting close to the limits. | M | Oracle Purchasing enables real-time tracking of total purchases against a contract, monitoring expenditure against agreed-upon limits. The system triggers automated alerts when approaching predefined thresholds (e.g., 75%, 90%), notifying purchasing teams to take action, ensuring contract compliance and preventing overspending | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
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| 24. | Ability for the originating department to review/approve the modified document at any time prior to initiating a purchase order. | M | Oracle Purchasing enables departments to review and approve modified documents in real-time before purchasing. This ensures departmental control and oversight, validating procurement requirements and verifying changes. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 25. | Ability to add/select bidders based upon type of purchase, location, rankings, bids, bidders who responded to requests, etc. | M | Oracle Purchasing enables targeted bidder selection based on criteria like purchase type, location, and performance rankings. The system's qualification and segmentation features ensure the most suitable vendors are invited to participate in the procurement process. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 26. | Ability to identify basis for an award (least cost, sole source, proprietary, only bid received, emergency, etc.). | M | Oracle Purchasing allows users to record and justify contract awards based on factors like cost, sole source, or emergency. This creates an audit trail, ensuring transparency and regulatory compliance, and documenting the evaluation and decision-making process. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 27. | Ability to provide notification to non-successful bidders. | M | Oracle Purchasing automates notifications to non-successful bidders, informing them of the contract award decision and providing feedback on their bid status. This streamlined process ensures professional communication, maintains vendor relationships, and can include customizable templates for standardized correspondence. | |
| 28. | Ability to automatically fax or email a purchase order. | M | | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 29. | Ability to track vendor performance/evaluation to include responses, awards, problems, etc. | M | Oracle Purchasing allows for comprehensive vendor performance tracking monitoring key metrics such as bid responses, contract awards, issue resolution, and other performance indicators. This centralized repository enables objective evaluations, informing future sourcing decisions and strategic supplier relationships. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |

| | Ability to initiate changes or amendments to purchase orders. | M | Oracle Purchasing enables users to initiate changes or amendments to purchase orders, updating terms, quantities, or other details, while maintaining audit trails and version control. The system automatically notifies vendors and internal stakeholders of changes, ensuring seamless communication and revised order confirmation. | E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
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| 31. | Ability to include quantity variances for line items. | M | Oracle Purchasing accommodates quantity variances for line items, handling discrepancies between ordered and received quantities. The system automatically updates records, triggering actions like invoicing adjustments and inventory reconciliation for precise procurement tracking and financial management. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | On-line inquiry into the vendor data base via all data elements. | M | Oracle Purchasing offers real-time online inquiry, allowing users to search and access vendor information across various data elements. This centralized database ensures accurate and up-to-date vendor information, enabling informed decision-making and efficient supplier management. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | The ability to retain all data related to a payment in the event the attributes related to a vendor is subsequently changed. | M | Oracle Purchasing preserves historical payment data, ensuring that records remain intact even if vendor attributes are updated or changed. This audit trail maintains data integrity, providing permanent record of payment transactions and vendor information at the time of payment. | Submission and Oracle Purchasing Section of Technical Proposal. |
| 34. | Extensive on-line vendor search capabilities. | | vendor search capabilities, allowing users to find vendors by name, ID, location, certification, and more. This streamlined search functionality enhances vendor | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | Vendor data that identifies amounts paid by purchase order, fiscal year, total. | M | Oracle Purchasing maintains comprehensive vendor data, tracking payment amounts by purchase order, fiscal year, and total spent. This centralized repository provides real-time visibility into vendor expenditure, enabling informed procurement decisions, spend analysis, and financial reporting. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | A daily audit trail including for new and changed vendors. | M | Oracle Purchasing generates a daily audit trail, recording all vendor changes, additions, and deletions, ensuring transparency and accountability. This comprehensive audit log captures user, date, and time stamps for each transaction, providing a secure and tamper-evident record of vendor data modifications. | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |

| 37. | The flexibility to allow authorised users to add vendors | M | onboarding and timely setup. Authorized users can enter vendor details, assign | E of Technical Specifications |
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| 38. | Ability to suspend vendors (permanently, temporary, by commodity type,etc.) | M | users to suspend vendors temporarily or permanently, with optional specifications | Submission and Oracle |
| 39. | Ability to generate statistics about the usage of each commodity | M | usage statistics, providing insights into spending patterns, vendor performance, and category-wise expenditure. This analytical capability enables informed | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| | Inquiry and Reporting | | | |
| 40. | Provide friendly report writer for ad hoc reporting | M | report writer for creating custom reports on procurement data. This tool provides real-time insights, enabling users to | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 41. | Report on all procurements done in a quarter specifying Goods, supplies or services procured, Mode of procurement, value and name of supplier | M | periodic) procurement reports detailing goods, supplies, or services procured, mode of procurement, value, and supplier | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |
| 42. | Ability to generate the following reports: □ Sole Source, Proprietary and Emergency Non- Biddable □ Payments to Vendors □ Maintenance agreement Report □ Vendor payment aging Reports □ Procurement processes status Reports | M | reports, including Sole Source, Proprietary, Emergency Non-Biddable, Vendor Payments, Maintenance Agreements, Vendor Payment Aging, and | See Oracle Purchasing Section E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Purchasing Section of Technical Proposal. |

| 43. Integration with other systems/modules. | M | Oracle Purchasing integrates with Finance, | See Oracle Purchasing Section |
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| | | Inventory, Project Management, and | E of Technical Specifications |
| | | other systems for a unified procurement | (Data Sheets) page of Bid |
| | | view. This integration enables real-time | Submission and Oracle |
| | | data exchange, automated workflows, and | Purchasing Section of |
| | | consistent data, boosting procurement | Technical Proposal. |
| | | efficiency and informed decision-making. | |
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| No. | Requirement Description | Priority | <u> </u> | Cross Reference in Brochure/Document |
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| 1. | The system must be able to allow | M | | See Oracle Account |
| | authorized users to create new suppliers by capturing the following information: Supplier Name Supplier Group Supplier Type Supplier ID (alphanumeric) Status (Active/Closed/Suspended) Address Telephone Facsimile Contact Person Email Address Supplier bank account number for electronic funds transfers Etc. | | users to create new suppliers. Adding additional vendors to the Oracle Account Payables offerings Effective Purchasing simplifies the administration of suppliers. Precise Payments: Guarantees accurate payment details. Compliance: Upholds adherence to regulations. Better Communication: Makes it easier to communicate with vendors. | (Data Sheets) page in Bid Submission and Oracle Account Receivables |
| 2. | The system must track all changes to the supplier master file. | | To ensure accountability, transparency, and compliance, Oracle Account Payables offers a powerful auditing and tracking feature to keep an eye on modifications to the supplier master file. The functionality for auditing and tracking consists of: Change History: Keeps track of all modifications made to supplier data. Audit Trail: Offers a thorough record of all modifications, including the user, date, and time. Version control keeps track of supplier record versions. Field-Level Tracking: Indicates which particular fields have been altered. Reason for Change: An optional justification for the change report. Monitoring modifications to the offers in the supplier master file: Better Transparency: Improves awareness of modifications to supplier data. Accountability: Makes users answerable for modifications. Compliance: Assists with auditing and regulatory compliance. Data Integrity: Guarantees that supplier data is accurate and dependable. Risk management: Recognizes possible dangers or inconsistencies. Oracle Account Payables keeps track of modifications to the following bank account details, tax identification numbers, addresses, phone numbers, fax numbers, and supplier contact information. Email Lists. | |

| 3. | The system must have the ability to process invoice information, including invoice number, amount, payment date, and transaction number, if applicable. | functionality that allows for efficient and accurate management of vendor bills. The system collects and processes:Invoice number: A unique identifier.Invoice Date: The date when the invoice was generated. Invoice Amount: The total amount due. Payment Date: The scheduled payment date. Transaction Number: A reference number for payment processing Vendor information includes name, address, and | |
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| 4. | The system must have the ability to make changes to a supplier file once the payment has occurred. Example: flag inactive, delete, etc. | supplier file after payment has been received, assuring accurate and up-to-date supplier information. Post-Payment Changes Users can:Mark Supplier as Inactive: Prevent further transactions.Delete Supplier: Remove the supplier record (if there are no open transactions). Update Supplier Status: Change the status (for example, active or suspended). Merge Suppliers: Compile duplicate supplier | Section of Technical Proposal. |
| 5. | The system must have the ability to delete suppliers as required with option of retaining or deleting history. | Oracle Account Payables allows users to delete suppliers as needed, with the option of storing or removing past data. Users can:Delete Supplier: Remove the supplier record. Save historical transactions and records. Delete History: Delete all related transactions and documents. Preconditions for Deleting Suppliers Prior to deletion: Verify that there are no open invoices, credits, or payments. Check for Pending Payments: Confirm that there are no planned payments. Verify that there are no active purchase orders. Check for dependencies, such as contracts and agreements. Preserving History Retaining history allows: Maintains an audit trail to ensure regulatory compliance. Historical reporting involves preserving data for financial and analytical purposes. Future Reference: Maintains records for potential future disputes or queries. Delete history: Removes Sensitive Data: Removes sensitive supplier information. | |

| 6. | The system must be able to retain supplier history including current period, year-to-date and all prior history. | Oracle Account Payables offers a complete capability for retaining supplier history, which ensures accurate financial records and compliance. The system retains: Current Period Transactions include current period bills, payments, and credits. Year To Date (YTD) Transactions: A YTD summary of transactions. Prior Period Transactions are historical transactions from prior periods. Invoice and Payment History: Complete invoice and payment records. Credit and Debit Memo History: A collection of credit and debit memos. Supplier Balance History: View past supplier balances. Benefits of Saving Supplier History Maintaining supplier history offers: Accurate Financial Reporting Ensures financial statements are accurate. conformity: Ensures regulatory conformity. Audit Trail: Offers a full audit trail. Historical analysis enables the investigation of supplier patterns. Dispute Resolution: Facilitates the resolution of supplier disputes. Oracle Account Payables provides for the establishment of retention periods. Utilize predetermined retention periods. | |
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| 7. | The system must have the ability to suspend and restart payment for specified suppliers, parent supplier groups, contracts or work orders for user defined duration. | restart payments for certain suppliers, parent supplier groups, contracts, or work orders for a set amount of time. Payment Suspension Users can: Suspend Payments: Temporarily halt payments. Specify Define the suspension period. Select Suppliers: Select specific suppliers or parent groups. Suspend payments for certain contracts or work orders. Users can: Restart Payments: After a | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 8. | The system must be able to generate payment vouchers which are serially numbered and must not allow duplicate numbers to be used for A/P vouchering. It should also provide capabilities to print these vouchers off the system. | Oracle Accounts Payable includes a Payment Voucher functionality that ensures precise and efficient payment processing Payment Voucher Features: Serial Numbering Automatically creates unique, sequential voucher numbers. Duplicate Prevention: Prevents the use of duplicate voucher numbers. Payment information is included on the voucher (such as the date, amount, and supplier). Audit Trail: Saves voucher history. Voucher details include voucher number, payment date, supplier name, invoice number, payment amount, payment method, and accounting distribution. Printing Capabilities: Print Individual Vouchers, Batch Printing Customizable print templates PDF Output Security features include voucher number validation and user authorization. Audit trail Payment processing accuracy is ensured by using unique voucher numbers. Efficient Payment Management: simplifies payment processing Compliance means meeting regulatory requirements. Auditability: Saves voucher history. Regularly review voucher numbers to ensure accuracy. Configure Security Settings to restrict user access. Customize Print Templates: Meet organizational requirements. Integration With Other Oracle Modules: The General Ledger integrates with GL accounts. Cash Management: Displays cash balances. Procurement: Integrates with the purchasing process. Using Payment Vouchers in Oracle Accounts Payable allows organizations to: Ensure correct payment processing Streamline payment management. Meet the regulatory criteria. | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
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| 9. | The system must have the ability to verify existence of key documents to support issuing of payment vouchers prior to submittal, for example supplier invoices, goods delivery notes, etc. | payment vouchers.Key Documents Verified: Supplier Invoices, Goods Delivery Notes Receipts, Purchase Orders, Contracts, Tax Certificates, Withholding Tax Certificates (where appropriate), Verification Process: The system checks for the existence of required | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical |

| 10. | The system must provide status of any submitted payment voucher to review payments to date and committed funds. | submitted payment vouchers, allowing users to examine payments made to date as well as committed cash. Payment Voucher Status: Pending permission: Waiting for permission. Approved: Authorized for payment processing, Payment Processing: Being processed for payment. Paid: Payment was made. Cancelled: Payment voucher was cancelled. Payment vouchers are on hold owing to difficulties or | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
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| 11. | The system must have the ability to place payment vouchers on hold and to enter reasons for hold. | processing Hold Reasons: Discrepancies in invoice or payment details Insufficient funding Pending supplier verification. Contract or agreement concerns Audit or compliance requirements Payment Disputes, Supplier Performance Issues, Other (user-defined reason) Hold Status: On hold: Payment voucher is temporarily suspended. | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 12. | The system must retain history of payment voucher numbers after payment and/or period end to avoid duplicate voucher numbers. | payment voucher numbers after payment and/or period end, ensuring that duplicate voucher numbers are prevented. Retention Features: Payment voucher history is automatically retained with a configurable retention term (for example, forever or for specified years). Retain voucher numbers, dates, and amounts. Storage of historical payment voucher documents Benefits: Avoids duplicate voucher numbers. | Technical Specifications |

| 13. | The system must have the ability to remove an entered voucher if it has not been properly submitted for payment with corresponding audit trail, and to record reason for change. | | an inserted voucher if it has not been correctly submitted for payment, while also keeping an audit trail and recording the cause for the change. Voucher Deletion: Unauthorized Vouchers: Remove any unapproved or unsubmitted vouchers. Error Correction: Delete | |
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| 14. | The system must have the ability to consolidate multiple invoices from one vendor and pay with one voucher. | M | from the same vendor and pay with a single voucher, expediting payment procedures. Consolidation Features: Multi-Invoice Consolidation: Combine numerous invoices from the same vendor. Pay combined invoices with a single voucher. Automatic Matching The system matches invoices with vendor records. Vendor Invoice Validation: Check invoice data before consolidating. Benefits: Reduced Payment Processing Time: There are fewer vouchers to process. Enhanced efficiency through simplified payment processing Improved Cash Management: Effective cash flow management. Improved Supplier Relationships: Fewer payment problems. | Proposal. |
| 15. | The system must have the ability to maintain open invoice records until paid in full (for unpaid and partially paid payment vouchers). | | until they are paid in full, as well as track unpaid and partially received payment vouchers. Open invoice features: Monitor the status of your invoices (open, paid, or partially paid). Maintain records of outstanding invoices. Partially Paid Invoice Management: Keep track of your partially paid invoices. Automatic Update: When | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 16. | The system must have the ability to develop payment vouchers to partially paid invoices. | M | vouchers for partially paid invoices, which allows for more efficient payment processing Features for partial payment: Create partial payment vouchers. Invoice Matching Match partial payments to invoices automatically. Amount Allocation: Determine which invoices will receive payment. Open Invoice Management: Keep track of invoices that have been partially paid. Payment History Tracking For | Account Receivables |

| 17. | The system must have the ability to track invoices to payment vouchers and vice versa, and flag if amount paid is different than original payment voucher submitted. | M | vouchers and vice versa, assuring accurate payment processing and identifying problems. Tracking features: Invoice-Payment Voucher Linkage: Link invoices with payment vouchers. Automatic Matching The system matches invoices and payment vouchers. Amount Verification: Compare the paid amount with the original voucher amount. Discrepancy Flagging Identify and report amount | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
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| 18. | The system must have the ability to accumulate multiple invoices on a single voucher and/or group payment for remittance based on selected criteria (i.e., payment due date). | M | and group payments. Voucher Accumulation Features: Multiple Invoice Consolidation: Combine several invoices into a single voucher. Automatic Invoice Matching Match invoices with vouchers. Invoice Selection Criteria: Choose invoices according to supplier, date, or amount. Group Payment Features: Payment Due Date: Organize | (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 19. | The system must have the ability to automatically calculate payment due date from receipt of goods/services or invoice, and allow for user override. | M | Due Date Calculation Features: Receipt-Based Calculation: Calculates | (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical |

| | The system must have the ability to provide automatic on-line budget account validation, as well as funds availability. | validation and fund availability features. Key features: Real-Time Validation: Check your budget account balances instantly. Automatic Account Lookup retrieves account information. Chart of Accounts Integration: Ensures that the account exists. Funds Availability Checking Verifies the availability of funds. Budget Limit Checking Checks the budget limits. Encumbrance accounting is the practice of reserving funds for committed expenses. Benefits: Prevents Overspending Ensures funding availability. Ensures Accurate Accounting by validating budget accounts. Streamlines payment processing by automating budget checks. Improves financial control and budget management. Error Reduction: Manual errors are minimized. Configuration: Set up budget accounts and define budget structures. Configure the Chart of Accounts: Ensure account accuracy. Activate Funds Availability Checking Best practices: Budget reports should be reviewed on a regular basis to monitor the budget's status. Maintain an accurate chart of accounts. | (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|-----|--|---|---|
| 21. | The system must have the ability to adjust posted transactions in the system, so that the transaction is affected in both AP and GL. | Adjustment features: Transaction Reversal: Reverse an improper transaction. Transaction Correction: Correct any inaccuracies in uploaded transactions. Transaction revaluation is the process of reevaluating transactions in response to currency variations. Accounting Distribution Changes: Adjust accounting distributions. System Impact: Automatic. GL updates: Changes are recorded in the | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 22 | The system must have the ability to warn possible duplicate vendor entries even if entry is not an exact match (e.g. Lilongwe Metal Works vs. Lilongwe Metal Works Limited). | Algorithm identifies similar vendor names. Name variants: Detects variants (such as abbreviations and punctuation). Soundex Analysis: Finds phonetically similar names. Vendor Profile Comparison: Compares vendor details. Warning Mechanism: Real-Time Alerts: Provides users with warnings while entering a vendor. Pop-up | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|----|--|---|---|
| 23 | The system must be able to identify selected suppliers as "critical" for payment scheduling purposes. | Classification: Mark suppliers as crucial. Priority Flag Set priority levels (e.g., high, medium, or low). Custom Attributes: Add user-defined attributes (such as strategic partner). Supplier segmentation involves grouping essential suppliers. Payment Scheduling Implications: Priority Payment processing Ensure that payments are | Proposal. |

| 24. | The system must have the ability to provide invoice tracking for pending department/agency approvals. | | managing bills throughout their entire lifespan, including tracking awaiting department or agency approvals. Some significant advantages of Oracle AP's invoice tracking features include:Real-time visibility: Users can monitor the status of bills in real-time. Automated workflows: Sends bills to be approved electronically, reducing the need for manual involvement. Approval tracking Monitors approvals, | (Data Sheets) page in Bid Submission and Oracle Account Receivables |
|-----|---|---|---|---|
| 25. | The system should have the ability to run reports on inactive vendors. It should list vendors with no activity for a user specified period of time. | M | inactive vendors, allowing enterprises to keep their vendor master files clean and up to date. The Inactive Vendor Report in Oracle AP normally allows users to: choose a user-defined term of inactivity (e.g., 6, 12, or 24 months). Filter vendors with no activity during the specified period. View vendor details, including the vendor name and ID. Last transaction date. Last payment date. Total amount paid. | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 26. | The system should allow the Accounts Payable module to post to the general ledger in summary the entire accounts payable distribution, manual cheque distribution, and cash disbursements distribution. | M | transactions in summary. The AP module can post the following distributions into the General Ledger: Accounts Payable Distribution: Displays the complete AP distribution, including invoice amounts, taxes, and freight. Manual cheque distribution involves posting manual cheque payments, including payment amounts and clearing accounts. | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 27. The system should allow entering supplier invoices into AP batches on- line with control totalling | Validate and edit invoices in a batch. Invoice Validation: Checks for mistakes, duplication, and invalid data. Automatic numbering assigns | |
|--|--|---|
| 28. The system should allow new vendor set up during invoice posting. | procedure. Benefits: Efficient Invoice Processing Create vendors on the fly to reduce delays. Reduced Data Entry: Enter vendor information just once. Improved Accuracy: Reduce errors caused by manual vendor entries. Real-time Vendor Creation: Instantly generate and use new vendor information. Oracle AP New Vendor Setup | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 29. The system should automatically generate unique AP batch numbers. | processing. Advantages of Automatic Batch Number Generation: Increased efficiency: Automates batch numbering. Errors are minimized as a result of duplicate or inaccurate batch numbers. Enhanced Audit Trail: Using unique batch numbers makes monitoring and auditing easier. Compliance: Helps with financial reporting and | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| | | The system should allow correction to the distribution of an invoice without re-entering the invoice prior to general ledger distribution. | distribution of an invoice without having to re-enter the entire invoice. This capability is required for efficient and accurate accounting procedures. Key Benefits of Oracle Accounts Payable: Invoice Distribution Correction: Users can change the distribution of an invoice, including accounts, amounts, and percentages. Non-Reversing Entries: Errors can be corrected without reversing the original | Technical Specifications (Data Sheets) page in Bid Submission and Oracle |
|---|--------|--|--|---|
| g | 1 | The system should support multiple payment types (for example wire transfer, etc.) | allowing for greater flexibility in managing different payment methods. Oracle Accounts Payable supports the following payment types: Checks can be printed or written by hand. Electronic Funds Transfer (EFT) refers to wire transfers, direct deposits, and automated clearing house (ACH) payments. Credit Card: Payments made with company credit cards. Cash: Payments made with cash. Bank Drafts: Payments | Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| | j 1 | The system should allow selecting invoices for payment by due date range, payment date, AP batch numbers, etc. | payment processing, allowing for more effective and focused payment administration. Invoice Selection Criteria for Oracle Accounts Payable: Due Date Range: Choose invoices that are due between particular dates. Payment Date: Select invoices due on or before a certain payment date. AP Batch Numbers: Select invoices from specific Accounts Payable batches. Invoice Date: Choose invoices | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

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|---|-----|---|---------------------------|
| 33. The system should provide user- | M | Oracle Accounts Payable enables customers to build unique aging | See Oracle Account |
| defined aging categories. | | | Payables Section A3 of |
| | | specific business requirements. User-defined Aging Categories in | Technical Specifications |
| | | Oracle Accounts Payable:Customizable Buckets: Define the aging | (Data Sheets) page in Bio |
| | | categories (0-30, 31-60, 61-90 days). Naming conventions: Give | Submission and Oracle |
| | | meaningful names to age categories. Date Basis: Determine the date | Account Receivables |
| | | basis for aging (for example, invoice date or due date). | Section of Technical |
| | | | Proposal. |
| | | company requirements.Improved Analysis: Examine payables data | |
| | | using appropriate age categories.Improved Cash Management: Make | |
| | | informed decisions about payment time. Report Examples for the | |
| | | Aging Category: Aging Report: Shows invoices sorted by aging | |
| | | category. Vendor Aging Report: Displays vendor-specific aging | |
| | | information.Payables Aging Analysis: Examines payables data | |
| | | utilizing specific aging categories. Best practices: Align with company | |
| | | Needs: Establish age categories that are important to company | |
| | | activities. Consistency: Use the same name conventions and date | |
| | | bases.Regular Review: Review and change aging categories as | |
| | | appropriate. Using user-defined aging categories in Oracle Accounts | |
| | | Payable allows businesses to:Gain deeper insights into payables data. | |
| | | Improve cash-management decisions. Enhance financial reporting and | |
| | | analysis. This feature allows firms to adjust their aging categories to | |
| | | their own business needs, resulting in more efficient accounts payable | |
| | | management. | |
| | | | |
| 24 The mark and the 11 are a mark to | M | On the Assessed Provided Income the Control of the | Con Own to Amount |
| 34. The system should age payable invoices based on the invoice date. | M | | See Oracle Account |
| invoices based on the invoice date. | | | Payables Section A3 of |
| | | payables. Aging Methodology for Oracle Accounts Payable: Invoice | Technical Specifications |
| | | Date: The invoice date is used by the system to calculate aging Due | (Data Sheets) page in Bio |
| | | Date: The due date can be utilized for aging taking into account | Submission and Oracle |
| | | | Account Receivables |
| | | , | Section of Technical |
| | | | Proposal. |
| | | one to thirty days past due.31-60 Days: Invoices are 31-60 days past | |
| | | due. Invoices 61-90 days past due. Over 90 Days: Invoices more than | |
| | | 90 days past due. Aging Report Examples: Aging Report: Shows | |
| | | invoices sorted by aging category. Vendor Aging Report: Displays | |
| | | vendor-specific aging information.Payables Aging Analysis: Analyzes | |
| | | payables data based on age groupings.Benefits:Accurate Visibility: | |
| | | Gain timely insight into overdue payables. Prioritized Payments: | |
| | | Concentrate on outstanding invoices. Cash Management: Improve | |
| | | cash flow by addressing old bills. Using invoice date-based aging in | |
| | | Oracle Accounts Payable allows firms to handle payables more | |
| | | efficiently, eliminate late penalties, and strengthen vendor | |
| | | relationships. | |
| | | | |
| | | | |

| The system should provide on- line warning if total payment amounts exceed invoice amount. | overpaying. Overpayment Prevention Feature: Automatic Check: The system checks the payment amount against the invoice amount. Warning Message: Displays a warning if the payment amount exceeds the invoice amount. Prevents overpayment by requiring user confirmation or correction. Benefits: Prevents financial losses: Avoids making overpayments to vendors. Reduces errors: Reduces manual | Technical Specifications (Data Sheets) page in Bid Submission and Oracle |
|--|---|--|
| The system should apply prepayments to specific invoice line items with balance reflecting the total net amounts to be paid. | individual invoice line items, ensuring proper monitoring and netting of funds. Prepayment Application for Oracle Accounts Payable:Prepayment Entry: Enter the prepayment amount for a certain vendor or invoice. Line Item Application: Make prepayments on specified invoice line items. Netting. The system automatically nets the prepayment against the invoice amount. Benefits: Accurate | Section of Technical Proposal. |

| The system should allow Scheduling of payments and printing cheques. | | Specification: Set up payments for a certain date.Payment Batch Creation: Generate payment batches for multiple invoices.Automatic Payment Selection: The system selects bills for payment depending on their due date, payment terms, or other parameters.Payment Confirmation: Prior to processing, confirm the payment details.Check | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables |
|---|---|---|---|
| The system must Flag duplicate vendor invoices to preclude generating a cheque or effecting payments. | M | Payable can help firms streamline payment processing, decrease errors, and improve financial management. Oracle Accounts Payable has a duplicate invoice identification feature that prevents duplicate payments. Duplicate Invoice Detection Features: Automatic Checking. When you enter an invoice, the system checks for duplicates. Invoice Matching compares invoice numbers, dates, and amounts. Warning Message: When a duplicate invoice is identified, a warning message is displayed. Payment blocking prevents payment processing for duplicate invoices. Benefits: Prevents duplicate | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables |

| 39. | The system should allow for Automatic calculation of an estimated payment date or estimated receipt date as part of the AP process. | and receipt dates. Estimated Date Calculation Features: Payment conditions: Establish payment conditions (such as Net 30, Net 60). Due Date Calculation: Due dates are automatically calculated based on payment terms. projected Payment Date: Determine the projected payment date based on payment terms, holidays, and weekends. Calculate the approximate receiving date for goods and | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|-----|---|---|---|
| 40. | The system should allow cheques drawn on multiple bank accounts or on a single bank account. | Features:Bank Account Setup: Create numerous bank accounts for check printing Account Assignment: Assign bank accounts to individual suppliers, invoices, or payment batches. Check printing Print checks from specific bank accounts. Payment Processing Manage payments from numerous bank accounts. Benefits: Flexible | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 41. The system should allow for restarting of the cheque print process with automatic restroption. | ating art | Automatic Restart Feature: Error Detection: The system detects errors during cheque printing Automatic Restart: Restarts cheque printing from the point of interruption. No Manual Intervention: Manual intervention is minimized, resulting in fewer errors and saved time. Benefits: Increased Efficiency: Streamlines the cheque printing | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle |
|---|--------------|--|--|
| 42. The system must provide of AP data entry validation as error correction and re-entry information. | well y of | correction, and re-entry capabilities. Online Validation Features: Field-Level Validation: Verifies data entry in each field (e.g., date, amount). Format Checking: Ensures that data follows preset formats (such as invoice numbers). Range checking ensures that data falls inside prescribed ranges. Cross-Field Validation: Verifies relationships between fields (for example, invoice date vs. payment date). Error | Technical Specifications (Data Sheets) page in Bid |

| 43. | The system should allow creation of fixed or variable recurring payments with option of end date and separate payment cycle. | M | Features: Fixed Recurring Payments: Make identical payments at regular times. Variable Recurring Payments: Schedule payments of variable amounts or frequencies. End Date Specification: Set a precise date for recurring payments. Separate Payment Cycle: Set up distinct payment cycles for recurring payments. Benefits: Streamlined Payment | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|-----|---|---|--|--|
| 44. | The system should allow for voiding cheques online and reverse the payment from the master file. | | reversal features. Check Voiding and Reversal Features: Online Voiding: Void cheques online and receive timely payment status updates. When a payment is voided, it is automatically reversed from the master file. Automatically create a reversal journal entry. Maintain a record of canceled cheques and reversals. Benefits: Improved efficiency: Streamline the cheque voiding and reversal process. | Submission and Oracle Account Receivables Section of Technical Proposal. |
| 45. | The system must have the ability to perform automatic reversal of posted amounts and distributions, and generate accounting adjustments for voided cheques. | M | Features: Automatically reverse posted quantities. Distribution Reversal: Reverse distributions linked with canceled checks. Accounting Adjustment Generation: Make accounting adjustments for canceled checks. Benefits: Maintain precise financial records. Efficient Reversal Process: Streamline the reversal | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 46 | . The system should allow tracking of all changes to invoice adjustments/cancellations. | M | History: Keep track of all changes to invoice adjustments. Record all cancellations. Date and Time Stamp: Record the date and time of changes. User ID: Keep track of which user is making modifications. Benefits: Improved Transparency: Allow clear visibility | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical |
|-----|---|---|---|---|
| 477 | The system should allow A/P users to select invoices for payment based on invoice due date within specified date range. | M | based on their due date within a specified calendar period. Invoice Selection Features: Due Date Range: Determine the due date range for invoice selection. Filter by invoice status (e.g., approved/pending). Vendor Selection: Select specific vendors for payment. Filter by invoice number range. Benefits: Efficient Payment | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 48 | . The system should allow multiple partial payments against an invoice up to the total currency value of the invoice. | M | an invoice. Multiple Partial Payment Features: Record several partial payments. Invoice Balance Update: Automatically updates the invoice balance. Payment Application: Make payments on specified bills. Payment tracking: Keep track of your payment history. Benefits: Flexible Payment Options: Allow for various payment arrangements. Accurate Invoice Balance: Ensure that the invoice | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| | The system should prevent payment to vendors with debit balances. | M | payments to vendors with debit balances. Debit Balance Control Features: Automatic Debit Balance Check: The system verifies the vendor's balance prior to payment. Payment Blocking prevents payment if the vendor has a debit balance. Warning Messages: Displays warning messages about debit balances. Benefits: Prevents overpayments. Avoids overpaying merchants. Ensures accurate | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|--|--|---|--|---|
| | The system must have the ability to receive an electronic data on cleared cheques from the bank to perform bank reconciliation. | M | automating data import from banks. Electronic Bank Reconciliation Features: Automated Data Import: Get cleared cheque data from bank files. Bank Statement Import: Upload bank statements electronically. Reconciliation Matching Automatically match cleared cheques to Oracle records. Reconciliation Reporting. Create reconciliation reports. Benefits: Efficient Reconciliation: Streamline the | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| | The system should allow users to override the invoice amount in the case of discrepancies, and identify the invoice as paid in full. | M | Features:Manual Override: Override the invoice amount manually.Automatic Adjustment: Adjust invoice amounts based on established rules.Discrepancy Resolution: Address any differences between invoice and payment amounts.Paid for Full Features: Mark | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 52. | The system should allow only authorized users to accept invoice prices that differ from vendor contract price. | managing pricing differences between invoice and contract prices. Price Variance Control features: Automated Price Verification: Compare invoice and contract prices. Price Variance Thresholds: Set boundaries for price variations. Authorization Workflow: Request approval for price deviations that exceed thresholds. Audit Trail: Keep a record of price variance approvals. Benefits: Contract | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|-----|--|---|---|
| 53. | The system should allow A/P users to select bank accounts for disbursements, including reviewing multiple bank accounts to determine the proper account from which to issue cheques. | Account Management: Manage several bank accounts. Bank Account Review: Check the bank account information. Disbursement Account Selection: Select a bank account for cheque issuance. Validate the specified bank account. Benefits: Efficient Disbursement Processing: Simplify cheque issuing Accurate Bank Account Selection: Ensure | Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| Ability to generate a report of open and closed vouchers based on user- criteria, such as daily or weekly time period, fund number or project code. | open and closed vouchers. Voucher Reporting Features: Customizable Filter reports by date range, fund number, project code, and more. Report Parameters: Define the report parameters (e.g., daily, weekly, monthly). Voucher Status: Provide a report on open, closed, or all vouchers. Drill-Down Capability: See complete voucher | Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical |
|---|--|---|
| The system must maintain supplier payment records on-line for current, year-to-date and prior years. | Features: Online Storage: Payment records are stored electronically. Maintain a comprehensive payment history for the current, year-to-date, and prior years. Supplier-Specific Records: View payment history for each supplier. Payment Details: Get comprehensive payment information. Benefits: Improved Supplier | Account Receivables Section of Technical Proposal. |

| 56. The system must have the ability to generate Cheque Reconciliation Report. This report is printed upon demand in cheque number sequence, showing detail on all outstanding cheques. | ensure accurate and effective cheque management. Cheque Reconciliation Report Features: On-Demand Printing. Print the report as needed.check Number Sequence: Organize the report by check number. Outstanding Cheque Details: View information about outstanding checks. Report contents: Cheque Number Cheque Date Payee Check Amount Status (Outstanding/Cleared) Benefits: | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|---|--|---|
| 57. The system should allow generating Cash Disbursements Journal, which lists each payment made and the general ledger accounts affected. | that tracks payments and their impact on General Ledger accounts. Cash Disbursements Journal Features: Payment Details: Lists all payments made. General Ledger Accounts: Displays the affected accounts. Journal Entries: Automatically creates journal entries. Report contents: Payment Date Payment Amount: Payee's General Ledger Account Numbers Debit/Credit amounts Benefits: Accurate | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 5 | | The system must have the ability to run various supplier reports. | M | you manage your suppliers more effectively and make educated decisions. Supplier Report Types:Supplier Master Report: View supplier information.Supplier Transaction Report: Examine supplier transactions. Open Purchase Orders Report: View the open purchase orders.Invoice Activity Report: Monitor invoice activity.Payment History Report: View your payment history.Report Contents: | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|---|---|--|---|---|---|
| 5 | | The system must have the ability to run a cash requirement report. | M | firms in managing cash disbursements and forecasting future cash needs. Key features: Future Cash Needs Forecasting Payment scheduling Invoice and Payment Detail Analysis Customizable Report Parameters Multiple report formats (PDF, Excel, and CSV). Report Benefits: Improved Cash Management Informed decision-making and efficient payment processing. Reduced late payments. Enhanced | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
| 6 | t | The system must have the ability to run a supplier payment history report. | M | for tracking and analyzing supplier payments. Report Features: Supplier-Specific Payments: View payments made to a certain supplier. Payment Dates: Keep track of your payment dates. Analyze payment amounts. Identify the payment methods. Report Benefits: Improved Supplier Management: Strengthen supplier interactions. Accurate Payment History: Keep accurate | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

| 61. | The system must have the ability to enquire on status of payment. | tracking and verifying payment status.Pay Status Inquiry Features: Real-time Status: View the current payment status.Payment details: Access payment details (date, amount, and method). View the relevant invoice details.Inquiry Options:Payment Number:Invoice Number Supplier NamePayment Date RangePayment MethodPayment Status Categories:Pending Payment processing has | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |
|-----|--|---|---|
| 62. | The system must have the ability to schedule invoices for payment based on supplier terms, future dated invoices, etc. | function that helps to speed payment processes. Invoice Scheduling Features: Payments should be scheduled according to the supplier's terms (for example, Net 30, Net 60). Future-Dated Invoices: Make payments on future-dated invoices. Payment Due Dates: Automatically compute payment due dates. Discount Management: Offer early payment discounts. Scheduling Options: Payment | |

| The system must have the ability to accommodate "one-time" vendors and identify them as such. | vendors, which ensures fast processing and tracking. One-time Vendor Features: Unique Vendor Identification: Mark vendors as one-time. Simplified Vendor Setup: Quick setup for non-recurring vendors. Separate Tracking: Stand out from other sellers. Benefits: Streamlined Processing: Effectively manage non-recurring vendors. Improved data organization: Track one-time vendors separately. Reduced | Technical Specifications (Data Sheets) page in Bid Submission and Oracle |
|---|--|---|
| The system must be able to generate a comprehensive AP report. | Features: Vendor Details: Provides vendor names, addresses, and contact information. Invoice Details: Includes invoice numbers, dates, and amounts. Payment history: Shows payment dates, amounts, and methods. Outstanding Balances: Displays the current outstanding balances. Aging study: Performs an aging study on invoices. Report | See Oracle Account Payables Section A3 of Technical Specifications (Data Sheets) page in Bid Submission and Oracle Account Receivables Section of Technical Proposal. |

See Oracle Account 65. The system must have the ability Oracle Accounts Payable delivers a Supplier Analysis report to help to generate a Supplier Analysis you make informed decisions and manage your suppliers. Supplier Payables Section A3 of Analysis Report Features: Supplier Activity Breakdowns: Quantity, report. This report is printed Technical Specifications upon request and should show Product Line, and Type.Current Period Analysis: This refers to the (Data Sheets) page in Bid various breakdowns of activity by Submission and Oracle current period's activity. Year-to-Date Analysis: A look at current supplier (quantity, product line, activity. Previous Year Comparison: A comparison to the previous Account Receivables type) for the current period and Section of Technical year's data. Report contents: Supplier Name, Invoice Count Total year-to-date, and provide a Amount Product Line Transaction Type: Quantity Purchased, Average Proposal. comparison to the previous year's Price Total Spend" Report Filtration Options: Supplier Name/Date RangeProduct LineTransaction Type Location" Report Formatting figures. Options:PDF: Portable Document Format.Excel: Microsoft Excel.CSV represents Comma Separated Values. Benefits:Informed Decision-Making: Data-driven decisions. Supplier Performance Evaluation: Evaluate supplier performance. Cost Analysis: Examine spending trends. Compliance: Fulfills regulatory reporting obligations. Best practices: Regularly Review Supplier Analysis: Check for accuracy. Analyze trends. Identify patterns in supplier activity. Communicate with suppliers: Share the report's insights. Integration With Other Oracle Modules: The General Ledger integrates with GL accounts. Cash Management: Displays cash balances. Procurement: Integrates with the purchasing process. By using the Supplier Analysis report in Oracle Accounts Payable, organizations can:Evaluate supplier performance. Analyze expenditure trends. Make informed decisions. 66. The system must have the ability Oracle Accounts Payable offers a Supplier List report to help with See Oracle Account to print the list of suppliers upon customizable reporting and supplier management. Supplier List Report Payables Section A3 of request based on user specified Features: User-Defined Format: Select from a variety of forms (such as Technical Specifications format such as: supplier ID supplier ID or alphabetical). Sort Options: Sort by product line and Data Sheets) page in Bid number, alphabetical, or year-toyear-to-date purchase amount (currency/quantity). Filtering options Submission and Oracle date purchase amount (currency include supplier status, geography, and vendor type. Report Account Receivables contents: Supplier ID, Name, Address, and Contact Information Year-Section of Technical or quantity) sequenced by product line. to-Date Purchase Amount: Product LineQuantity Purchased Proposal. currency.Report Formatting Options:PDF: Portable Document Format. Excel: Microsoft Excel. CSV represents Comma Separated Values. Sorting Options: Alphabetical Supplier ID (Name) Year to Date Purchase Amount (Currency) Year-to-date Purchase Amount (quantity) Product Line Filtering Options: Supplier Status (Active or Inactive) Location Vendor Type Benefits: Flexible Reporting. Address specific reporting requirements. Supplier Management: Easily handle supplier data. Analyze the supplier data. Compliance: Fulfills regulatory reporting obligations. Best practices: Regularly Review the Supplier List: Check for accuracy. Analyze Supplier Data: Identify Trends. Communicate with suppliers: Share the report's insights. Integration With Other Oracle Modules: The General Ledger integrates with GL accounts. Cash Management: Displays cash

balances. Procurement: Integrates with the purchasing process. By using the Supplier List report in Oracle Accounts Payable, organizations can: Manage supplier information. Analyze Supplier

Data Meet the reporting criteria.

| 67. | The system must have the ability |
|-----|-------------------------------------|
| | to generate Purchase Analysis |
| | report. This report is generated by |
| | supplier (Names or ID numbers) |
| | showing budgeted items, |
| | quantities and amount purchased, |
| | actual items, budget- to-actual |
| | purchasing variances, dates |
| | purchased, delivery performance, |
| | comparisons to prior |
| | periods/years. |

Oracle Accounts Payable delivers a Purchase Analysis report to help you make informed decisions and manage your suppliers. Purchase Analysis Report Features: Supplier-specific analysis: Examine purchases by supplier (name/ID). Budgeted vs. Actual Comparison: Evaluate budgeted items, quantities, and amounts. Variance Analysis: Determine budget-to-actual purchase differences. Purchase History: View the purchase dates and delivery performance. Compare current purchasing behavior to that of the previous period or year. Report contents: Supplier's Name/ID Budgeted Items Quantities Purchased Amount Actual Items Budget to Actual Variance Purchase Dates: Delivery Performance Prior Period/Year Comparison Report Filtration Options: Supplier Name/ID, Date Range Budget Period: Item Category Location Report Formatting Options: PDF: Portable Document Format. Excel: Microsoft Excel. CSV represents Comma Separated Values.Benefits: Informed Decision-Making: Data-driven decisions. Supplier Performance Evaluation: Evaluate supplier performance. Budget management entails tracking budget variations. Compliance: Fulfills regulatory reporting obligations. Best practices: Regularly Review Purchase Analysis: Check for accuracy. Analyze Trends: Identify purchase patterns. Communicate with suppliers: Share the report's insights. Integration With Other Oracle Modules: The General Ledger integrates with GL accounts. Cash Management: Displays cash balances. Procurement: Integrates with the purchasing process. Using the Purchase Analysis report in Oracle Accounts Payable, firms can: Evaluate supplier performance. Keep track of budget variances. Make informed decisions.

See Oracle Account
Payables Section A3 of
Technical Specifications
(Data Sheets) page in Bid
Submission and Oracle
Account Receivables
Section of Technical
Proposal.

| | No. Requirement Description Priority Detailed Response Cross Reference in Brochure/Document | | | | |
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| 1. | The Inventory management submodule must be integrated with the procurement, general ledger to enable straight- through processing of some transactions. | M | | See Oracle Inventory Management, Oracle General Ledger and Oracle Purchasing Section C, A1 and E of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Management, Oracle General Ledger and Oracle Purchasing Section of Technical Proposal. | |
| 2 | The system should allow users to raise stores requisition which record the following details: Item Code Item description Quantity requested Name of requestor Date of request Department (Summarized answer in just 2 sentences) | | Oracle Inventory enables users to raise stores requisitions, recording essential details such as Item Code, Item Description, Quantity Requested, Requestor's Name, Date of Request, and Department. The process involves: creating a requisition, selecting items, entering quantities, assigning requestor and department, automatic reservation (optional), approval workflow, and conversion to a purchase order or internal transfer. | Inventory Management, Section of Technical Proposal. | |
| 3. | The system should allow users to record details of items when they are received into stores and update stock levels automatically. | M | In Oracle Inventory, the Receiving process enables users to record item details upon arrival, automatically updating stock levels and triggering inspections, stocking, and accounting transactions. The Receiving process involves steps like creating a receipt, inspecting items, accepting or rejecting shipments, and updating inventory quantities, with simultaneous General Ledger postings for accurate financial tracking | Oracle General Ledger Section C, and A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory | |

| | The system should have the ability to record and track issued items and update stock levels after issue. | M | users to record and track item issues, automatically updating stock levels and triggering accounting transactions. The process involves creating an issue transaction, selecting items, specifying | See Oracle Inventory Management, and Oracle General Ledger Section C, and A1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Management and Oracle General Ledger Section of Technical Proposal. |
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| | The system should enable approval of the stores requisition through workflow at different levels. | | automates multi-level approvals through workflow, ensuring controlled and efficient requisition management. The process initiates requisitions, assigns approval routes, notifies approvers, and updates status, triggering subsequent actions upon approval or rejection. | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| | The system must provide the following inventory valuation methods, at a minimum: Average cost Actual cost | M | FIFO, Average Cost, and Actual Cost, to calculate inventory value. These methods utilize earliest acquisition costs, weighted averages, or specific | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| 7. | The system must provide an automatic reorder process for all stock items including electronic request and approval. | M | uses predefined reorder points, quantities, and lead times to generate electronic requisitions for replenishment. The system then routes these | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| | The system must trigger a message when a reorder point for an inventory item is reached. | M | predefined thresholds. The system automatically generates alerts, emails, or workflow notifications | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |

| 9. | The system must have the ability to determine the Economic Order Quantity (EOQ) for items in stores. | M | Quantity (EOQ) using a formula considering factors like annual demand, ordering costs, carrying costs, and lead times. The EOQ calculation | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
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| 10. | The system must allow users to define cause of inventory disposal, including: Obsolescence Damage in storeroom Expired | M | customizable causes. Users can then initiate | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| 11. | The systems should have the ability to automatically update stock level and balances upon receipt of new stock. | M | levels and balances in real-time when new stock is received through Purchase Orders or Internal Requisitions. This ensures accurate inventory | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| 12. | The system should be able to age stock and flag obsolete stock. | M | transaction or receipt dates, identifying slow- moving or non-moving items. The system flags | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| 13. | The system should be able to record goods returned to supplier and the reason for returning goods. | M | records returned goods, tracking reasons like defects or incorrect items. The system generates a Return Material Authorization, updates inventory, | |

| | The system should be able to generate an inventory valuation report per store showing the following details: Item Code Item Name Item value | | Oracle Inventory's Valuation Report provides store-level details on item code, name, and value. This report enables accurate financial reporting, asset tracking, and informed inventory management decisions through real-time valuation insights. | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
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| 15. | The system should generate a report of stock issued per storeroom showing the following details; Date of request Name of requestor Department Item code Item description Quantity Value of stock issued | M | Oracle Inventory's Stock Issue Report provides detailed storeroom-level tracking of stock issuances, including key details such as date, requestor, and item information. This report ensures inventory accountability, accurate stock tracking and informed decision-making through comprehensive audit trails and financial insights. | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |
| | The system must produce the following reports by user selected criteria: □ Inventory Count report □ Usage report, by department by branch □ Inventory status report | | Oracle Inventory generates customizable reports based on user-selected criteria, including Inventory Count, Usage by department and branch, Inventory Status reports and many more. These reports provide real-time insights into inventory levels, usage patterns, and status, enabling informed decision-making, optimized inventory management, and improved operational efficiency. | See Oracle Inventory Management Section C of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Inventory Managemen Section of Technical Proposal. |

| No | Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
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| 1. | The system must allow users to capture details of any type of assets—that is both financial and fixed assets. | | financial assets such as leases. Oracle Assets provides functionalities | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 2. | The system should allow both and manual entry creation of an asset into the system. | M | details such as asset type, cost, and depreciation rules. This is useful for assets that need to be added individually or require special handling. Additionally, Oracle EBS allows for automated asset | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 3. | The system must at the minimum be able to capture the following financial assets: Outstanding loans Short-term investments (for example foreign exchange, money markets, etc.) Long-term investments (for example securities, derivatives, etc.) | | Oracle Assets, especially when integrated with Oracle Financials, can capture and manage financial assets such as: Outstanding loans: Oracle Assets can record loan transactions and track their amortization, repayments, and interest accruals over time. It allows you to monitor the financial performance and liability of outstanding loans. Short-term investments (e.g., foreign exchange, money markets): Oracle's | Section A4 of Technical Specifications (Data |
| 4. | The system must allow authorized users to define investment instruments. | M | Cash Management modules. Authorized users can define and set up various investment instruments by creating appropriate account structures and categories for different types of investments, such as | See Oracle General Ledger and Oracle Cash Management Sections A1 and A5 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle General Ledger and Oracle Cash Management Section of Technical Proposal. |

| 5. The system should enable the registration of fixed assets with the following details: ☐ Asset number | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including. Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Asset name | M | fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Asset description | M | module. Users can enter comprehensive information for each asset, | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Asset group | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including: Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Date of purchase | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Useful life | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Depreciation method | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Depreciation rate | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Depreciation frequency | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Cost | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Salvage value | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Depreciable value | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Insured value | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Market value | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Department | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Responsible employee | M | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Supplier | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Status | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking. Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking, reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Manufacturer | Oracle E-Business Suite can effectively support the registration of fixed assets with the specified details through the Oracle Assets module. Users can enter comprehensive information for each asset, including Asset number, name, description, and group to categorize and identify assets. Date of purchase, cost, salvage value, and depreciable value for accurate financial tracking Useful life, depreciation method, depreciation rate, and frequency to manage asset depreciation according to organizational policies. Additionally, users can capture details such as insured value, market value, department, responsible employee, supplier, status, and manufacturer within the asset registration process. This comprehensive approach ensures that all relevant asset information is recorded, enabling effective tracking reporting, and compliance with financial regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should enable the creation of additional user defined fields in the asset registration window | Oracle E-Business Suite provides the capability to create additional user-defined fields in the asset registration window through its Oracle Assets module. This feature allows organizations to customize the asset management process by adding fields that cater to specific business needs or requirements. Authorized users can utilize the Flexfields functionality, which enables the definition of custom fields to capture additional information relevant to assets. This might include fields for specific project codes, asset locations, or any other data necessary for detailed asset tracking. The ability to add these user-defined fields enhances the system's flexibility and ensures that all relevant asset information can be captured effectively, supporting better decision-making and reporting. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| The asset registration window should display only relevant fields to a specific asset group when an asset group is entered in the screen, concealing the irrelevant fields | field display in the asset registration window based on the selected | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| The module should allow for amendment of asset details in the asset registration window but this should be limited to authorized users with requisite permissions on the system | users can make changes. The system employs role-based security features, allowing organizations to define specific permissions for | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should allow for definition of asset groups with values for the following details: ☐ Asset group ID | Oracle E-Business Suite's Oracle Assets module allows users to define asset groups with specific parameters, ensuring effective management and categorization of assets. Authorized users can create asset groups with the following details: Asset group ID: A unique identifier for each asset group. Description: A detailed explanation of the asset group to provide context and clarity. Depreciation method: The approach to be used for calculating depreciation (e.g., straight-line, declining balance). Depreciation rate: The percentage or value that determines how much the asset will depreciate over time. Useful life: The estimated lifespan of assets within the group, which informs depreciation calculations. Depreciation frequency: The interval at which depreciation is calculated (e.g., monthly, annually). | Section A4 of Technical |
| □ Description | each asset group. Description: A detailed explanation of the asset | Section A4 of Technical |

| □ Depreciation method | each asset group. Description: A detailed explanation of the asset group to provide context and clarity. Depreciation method: The | Section A4 of Technical |
|-----------------------|---|-------------------------|
| □ Depreciation rate | each asset group. Description: A detailed explanation of the asset group to provide context and clarity. Depreciation method: The | Section A4 of Technical |
| □ Useful life | each asset group. Description: A detailed explanation of the asset group to provide context and clarity. Depreciation method: The | Section A4 of Technical |

| | □ Depreciation frequency | Oracle E-Business Suite's Oracle Assets module allows users to define asset groups with specific parameters, ensuring effective management and categorization of assets. Authorized users can create asset groups with the following details: Asset group ID: A unique identifier for each asset group. Description: A detailed explanation of the asset group to provide context and clarity. Depreciation method: The approach to be used for calculating depreciation (e.g., straight-line, declining balance). Depreciation rate: The percentage or value that determines how much the asset will depreciate over time. Useful life: The estimated lifespan of assets within the group, which informs depreciation calculations. Depreciation frequency: The interval at which depreciation is calculated (e.g., monthly, annually). | Section A4 of Technical |
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| | The fixed assets upon registration should automatically take on the details of the fixed asset groups to which they belong but the module should also allow for amendment of these asset details at the individual asset level during registration. | Oracle E-Business Suite's Oracle Assets module supports the automatic inheritance of details from fixed asset groups during the asset registration process. When users register a new fixed asset and select its associated asset group, the system automatically populates relevant fields—such as depreciation method, depreciation rate, useful life, and depreciation frequency—with the predefined values from that asset group. This streamlines the registration process and ensures consistency across similar asset types. Additionally, the module allows for flexibility by enabling users to amend these inherited asset details at the individual asset level during registration. This means that users can customize specific attributes—such as adjusting the depreciation method or rate—without altering the overarching asset group settings. This dual functionality ensures efficient asset management while providing the necessary adaptability to meet unique asset characteristics or organizational needs. | Fixed Assets Section of Technical Proposal. |
| | The asset management module should seamlessly interface with the Payables Management module such that a fixed asset procured and paid for in Payables Management module is automatically picked up by the Asset Management module for completion of registration. | Oracle E-Business Suite facilitates a seamless interface between the Oracle Assets module and other Oracle modules including Oracle Payables Management module, ensuring efficient asset management processes. When a fixed asset is procured and paid for through the Payables module, the integration allows for automatic recognition and transfer of relevant asset information to the Assets module. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 12. | The asset management module should seamlessly interface with the human resources module such that employees can be attached to fixed assets for which they use and are directly responsible for. | Oracle E-Business Suite's Oracle Assets module can seamlessly interface with the Oracle Human Resources (HR) module, allowing organizations to attach employees to specific fixed assets for which they are responsible. This integration enables the assignment of accountability and enhances asset tracking by linking individual assets to the employees who use them. Through this functionality, users can designate responsible employees during the asset registration process, ensuring that all relevant information is captured in one place. The HR module provides access to employee data, facilitating easy selection of employees based on their roles and responsibilities. | Fixed Assets Section of Technical Proposal. |

| 12 | The east management as 1.1. | N/I | Oursele E Dusiness Suitals Oursele Accepts and half armanests the | See Oracle Fixed Assets |
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| 113 | The asset management module should enable the attachment of reference documents e.g scanned images and files to the fixed asset register for reference while looking up assets details. | M | Oracle E-Business Suite's Oracle Assets module supports the attachment of reference documents, such as scanned images and files, to the fixed asset register. This feature allows users to enhance asset records with relevant documentation, making it easier to access critical information during asset lookups. Users can attach various types of documents, including purchase agreements, warranties, maintenance records, and other supporting files directly to the asset records. This capability not only streamlines asset management by providing all pertinent information in one location but also improves decision-making and compliance by ensuring that users have quick access to important documentation related to each asset. | Section A4 of Technical Specifications (Data |
| 14 | The asset management module should have a workflow functionality such that fixed assets upon registration can be approved at relevant levels before capitalization. | M | Oracle E-Business Suite's Oracle Assets module includes workflow functionality that allows fixed assets to undergo an approval process before capitalization. This feature ensures that all newly registered assets are reviewed and approved by designated personnel at various levels within the organization, promoting accountability and accuracy in asset management. The workflow can be customized to reflect the organization's approval hierarchy, allowing different levels of management to review asset details, such as cost, description, and responsible employee, before finalizing the capitalization process. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 15 | The asset management module should enable capitalization of fixed assets but only after full approval upon registration. | M | Oracle E-Business Suite's Oracle Assets module facilitates the capitalization of fixed assets, ensuring that this process occurs only after full approval upon registration. This feature reinforces financial controls and accountability within the asset management workflow. When a fixed asset is registered, it must go through the predefined approval process. Only after all necessary approvals have been obtained—confirming the asset's details, cost, and compliance with organizational policies—can the asset be capitalized in the system. This process helps prevent unauthorized capitalization and ensures that only verified assets are reflected in the financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 16 | The system should allow for simulation of capitalization and generate a statement showing the following details: Asset ID | M | Oracle E-Business Suite's Oracle Assets module includes functionality for simulating the capitalization of fixed assets, enabling users to generate detailed statements prior to actual capitalization. This simulation feature allows for comprehensive review and analysis of the asset's impact on financial statements before finalizing the capitalization process. The generated statement from the simulation will typically include the following details: Asset ID: Unique identifier for the asset. Asset name: Descriptive name of the asset. Date of capitalization: The intended date when the asset will be capitalized. Capitalized amount: The total value that will be capitalized for the asset. Department: The department associated with the asset. Accounting entries: Details of the journal entries that will be posted to the general ledger upon capitalization. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Asset name | M | Oracle E-Business Suite's Oracle Assets module includes functionality for simulating the capitalization of fixed assets, enabling users to generate detailed statements prior to actual capitalization. This simulation feature allows for comprehensive review and analysis of the asset's impact on financial statements before finalizing the capitalization process. The generated statement from the simulation will typically include the following details: Asset ID: Unique identifier for the asset. Asset name: Descriptive name of the asset. Date of capitalization: The intended date when the asset will be capitalized. Capitalized amount: The total value that will be capitalized for the asset. Department: The department associated with the asset. Accounting entries: Details of the journal entries that will be posted to the general ledger upon capitalization. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
|--------------------------|---|--|--|
| □ Date of capitalization | M | Oracle E-Business Suite's Oracle Assets module includes functionality for simulating the capitalization of fixed assets, enabling users to generate detailed statements prior to actual capitalization. This simulation feature allows for comprehensive review and analysis of the asset's impact on financial statements before finalizing the capitalization process. The generated statement from the simulation will typically include the following details: Asset ID: Unique identifier for the asset. Asset name: Descriptive name of the asset. Date of capitalization: The intended date when the asset will be capitalized. Capitalized amount: The total value that will be capitalized for the asset. Department: The department associated with the asset. Accounting entries: Details of the journal entries that will be posted to the general ledger upon capitalization. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Capitalized amount | M | Oracle E-Business Suite's Oracle Assets module includes functionality for simulating the capitalization of fixed assets, enabling users to generate detailed statements prior to actual capitalization. This simulation feature allows for comprehensive review and analysis of the asset's impact on financial statements before finalizing the capitalization process. The generated statement from the simulation will typically include the following details: Asset ID: Unique identifier for the asset. Asset name: Descriptive name of the asset. Date of capitalization: The intended date when the asset will be capitalized. Capitalized amount: The total value that will be capitalized for the asset. Department: The department associated with the asset. Accounting entries: Details of the journal entries that will be posted to the general ledger upon capitalization. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| | □ Department | M | Oracle E-Business Suite's Oracle Assets module includes functionality for simulating the capitalization of fixed assets, enabling users to generate detailed statements prior to actual capitalization. This simulation feature allows for comprehensive review and analysis of the asset's impact on financial statements before finalizing the capitalization process. The generated statement from the simulation will typically include the following details: Asset ID: Unique identifier for the asset. Asset name: Descriptive name of the asset. Date of capitalization: The intended date when the asset will be capitalized. Capitalized amount: The total value that will be capitalized for the asset. Department: The department associated with the asset. Accounting entries: Details of the journal entries that will be posted to the general ledger upon capitalization. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| | □ Accounting entries | M | Oracle E-Business Suite's Oracle Assets module includes functionality for simulating the capitalization of fixed assets, enabling users to generate detailed statements prior to actual capitalization. This simulation feature allows for comprehensive review and analysis of the asset's impact on financial statements before finalizing the capitalization process. The generated statement from the simulation will typically include the following details: Asset ID: Unique identifier for the asset. Asset name: Descriptive name of the asset. Date of capitalization: The intended date when the asset will be capitalized. Capitalized amount: The total value that will be capitalized for the asset. Department: The department associated with the asset. Accounting entries: Details of the journal entries that will be posted to the general ledger upon capitalization. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 17. | The module should have the capability for both automatic and manual capitalization of fixed assets after registration. | M | , 1 | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 18. | The system should allow for fixed asset transactions for depreciation, revaluation, disposal and transfer to be performed on only capitalized fixed assets. | | disposal, and transfer—can only be performed on assets that have been capitalized. This functionality is crucial for maintaining the integrity of asset management and financial reporting Depreciation: The system automatically calculates and posts depreciation only for | Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| 19. | The fixed asset registration window should automatically display whether a fixed asset has been capitalized or not | M | Oracle E-Business Suite's Oracle Assets module features an automatic indicator in the fixed asset registration window that displays whether a fixed asset has been capitalized. This functionality enhances user experience by providing immediate visibility into the asset's status, reducing the need for additional navigation to check capitalization details. With this automatic display, users can quickly determine if an | Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle |
| 20. | The system should allow for capitalization of only non-capitalized fixed assets. | | non-capitalized fixed assets can be capitalized. This built-in control mechanism prevents users from inadvertently capitalizing assets that have already been capitalized, thus maintaining the integrity of asset | |
| 21. | The system should automatically execute the accounting entries involved in capitalization. | | execution of accounting entries involved in the capitalization of fixed assets. Once an asset is approved for capitalization, the system generates the necessary journal entries automatically, ensuring that all financial transactions are accurately recorded in the general ledger. This automation not only streamlines the capitalization process but | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 22. | The system should allow for de- recognition of fixed assets and the reason for de-recognition should be captured. | | recognition of fixed assets, allowing users to remove assets from the asset register when they are no longer in use or needed. This functionality is essential for maintaining accurate asset records and financial statements. When de-recognizing an asset, the system prompts users to capture the reason for de-recognition, which can | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 23. The system should produce a fixed assets report with the following details: □ Asset ID | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Asset description | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Asset group | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Division | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Department | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| District | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Station | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Date of purchase | M | The Oracle Assets module in Oracle E-Business Suite can generate a comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief description of the asset. Asset group: Classification of assets for reporting purposes. Division, Department, District, Station: Organizational structure details associated with each asset. Date of purchase: When the asset was acquired. Expected useful life and Remaining useful life: Assessments of how long the asset is expected to be usable. Cost: Initial purchase cost of the asset. Revalued amount: Current estimated value of the asset after revaluation. Depreciation charge for the year and Accumulated depreciation: Financial metrics indicating the asset's depreciation over time. Net book value: The asset's current book value after depreciation. Residual value: The estimated value of the asset at the end of its useful life. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Expected useful life | M | The Oracle Assets module in Oracle E-Business Suite can generate a comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief description of the asset. Asset group: Classification of assets for reporting purposes. Division, Department, District, Station: Organizational structure details associated with each asset. Date of purchase: When the asset was acquired. Expected useful life and Remaining useful life: Assessments of how long the asset is expected to be usable. Cost: Initial purchase cost of the asset. Revalued amount: Current estimated value of the asset after revaluation. Depreciation charge for the year and Accumulated depreciation: Financial metrics indicating the asset's depreciation over time. Net book value: The asset's current book value after depreciation. Residual value: The estimated value of the asset at the end of its useful life. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Remaining useful life | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Cost | M | The Oracle Assets module in Oracle E-Business Suite can generate a comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief description of the asset. Asset group: Classification of assets for reporting purposes. Division, Department, District, Station: Organizational structure details associated with each asset. Date of purchase: When the asset was acquired. Expected useful life and Remaining useful life: Assessments of how long the asset is expected to be usable. Cost: Initial purchase cost of the asset. Revalued amount: Current estimated value of the asset after revaluation. Depreciation charge for the year and Accumulated depreciation: Financial metrics indicating the asset's depreciation over time. Net book value: The asset's current book value after depreciation. Residual value: The estimated value of the asset at the end of its useful life. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Revalued amount | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Depreciation charge for the year | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Accumulated depreciation | M | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Net book value | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
|--|---|--|
| □ Residual value | comprehensive fixed assets report that includes all specified details. This report is essential for effective asset management, providing a clear overview of asset performance and status within the organization. The report can encompass the following details: Asset ID: Unique identifier for each asset. Asset description: A brief | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should automatically recognize accounts that are related to capital expenditures. These purchases should automatically roll over purchasing/accounts payable information into the fixed asset system. | automatically recognize accounts related to capital expenditures, streamlining the integration between purchasing/accounts payable and the fixed asset system. This feature ensures that relevant purchase transactions are seamlessly rolled over into the asset management process, enhancing operational efficiency. When capital expenditures | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| | The system should be able to allow for tracking multiple/split expense accounts related to the purchase of one fixed asset. | M | of a single fixed asset. This feature is particularly beneficial to organizations that require detailed cost allocation across different departments or projects associated with an asset. When users record the purchase of a fixed asset, they have the option to allocate costs to various expense accounts. This capability allows for precise financial tracking and reporting ensuring that all associated expenses are accurately captured and categorized. | Technical Proposal. |
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| 26. | The system should be able to allow for maintenance/improvement adjustments to a fixed asset to increase the value and/or extend the useful life. | M | | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 27. | The system should be able to track the history of maintenance/improvement on a fixed asset. | M | Oracle E-Business Suite's Oracle Assets module includes the capability to track the history of maintenance and improvements made to fixed assets. This feature is vital for organizations seeking to maintain comprehensive records of asset performance and management activities over time. When maintenance or improvement actions are performed, users can log these activities in the system, capturing essential details such as the date of the activity, nature of the maintenance or improvement, costs incurred, and any changes made to the asset's value or useful life. This historical tracking enables organizations to analyze the impact of maintenance activities on asset performance and make informed decisions regarding future investments. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| | The system should allow the assignment of fixed asset numbers based on a predefined numbering series so that numbers will not be skipped or duplicated. | M | Oracle E-Business Suite's Oracle Assets module supports the assignment of fixed asset numbers based on a predefined numbering series, ensuring that asset IDs are unique and sequential. This feature is crucial for maintaining the integrity and organization of asset records within the system. When setting up asset numbering, users can define specific numbering formats and rules that the system will follow during asset registration. By doing so, the system prevents the possibility of skipped or duplicated asset numbers, which can lead to confusion and discrepancies in asset management. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 29. | The system should have the ability to provide for automatic calculation of depreciation and posting of entries to the General Ledger. | M | Oracle E-Business Suite's Oracle Assets module offers automatic calculation of depreciation and the posting of relevant entries to the General Ledger. This feature streamlines the financial management of fixed assets by ensuring that depreciation is calculated consistently according to predefined methods and schedules. When assets are registered and capitalized, the system automatically determines the appropriate depreciation expense based on the asset's useful life, depreciation method, and any relevant changes over time. Once the calculations are completed, the module posts the necessary journal entries directly to the General Ledger, eliminating the need for manual data entry and reducing the risk of errors. This automation not only enhances operational efficiency but also ensures that financial reporting remains accurate and compliant with accounting standards, providing organizations with a clear and reliable view of their asset-related financial impacts. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| The system should have the ability to selectively post depreciation based on fixed asset category, account, status, or other field. | M | capability to selectively post depreciation based on various criteria such as fixed asset category, account, status, or other defined fields. This functionality allows organizations to tailor their depreciation processes according to specific business needs and financial reporting | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| The system should have the ability to allow depreciation to be calculated on either a monthly, quarterly, or annual basis. | M | calculating depreciation on a monthly, quarterly, or annual basis, catering for diverse needs of organizations. This capability allows users to choose the most suitable depreciation frequency for their financial reporting and asset management practices. When setting up an asset, users can specify the desired depreciation frequency, | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should possess the option to depreciate fixed assets on a variety of methods (straight line, sum of years digits, double declining balance, etc.) | M | capability to depreciate fixed assets using a variety of methods, including straight-line, sum-of-the-years-digits, double declining balance, and others. This flexibility allows organizations to select the most appropriate depreciation method based on their accounting policies and financial strategies. By supporting multiple depreciation | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should have the capability to compute depreciation expense on one basis for financial statement purposes and another basis for internal accounting purposes. | M | financial statement purposes and internal accounting purposes. This feature is essential for organizations that need to meet external reporting requirements while also managing internal financial metrics according to their specific operational needs. By allowing users to define separate depreciation methods or rates for external financial reporting and internal management reporting, the system ensures compliance with accounting standards while providing flexibility for internal analysis. This dual approach enables organizations to align their financial strategies with regulatory requirements and internal objectives, facilitating more accurate performance evaluations and decision-making | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should provide for depreciation comparisons, such as Last Year Amount, Year to Date Amount, Last Depreciation Amount, etc.) | M | reporting capabilities that allow for depreciation comparisons, such as Last Year Amount, Year-to-Date Amount, and Last Depreciation | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 35. | The system should allow a user to copy fixed asset information from another, pre-existing fixed asset. | M | fixed asset information from pre-existing assets, streamlining the asset registration process. This feature is particularly beneficial for organizations that manage multiple similar assets, as it reduces data entry time and minimizes the risk of errors. When creating a new fixed asset, users can select an existing asset and copy its relevant details, | Specifications (Data Sheets) page of Bid |
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| 36. | The system should have the ability to track the transfer of fixed assets and all associated history. | M | capabilities for tracking the transfer of fixed assets and maintaining a comprehensive history of all associated transactions. This feature is essential for organizations that need to manage asset movements effectively and maintain accurate records throughout the asset lifecycle. When a fixed asset is transferred, users can log the | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 37. | The module should allow for depreciation of depreciable assets | | for the depreciation of depreciable assets, providing organizations with the necessary tools to manage their asset lifecycles effectively. This feature is crucial for ensuring accurate financial reporting and compliance with accounting standards. When assets are categorized as depreciable, users can define the depreciation method, useful life, and | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| | The system should support the applicable depreciation methods like straight line and reducing balance method. | | depreciation methods, including straight-line and reducing balance (or declining balance) methods. This flexibility allows organizations to choose the depreciation approach that best aligns with their financial reporting requirements and asset management strategies. With the straight-line method, users can allocate an equal amount of depreciation expense over the asset's useful life, providing a simple and predictable expense pattern. In contrast, the reducing balance method allows for a higher depreciation expense in the earlier years of the asset's life, reflecting its usage and value decline more accurately in some scenarios. | |
| 39. | While performing the depreciation operation, a user should be able to specify the periods over which the depreciation should be performed. | M | specify the depreciation period (i.e., the number of years over which depreciation should be calculated). Users can define the useful life of an asset, set the depreciation method (such as straight-line, declining balance, or units of production), and assign the number of periods (years or months) over which depreciation should be calculated. The | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 40. The system should allow for simulation of depreciation and generate a depreciation summary showing the following details: □ Asset ID | M | , , | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Asset name | M | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Department | M | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Division | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Depreciation period | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Depreciation method | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Depreciation rate | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Cost | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Depreciation amount | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Net book value | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
|---|---|--|
| □ Accounting entries | Oracle Assets can effectively meet the requirement for simulating depreciation and generating a detailed depreciation summary with the specified details. Asset ID: Unique identifier for each asset. Asset Name: Descriptive name of the asset. Department: The department responsible for the asset. Division: The organizational division to which the asset belongs. Depreciation Period: The time frame over which depreciation is calculated. Depreciation Method: The method used for calculating depreciation (e.g., straight-line, reducing balance). Depreciation Rate: The percentage used in the depreciation calculation. Cost: The initial purchase price or value of the asset. Depreciation Amount: The calculated depreciation expense for the specified period. Net Book Value: The asset's current value after accounting for depreciation. Accounting Entries: Detailed journal entries that reflect the financial impact of depreciation on the organization's financial statements. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| The system should allow for setting of triggers to automatically depreciate fixed assets after certain duration of time but also allow for users to manually initiate the depreciation process. | The Oracle Assets module supports both automated and manual depreciation processes, allowing organizations to manage their asset depreciation according to specific operational needs. The system can be configured to set triggers that automatically initiate depreciation after a specified duration, ensuring that assets are depreciated consistently and on time. This feature minimizes human error and maintains accurate financial records, complying with relevant accounting regulations. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| For automatic depreciation triggered by passage of time, the relevant users should be alerted by the system by e-mail and onscreen prompts. | The Oracle Assets module includes functionality for automatic depreciation triggered by the passage of time, enhancing asset management efficiency. When depreciation is due, the system will automatically notify relevant users through email alerts and on-screen prompts. This ensures that users are promptly informed about upcoming depreciation events, allowing them to review and take any necessary actions. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 43. | The system should enable both depreciation of individual fixed assets and batch depreciation of multiple fixed assets in a single operation. | M | individual and batch depreciation, allowing organizations to manage their asset portfolios effectively. Users can easily initiate the depreciation process for single fixed assets, enabling detailed tracking and adjustments based on specific asset characteristics or | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| 44. | The system should enable batch depreciation per fixed asset group,per department, etc. | M | The Oracle Assets module offers the capability to perform batch depreciation based on specific criteria such as fixed asset group, department, or other classifications. This feature allows organizations to streamline the depreciation process for large groups of assets that share common characteristics, such as being in the same department or belonging to a specific asset category. By enabling batch depreciation per fixed asset group, users can efficiently manage the financial impact of multiple assets at once, ensuring consistency in how depreciation is applied across similar assets. | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 45. | The module should enable the approval of depreciation transactions for the depreciation to be effective. | M | The Oracle Assets module includes an essential approval workflow for depreciation transactions, ensuring that all depreciation activities are subject to appropriate oversight. This feature allows organizations to establish a structured approval process where designated users or managers must review and authorize depreciation transactions before they are finalized. By requiring approval for depreciation, the system enhances financial controls and accountability, minimizing the risk of errors or unauthorized changes to asset values. | Sheets) page of Bid Submission and Oracle Fixed Assets Section of |
| 46. | The period in which an asset was last depreciated should automatically show in the fixed asset register screen. | M | displays the period in which an asset was last depreciated directly on the fixed asset register screen. This feature enhances user experience by providing immediate visibility into an asset's depreciation history, allowing users to quickly assess the status of depreciation for each asset without needing to navigate through multiple screens. By | Specifications (Data |
| 47. | Any depreciation operation should depreciate fixed assets starting with the period following the period of last depreciation. | M | records. By starting the depreciation process from the subsequent | |
| 48. | Upon full depreciation of a fixed asset (depreciation to the salvage value) the system should automatically prevent subsequent depreciation of such an asset. | M | to the asset's salvage value. This functionality ensures that users cannot accidentally initiate additional depreciation for an asset that | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| | The system should automatically post entries to the relevant accounts upon approval of depreciation. | | The Oracle Assets module is equipped with functionality that automatically posts accounting entries to the appropriate accounts immediately following the approval of depreciation transactions. This automation streamlines the accounting workflow, ensuring that financial records are updated accurately and in real time to reflect the effects of depreciation. By eliminating the need for manual posting the system reduces the risk of errors and enhances overall efficiency in financial reporting. As a result, all approved depreciation activities are seamlessly integrated into the organization's accounting framework, providing stakeholders with precise insights into asset values and expenses while ensuring compliance with financial standards. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| 50. | The system should allow for the creation of detailed retirement records in relation to an asset, including sales price, disposal date, method of sale, vendor, address, etc. | M | The Oracle Assets module facilitates the creation of comprehensive retirement records for each asset, capturing essential details such as the sales price, disposal date, method of sale, vendor information, and vendor address. This functionality allows organizations to maintain accurate and thorough documentation related to the retirement of assets, ensuring transparency and accountability throughout the disposal process. By storing this information, the system not only aids in tracking asset retirements but also enhances financial reporting by providing insights into the realized gains or losses from asset disposals. This detailed record-keeping supports compliance with accounting standards and helps organizations analyze their asset management strategies more effectively. | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 51. | The system should support the revaluation of fixed assets. | M | The Oracle Assets module is designed to support the revaluation of fixed assets, allowing organizations to adjust the book value of their assets to reflect current market conditions and fair value. This functionality is essential for maintaining accurate financial statements and ensuring compliance with accounting standards that require assets to be reported at their fair value. Through the revaluation process, users can input the new valuation figures, and the system will automatically calculate the necessary adjustments to the asset's carrying amount. This feature not only aids in providing a more accurate depiction of the organization's financial position but also enables better decision-making regarding asset management and investment strategies. By facilitating regular revaluations, the module helps organizations remain agile and responsive to changes in the market and asset performance. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 52. | The module should allow the attachment into the document archive, of the revaluation report written by independent valuers, for reference. | M | The Oracle Assets module includes functionality that enables users to attach revaluation reports prepared by independent valuers into the document archive for easy reference. This feature ensures that all supporting documentation related to asset revaluations is systematically organized and readily accessible within the system. By storing these reports alongside the relevant asset records, organizations can maintain a comprehensive audit trail that enhances transparency and accountability in asset management. This functionality not only supports compliance with accounting standards and regulatory requirements but also facilitates internal reviews and decision-making processes regarding asset valuations. The availability of documented revaluation assessments aids stakeholders in understanding the basis for asset value adjustments and reinforces trust in the organization's financial reporting practices. | Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

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| 53. Upon performance of the revaluation operation but prior to approval, the system should be able to generate a revaluation statement showing □ Asset ID | M | revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key details, including the Asset ID: A unique identifier assigned to the asset, allowing for easy tracking and referencing within the asset | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Asset name | M | revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key details, including the Asset ID: A unique identifier assigned to the asset, allowing for easy tracking and referencing within the asset management system. Asset Name: The descriptive name of the asset, | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Department | The Oracle Assets module is designed to generate a comprehensive revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key details, including the Asset ID: A unique identifier assigned to the asset, allowing for easy tracking and referencing within the asset management system. Asset Name: The descriptive name of the asset, providing clarity on what specific asset is being revalued. Department: The department responsible for the asset, helping to identify ownership and accountability within the organization. Date of Revaluation: The specific date when the revaluation was conducted, essential for record-keeping and compliance purposes. Original Value: The asset's initial recorded value before revaluation, serving as a baseline for determining any adjustments. Revalued Value: The newly assessed value of the asset after the revaluation process, reflecting current market conditions and fair value. Accounting Entries: The journal entries generated as a result of the revaluation, detailing how the asset's value adjustment impacts the financial statements and accounts. |
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| □ Date of revaluation | The Oracle Assets module is designed to generate a comprehensive revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key details, including the Asset ID: A unique identifier assigned to the asset, allowing for easy tracking and referencing within the asset management system. Asset Name: The descriptive name of the asset, page of Bid Submission and Oracle Providing clarity on what specific asset is being revalued. Department: The department responsible for the asset, helping to identify ownership and accountability within the organization. Date of Revaluation: The specific date when the revaluation was conducted, essential for record-keeping and compliance purposes. Original Value: The asset's initial recorded value before revaluation, serving as a baseline for determining any adjustments. Revalued Value: The newly assessed value of the asset after the revaluation process, reflecting current market conditions and fair value. Accounting Entries: The journal entries generated as a result of the revaluation, detailing how the asset's value adjustment impacts the financial statements and accounts. |

| □ Original value | M | revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key details, including the Asset ID: A unique identifier assigned to the asset, allowing for easy tracking and referencing within the asset management system. Asset Name: The descriptive name of the asset, | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Revalued value | M | revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key details, including the Asset ID: A unique identifier assigned to the asset, allowing for easy tracking and referencing within the asset management system. Asset Name: The descriptive name of the asset, | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| | □ Accounting entries | M | revaluation statement immediately following the revaluation operation but before it receives final approval. This statement provides key | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| 54. | The system should enable the approval of revaluation transactions online and a revaluation should only be effective upon full approval. | M | The Oracle Assets module supports online approval of revaluation transactions, ensuring that asset adjustments undergo a controlled and systematic review process. This feature allows authorized users to review and approve revaluation requests through the system, facilitating real-time decision-making and enhancing operational efficiency. The revaluation will only take effect once it has received full approval from the designated authorities, ensuring that all changes to asset values are justified and documented. This process not only strengthens governance by preventing unauthorized adjustments but also maintains the integrity of financial reporting, as only approved revaluations are reflected in the asset management records and accounting entries. | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of |
| 55. | The system should automatically post entries to the relevant accounts upon approval of revaluation. | M | The Oracle Assets module is designed to automatically post accounting entries to the relevant accounts once a revaluation transaction receives approval. This functionality streamlines the accounting process by eliminating the need for manual entry, thereby reducing the potential for errors and ensuring that financial records | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 56. | The system should be able to flag fixed assets due for revaluation after three years. | M | feature ensures that assets are regularly assessed for their fair value, maintaining accurate financial reporting and compliance with accounting standards. By automatically identifying assets requiring | Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 57. The system should enable fixed asset additions. | M | fixed asset additions, allowing users to seamlessly register new assets into the system. This feature supports the comprehensive documentation of new acquisitions, ensuring that each addition includes essential details such as asset type, description, cost, and any relevant metadata. By streamlining the asset addition process, the | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| 58. The system should automatically adjust the net book value of a fixed asset upon addition. | M | The Oracle Assets module is designed to automatically adjust the net book value of a fixed asset when an addition is made. This functionality ensures that any new costs associated with the asset, such as improvements or upgrades, are accurately reflected in its financial records. By automatically recalculating the net book value, the system enhances the accuracy of asset management and financial | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 59. The system should automatically capitalize the added amount and add it to the original fixed asset amount. | M | capitalize any added amounts associated with a fixed asset and integrate these costs into the asset's original amount. This ensures that enhancements or additional expenditures are effectively accounted for, reflecting the true value of the asset on the balance sheet. By automating the capitalization process, the system reduces manual errors and streamlines the financial reporting workflow, ensuring that the asset's value is accurately updated in real time. This capability not only simplifies asset management but also aligns with accounting principles, providing a clear and comprehensive view of the asset's financial position for better decision-making and compliance. | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 60. The system should automatically post addition transactions to the relevant accounts. | M | records and seamless integration with the organization's accounting system. This functionality streamlines the process by eliminating the need for manual entry, thereby reducing the risk of errors and enhancing operational efficiency. Upon the addition of a fixed asset, | Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 61. The system should produce an assets revaluation report with the following details: □ Asset ID | M | Oracle Assets offers robust functionality for generating an assets revaluation report, providing a comprehensive overview of adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial | Technical Proposal. |

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| □ Asset description | M | Oracle Assets offers robust functionality for generating an assets revaluation report, providing a comprehensive overview of adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial records and ensuring that the asset's value reflects its current market conditions. By leveraging Oracle Assets, organizations can seamlessly track and report vital asset information with precision and efficiency. Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Revised Useful Life: The updated estimate of how long the asset will continue to be useful after revaluation. Cost: The original purchase price of the asset. Revaluation Amount: The amount by which the asset's value has been adjusted based on the revaluation. Residual Value: The estimated value of the asset at the end of its useful life. | Technical Proposal. |
| □ Department | M | Oracle Assets offers robust functionality for generating an assets revaluation report, providing a comprehensive overview of adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial records and ensuring that the asset's value reflects its current market conditions. By leveraging Oracle Assets, organizations can seamlessly track and report vital asset information with precision and efficiency. Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Revised Useful Life: The updated estimate of how long the asset will continue to be useful after revaluation. Cost: The original purchase price of the asset. Revaluation Amount: The amount by which the asset's value has been adjusted based on the revaluation. Residual Value: The estimated value of the asset at the end of its useful life. | Technical Proposal. |

| □ Date of purchase | M | Oracle Assets offers robust functionality for generating an assets revaluation report, providing a comprehensive overview of adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial records and ensuring that the asset's value reflects its current market conditions. By leveraging Oracle Assets, organizations can seamlessly track and report vital asset information with precision and efficiency. Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Revised Useful Life: The updated estimate of how long the asset will continue to be useful after revaluation. Cost: The original purchase price of the asset. Revaluation Amount: The amount by which the asset's value has been adjusted based on the revaluation. Residual Value: The estimated value of the asset at the end of its useful life. | Technical Proposal. |
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| □ Expected useful life | M | Oracle Assets offers robust functionality for generating an assets revaluation report, providing a comprehensive overview of adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial records and ensuring that the asset's value reflects its current market conditions. By leveraging Oracle Assets, organizations can seamlessly track and report vital asset information with precision and efficiency. Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Revised Useful Life: The updated estimate of how long the asset will continue to be useful after revaluation. Cost: The original purchase price of the asset. Revaluation Amount: The amount by which the asset's value has been adjusted based on the revaluation. Residual Value: The estimated value of the asset at the end of its useful life. | Technical Proposal. |

| □ Remaining useful life | M | process. This feature is essential for maintaining accurate financial | Technical Proposal. |
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| □ Revised useful life | M | process. This feature is essential for maintaining accurate financial | Technical Proposal. |

| □ Cost | adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial | Technical Proposal. |
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| □ Revaluation amount | adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial | Technical Proposal. |

| | □ Residual value | Oracle Assets offers robust functionality for generating an assets revaluation report, providing a comprehensive overview of adjustments made to an asset's value following a formal revaluation process. This feature is essential for maintaining accurate financial records and ensuring that the asset's value reflects its current market conditions. By leveraging Oracle Assets, organizations can seamlessly track and report vital asset information with precision and efficiency. Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Revised Useful Life: The updated estimate of how long the asset will continue to be useful after revaluation. Cost: The original purchase price of the asset. Revaluation Amount: The amount by which the asset's value has been adjusted based on the revaluation. Residual Value: The estimated value of the asset at the end of its useful life. | Technical Proposal. |
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| 62. | The system should produce a fixed asset additions report with the following details: □ Asset ID | financial management by ensuring that all pertinent information is | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Asset description | M | Oracle Assets provides the capability to generate a fixed asset additions report, which is essential for tracking newly acquired assets and their associated details. This report allows organizations to maintain accurate records of asset acquisitions and supports effective financial management by ensuring that all pertinent information is readily accessible. Asset ID: A unique identifier assigned to each new asset. Asset Description: A brief overview of the asset, including its purpose or function. Asset Group: The category or classification under which the asset falls, helping in organizing similar assets. Departmental Information Department: The specific department responsible for managing the asset. Date of Purchase: The date when the asset was acquired, providing a timeline for asset management. Useful Life: The estimated duration that the asset is expected to be operational. Cost: The total purchase price of the asset. Residual Value: The expected value of the asset at the end of its useful life, which is important for depreciation calculations. | Specifications (Data |
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| □ Asset group | M | financial management by ensuring that all pertinent information is | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Department | M | Oracle Assets provides the capability to generate a fixed asset additions report, which is essential for tracking newly acquired assets and their associated details. This report allows organizations to maintain accurate records of asset acquisitions and supports effective financial management by ensuring that all pertinent information is readily accessible. Asset ID: A unique identifier assigned to each new asset. Asset Description: A brief overview of the asset, including its purpose or function. Asset Group: The category or classification under which the asset falls, helping in organizing similar assets. Departmental Information Department: The specific department responsible for managing the asset. Date of Purchase: The date when the asset was acquired, providing a timeline for asset management. Useful Life: The estimated duration that the asset is expected to be operational. Cost: The total purchase price of the asset. Residual Value: The expected value of the asset at the end of its useful life, which is important for depreciation calculations. | Specifications (Data |
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| □ Date of purchase | M | Oracle Assets provides the capability to generate a fixed asset additions report, which is essential for tracking newly acquired assets and their associated details. This report allows organizations to maintain accurate records of asset acquisitions and supports effective financial management by ensuring that all pertinent information is readily accessible. Asset ID: A unique identifier assigned to each new asset. Asset Description: A brief overview of the asset, including its purpose or function. Asset Group: The category or classification under which the asset falls, helping in organizing similar assets. Departmental Information Department: The specific department responsible for managing the asset. Date of Purchase: The date when the asset was acquired, providing a timeline for asset management. Useful Life: The estimated duration that the asset is expected to be operational. Cost: The total purchase price of the asset. Residual Value: The expected value of the asset at the end of its useful life, which is important for depreciation calculations. | Specifications (Data |

| □ Useful life | M | Oracle Assets provides the capability to generate a fixed asset additions report, which is essential for tracking newly acquired assets and their associated details. This report allows organizations to maintain accurate records of asset acquisitions and supports effective financial management by ensuring that all pertinent information is readily accessible. Asset ID: A unique identifier assigned to each new asset. Asset Description: A brief overview of the asset, including its purpose or function. Asset Group: The category or classification under which the asset falls, helping in organizing similar assets. Departmental Information Department: The specific department responsible for managing the asset. Date of Purchase: The date when the asset was acquired, providing a timeline for asset management. Useful Life: The estimated duration that the asset is expected to be operational. Cost: The total purchase price of the asset. Residual Value: The expected value of the asset at the end of its useful life, which is important for depreciation calculations. | Specifications (Data |
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| □ Cost | M | Oracle Assets provides the capability to generate a fixed asset additions report, which is essential for tracking newly acquired assets and their associated details. This report allows organizations to maintain accurate records of asset acquisitions and supports effective financial management by ensuring that all pertinent information is readily accessible. Asset ID: A unique identifier assigned to each new asset. Asset Description: A brief overview of the asset, including its purpose or function. Asset Group: The category or classification under which the asset falls, helping in organizing similar assets. Departmental Information Department: The specific department responsible for managing the asset. Date of Purchase: The date when the asset was acquired, providing a timeline for asset management. Useful Life: The estimated duration that the asset is expected to be operational. Cost: The total purchase price of the asset. Residual Value: The expected value of the asset at the end of its useful life, which is important for depreciation calculations. | Specifications (Data |

| | □ Residual value | M | additions report, which is essential for tracking newly acquired assets and their associated details. This report allows organizations to maintain accurate records of asset acquisitions and supports effective financial management by ensuring that all pertinent information is readily accessible. Asset ID: A unique identifier assigned to each new | Specifications (Data Sheets) page of Bid Submission and Oracle |
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| 63. | The system should allow a user to track information related to the purchase, such as contract number, purchase order number, bid number, check number, invoice info, vendor, GL account, etc. | M | The Oracle Assets module provides users with the capability to meticulously track essential information related to fixed asset purchases. This includes critical details such as the contract number, purchase order number, bid number, check number, invoice information, vendor details, and the general ledger (GL) account associated with the purchase. By consolidating this information within the asset management system, users can efficiently reference and manage the financial and logistical aspects of their assets. This comprehensive tracking not only streamlines the procurement process but also enhances accountability and accuracy in financial reporting making it easier to perform audits and maintain compliance with regulatory standards. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 64. | The system should be able to provide sufficient location information fields, such as building, department, room, room description, address, phone, etc. | M | The Oracle Assets module includes comprehensive location information fields to facilitate the effective management of fixed assets. This functionality should allow users to capture essential details such as the building in which the asset is located, the specific department responsible for it, room number, room description, as well | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 65. | Have the ability to perform adhoc reporting on any field or feature within the fixed asset screens to produce depreciation reports, inventory reports, etc. | M | The Oracle Assets module incorporates robust ad-hoc reporting capabilities, allowing users to generate custom reports based on any field or feature within the fixed asset screens. This flexibility enables users to create tailored depreciation reports, inventory reports, and other analytical report to meet specific business needs. By leveraging | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

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| 66. The fixed asset disposal screen should have the following fields: ☐ Asset ID | M | The fixed asset disposal screen in Oracle Assets is designed to facilitate the efficient management of asset disposals while ensuring that all relevant details are captured. This user-friendly interface helps organizations maintain accurate records of asset disposals, which is crucial for financial reporting and compliance. Essential Fields Asset ID: A unique identifier for each asset being disposed of, ensuring clarity and traceability. Asset Name: The name or description of the asset to be disposed of, aiding in quick identification. Net Book Value: This field is auto-filled by the system, providing the current value of the asset after depreciation, which is crucial for financial assessments. Date of Disposal: The specific date on which the disposal occurs, important for accounting records and reporting Proceeds from Disposal: The amount received from the disposal of the asset, which is necessary for determining any gain or loss on the transaction. Cost of Disposal: The expenses incurred during the disposal process, helping to evaluate the overall impact on financials. Salvage Value: Automatically populated by the system, this field indicates the estimated residual value of the asset post-disposal, which is useful for accounting purposes. Department: The department responsible for the asset, ensuring accountability and proper tracking throughout the disposal process. | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Asset name | M | that all relevant details are captured. This user-friendly interface helps organizations maintain accurate records of asset disposals, which is crucial for financial reporting and compliance. Essential Fields Asset | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

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| □ Net book value (auto filled by the system) | that all relevant details are captured. This user-friendly interface helps organizations maintain accurate records of asset disposals, which is crucial for financial reporting and compliance. Essential Fields Asset ID: A unique identifier for each asset being disposed of, ensuring | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Date of disposal | The fixed asset disposal screen in Oracle Assets is designed to facilitate the efficient management of asset disposals while ensuring that all relevant details are captured. This user-friendly interface helps organizations maintain accurate records of asset disposals, which is crucial for financial reporting and compliance. Essential Fields Asset ID: A unique identifier for each asset being disposed of, ensuring clarity and traceability. Asset Name: The name or description of the asset to be disposed of, aiding in quick identification. Net Book Value: This field is auto-filled by the system, providing the current value of the asset after depreciation, which is crucial for financial assessments. Date of Disposal: The specific date on which the disposal occurs, important for accounting records and reporting. Proceeds from Disposal: The amount received from the disposal of the asset, which is necessary for determining any gain or loss on the transaction. Cost of Disposal: The expenses incurred during the disposal process, helping to evaluate the overall impact on financials. Salvage Value: Automatically populated by the system, this field indicates the estimated residual value of the asset post-disposal, which is useful for accounting purposes. Department: The department responsible for the asset, ensuring accountability and proper tracking throughout the disposal process. | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Proceeds from disposal | M The fixed asset disposal screen in Oracle Assets is designed to facilitate the efficient management of asset disposals while ensuring that all relevant details are captured. This user-friendly interface helps organizations maintain accurate records of asset disposals, which is crucial for financial reporting and compliance. Essential Fields Asset ID: A unique identifier for each asset being disposed of, ensuring clarity and traceability. Asset Name: The name or description of the asset to be disposed of, aiding in quick identification. Net Book Value: This field is auto-filled by the system, providing the current value of the asset after depreciation, which is crucial for financial assessments. Date of Disposal: The specific date on which the disposal occurs, important for accounting records and reporting Proceeds from Disposal: The amount received from the disposal of the asset, which is necessary for determining any gain or loss on the transaction. Cost of Disposal: The expenses incurred during the disposal process, helping to evaluate the overall impact on financials. Salvage Value: Automatically populated by the system, this field indicates the estimated residual value of the asset post-disposal, which is useful for accounting purposes. Department: The department responsible for the asset, ensuring accountability and proper tracking throughout the |
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| □ Cost of disposal | M The fixed asset disposal screen in Oracle Assets is designed to facilitate the efficient management of asset disposals while ensuring that all relevant details are captured. This user-friendly interface helps organizations maintain accurate records of asset disposals, which is crucial for financial reporting and compliance. Essential Fields Asset D: A unique identifier for each asset being disposed of, ensuring clarity and traceability. Asset Name: The name or description of the asset to be disposed of, aiding in quick identification. Net Book Value: This field is auto-filled by the system, providing the current value of the asset after depreciation, which is crucial for financial assessments. Date of Disposal: The specific date on which the disposal occurs, important for accounting records and reporting Proceeds from Disposal: The amount received from the disposal of the asset, which is necessary for determining any gain or loss on the transaction. Cost of Disposal: The expenses incurred during the disposal process, helping to evaluate the overall impact on financials. Salvage Value: Automatically populated by the system, this field indicates the estimated residual value of the asset post-disposal, which is useful for accounting purposes. Department: The department responsible for the asset, ensuring accountability and proper tracking throughout the disposal process. |

| □ Salvage value (auto filled by the system) | M | crucial for financial reporting and compliance. Essential Fields Asset ID: A unique identifier for each asset being disposed of, ensuring | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Department | M | ID: A unique identifier for each asset being disposed of, ensuring | Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| 67. The module should enable the approval of disposal transactions online at different levels. | M | transactions through a multi-level approval process. This capability ensures that all disposal actions are adequately vetted and authorized at various levels of management before being executed. By enabling a structured approval workflow, the system enhances accountability and compliance, allowing organizations to manage asset disposals | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| The module should enable the attachment into the document archive, of the disposal request and other relevant supporting documents. | | such as disposal requests, vendor agreements, and approval notifications, the system enhances transparency and traceability in the disposal process. This ensures that all stakeholders can verify the legitimacy of disposals and supports compliance with organizational policies and regulations. | |
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| Upon performance of the disposal operation the system should auto-compute the profit or loss on disposal. | M | Oracle Assets can perform the specified functions related to asset disposal. The module allows users to execute disposal operations and automatically computes the profit or loss on the disposal of fixed assets. It calculates this by comparing the proceeds from the sale of the asset with its net book value at the time of disposal. This feature ensures accurate financial reporting and helps organizations assess the impact of asset disposals on their overall financial performance. Additionally, Oracle Assets provides robust tracking and reporting capabilities, enabling users to manage and analyze their fixed asset disposals effectively. | Specifications (Data Sheets) page of Bid Submission and Oracle |
| The system should automatically post entries to the relevant accounts upon approval of the disposal transaction. | M | Oracle Assets can automate the posting of accounting entries upon the approval of disposal transactions. Once a fixed asset disposal is approved, the system seamlessly generates and posts the necessary journal entries to the relevant general ledger accounts. This automation helps ensure accurate financial records and reduces manual intervention, thereby enhancing efficiency and accuracy in the accounting process. By integrating these postings with the organization's overall financial management system, Oracle Assets provides a comprehensive solution for tracking and reporting asset disposals. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| Upon disposal, the system should automatically derecognize the fixed asset. | | Oracle Assets is capable of automatically derecognizing fixed assets | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 2. Upon disposal, the system | M | Upon the disposal of an asset, Oracle Assets is equipped to | See Oracle Fixed Assets |
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| should be able to generate a | | automatically generate a comprehensive disposal statement. This | Section A4 of Technical |
| disposal statement for the | | statement serves as a detailed record of the transaction, providing | Specifications (Data |
| disposed assets showing \square | | essential insights for financial reporting and analysis. Asset ID: A | Sheets) page of Bid |
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| □ Cost | M | 1 1 / 1 11 | See Oracle Fixed Assets |
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| □ Accumulated depreciation | M Upon the disposal of an asset, Oracle Assets is equipped to automatically generate a comprehensive disposal statement. This statement serves as a detailed record of the transaction, providing essential insights for financial reporting and analysis. Asset ID: A unique identifier for the disposad asset, ensuring clarity and traceability. Asset Name: The name or description of the asset, aiding in quick identification. Department: The department responsible for the asset, facilitating accountability. Date of Purchase: The date on which the asset was originally acquired, important for historical context. Date of Disposal: The specific date when the asset was disposed of, critical for accounting records. Useful Life: The total estimated lifespan of the asset, providing context for depreciation calculations. Remaining Useful Life: The portion of the useful life that was still available at the time of disposal, relevant for evaluating asset performance. Cost: The original acquisition cost of the asset, which is crucial for financial assessments. Accumulated Depreciation: The total depreciation charged on the asset up to the date of disposal, helping to calculate the net book value. Net Book Value: The asset's value after accounting for depreciation, significant for determining any financial impact from the disposal. Residual Value: The estimated value of the asset at the end of its useful life, important for accounting and future planning Profit/Loss on Disposal: The financial gain or loss realized from the disposal, calculated as the difference between proceeds and net book value. Proceeds from Disposal: The amount received from the disposal of the asset, necessary for evaluating the overall impact on financials. Accounting Entries: A summary of the journal entries generated as a result of the disposal transaction, ensuring accurate financial reporting |
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| □ Net book value | M | automatically generate a comprehensive disposal statement. This statement serves as a detailed record of the transaction, providing essential insights for financial reporting and analysis. Asset ID: A unique identifier for the disposed asset, ensuring clarity and traceability. Asset Name: The name or description of the asset, aiding | Technical Proposal. |
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| □ Residual value | M | statement serves as a detailed record of the transaction, providing essential insights for financial reporting and analysis. Asset ID: A unique identifier for the disposed asset, ensuring clarity and traceability. Asset Name: The name or description of the asset, aiding | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| ☐ Proceeds from disposal | M | 1 | See Oracle Fixed Assets |
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| □ Accounting entries | M | automatically generate a comprehensive disposal statement. This statement serves as a detailed record of the transaction, providing essential insights for financial reporting and analysis. Asset ID: A | Technical Proposal. |
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| The system should be able to flag fixed assets whose useful lives' end in within a month. | M | Oracle Assets can flag fixed assets whose useful lives are set to end within a month. This functionality ensures that relevant stakeholders are alerted in a timely manner, enabling proactive management of asset retirement, replacement, or reassessment. By automatically generating notifications for these assets, the system assists organizations in making informed decisions regarding asset management, thereby enhancing operational efficiency and compliance with accounting standards. This capability helps prevent the oversight of assets nearing the end of their useful life, ensuring that all necessary actions are taken before they are fully depreciated. | Specifications (Data |
| The system should produce a de-recognized assets report with the following details: □ Asset ID | M | Oracle Assets can produce a de-recognized (retired or disposed) assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise de- | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Asset description | M | Oracle Assets can produce a de-recognized (retired or disposed) assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise de-recognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset.Department: The specific department responsible for the asset.Date of Purchase: The date on which the asset was acquired.Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned.Cost: The original purchase price of the | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Department | M | asset. Accumulated Depreciation: The total depreciation expense that has been recognized against the asset over its useful life. Net Book Value: The current value of the asset after accounting for depreciation. Residual Value: The estimated value of the asset at the end of its useful life. Oracle Assets can produce a de-recognized (retired or disposed) | See Oracle Fixed Assets |
| <u> Бераннен</u> | 171 | assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise derecognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Cost: The original purchase price of the asset. Accumulated Depreciation: The total depreciation expense that has been recognized against the asset over its useful life. Net Book Value: The current value of the asset after accounting for depreciation. Residual Value: The estimated value of the asset at the end of its useful life. | Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Date of purchase | M | Oracle Assets can produce a de-recognized (retired or disposed) assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise de-recognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset.Department: The specific department responsible for the asset.Date of Purchase: The date on which the asset was acquired.Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned.Cost: The original purchase price of the asset. Accumulated Depreciation: The total depreciation expense that has been recognized against the asset over its useful life. Net Book Value: The current value of the asset after accounting for depreciation. Residual Value: The estimated value of the asset at the end of its useful life. | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| □ Expected useful life | M | assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise de- | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Remaining useful life | M | assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise derecognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset. Department: The specific department responsible for the asset. Date of Purchase: The date on which the asset was acquired. Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned. Cost: The original purchase price of the asset. Accumulated Depreciation: The total depreciation expense that has been recognized against the asset over its useful life. Net Book Value: The current value of the asset after accounting for depreciation. Residual Value: The estimated value of the asset at the end of its useful life. | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Cost | M | assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise derecognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| ☐ Accumulated depreciation | M | Oracle Assets can produce a de-recognized (retired or disposed) assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise de-recognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset.Department: The specific department responsible for the asset.Date of Purchase: The date on which the asset was acquired.Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned.Cost: The original purchase price of the asset. Accumulated Depreciation: The total depreciation expense that has been recognized against the asset over its useful life. Net Book Value: The current value of the asset after accounting for depreciation. Residual Value: The estimated value of the asset at the end of its useful life. | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Net book value | M | Oracle Assets can produce a de-recognized (retired or disposed) assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise de-recognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset Description: A brief description of the asset.Department: The specific department responsible for the asset.Date of Purchase: The date on which the asset was acquired.Expected Useful Life: The anticipated duration the asset will remain operational. Remaining Useful Life: The amount of time left before the asset is expected to be retired or decommissioned.Cost: The original purchase price of the asset. Accumulated Depreciation: The total depreciation expense that has been recognized against the asset over its useful life. Net Book Value: The current value of the asset after accounting for depreciation. Residual Value: The estimated value of the asset at the end of its useful life. | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Residual value | M | assets report with specific details. The system tracks the full lifecycle of assets, including when assets are retired, sold, or otherwise derecognized. Users can generate customized reports that provide details such as: Asset ID: A unique identifier for each asset. Asset | Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| 75. The asset transfer screen should have the following details: □ Asset ID | M | The asset transfer screen in Oracle Assets is designed to facilitate seamless movement of fixed assets between departments while ensuring that all relevant details are captured for record-keeping and accountability. Asset Transfer Details Asset ID: A unique identifier for the asset being transferred, allowing for precise tracking and management. Asset Description: A brief description of the asset, providing context and clarity regarding its nature and function. Department From: The department from which the asset is being transferred, ensuring proper documentation of the asset's previous location. Department To: The department receiving the asset, facilitating accountability and ensuring that all stakeholders are informed of the asset's new location. Date of Transfer: The specific date on which the transfer occurs, important for maintaining accurate records and for auditing purposes. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| □ Asset description | M | The asset transfer screen in Oracle Assets is designed to facilitate the seamless movement of fixed assets between departments while ensuring that all relevant details are captured for record-keeping and accountability. Asset Transfer Details Asset ID: A unique identifier for the asset being transferred, allowing for precise tracking and management. Asset Description: A brief description of the asset, providing context and clarity regarding its nature and function. Department From: The department from which the asset is being transferred, ensuring proper documentation of the asset's previous location. Department To: The department receiving the asset, facilitating accountability and ensuring that all stakeholders are informed of the asset's new location. Date of Transfer: The specific date on which the transfer occurs, important for maintaining accurate records and for auditing purposes. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| □ Department from | M | The asset transfer screen in Oracle Assets is designed to facilitate the seamless movement of fixed assets between departments while ensuring that all relevant details are captured for record-keeping and accountability. Asset Transfer Details Asset ID: A unique identifier for the asset being transferred, allowing for precise tracking and management. Asset Description: A brief description of the asset, providing context and clarity regarding its nature and function. Department From: The department from which the asset is being transferred, ensuring proper documentation of the asset's previous location. Department To: The department receiving the asset, facilitating accountability and ensuring that all stakeholders are informed of the asset's new location. Date of Transfer: The specific date on which the transfer occurs, important for maintaining accurate records and for auditing purposes. | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |

| | □ Department to | M | seamless movement of fixed assets between departments while ensuring that all relevant details are captured for record-keeping and accountability. Asset Transfer Details Asset ID: A unique identifier for the asset being transferred, allowing for precise tracking and management. Asset Description: A brief description of the asset, | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
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| | □ Date of transfer | M | seamless movement of fixed assets between departments while ensuring that all relevant details are captured for record-keeping and accountability. Asset Transfer Details Asset ID: A unique identifier for the asset being transferred, allowing for precise tracking and management. Asset Description: A brief description of the asset, | See Oracle Fixed Assets Section A4 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Fixed Assets Section of Technical Proposal. |
| | The system should enable the approval of the fixed asset transfer at different levels. | M | is reviewed and authorized by designated personnel or departments, adhering to the organization's internal control policies. By implementing a tiered approval system, the module enhances accountability and governance, allowing for more robust oversight of asset movements. This feature helps prevent unauthorized transfers and ensures that all relevant stakeholders are informed and involved in the decision-making process, ultimately leading to better management of the organization's fixed assets. | |
| 77. | The system should maintain a fixed asset transfer history showing the departments to which it was transferred and the dates of transfer. | M | different departments. This functionality allows users to view | Fixed Assets Section of |

| 78. The system should have the | M | The Oracle Assets module is designed to facilitate comprehensive | See Oracle Fixed Assets |
|----------------------------------|--------------|---|-------------------------|
| ability to compare actual fixed | 171 | financial oversight by allowing users to compare actual fixed asset | Section A4 of Technical |
| asset expenditures versus | | expenditures against budgeted amounts. This functionality provides | Specifications (Data |
| budgeted amount comparisons. | | organizations with valuable insights into their asset acquisition and | Sheets) page of Bid |
| oudgated amount compansons. | | management processes, helping them to monitor spending and ensure | Submission and Oracle |
| | | | |
| | | | Fixed Assets Section of |
| | | budgeted figures, users can identify variances, assess the impact of | Technical Proposal. |
| | | spending decisions, and make informed adjustments to future budgets. | |
| | | This capability enhances fiscal discipline and accountability, enabling | |
| | | organizations to optimize their asset investment strategies while | |
| | | ensuring adherence to budgetary constraints. | |
| 79. The system should have the | \mathbf{M} | The Oracle Assets module includes a feature that allows users to | See Oracle Fixed Assets |
| ability to export information to | | export asset information directly to Excel, streamlining data | Section A4 of Technical |
| Excel. | | management and analysis. This capability enables users to easily | Specifications (Data |
| | | manipulate and analyze asset data in a familiar spreadsheet | Sheets) page of Bid |
| | | environment, facilitating tasks such as financial analysis, reporting | Submission and Oracle |
| | | and budget forecasting. By exporting information to Excel, | Fixed Assets Section of |
| | | organizations can enhance collaboration among teams, share insights, | Technical Proposal. |
| | | and create customized reports tailored to their specific needs. This | |
| | | integration with Excel not only improves accessibility to critical asset | |
| | | information but also supports effective data visualization and | |
| | | enhances overall decision-making process. | |
| 80. The system should have the | M | The Oracle Assets module is equipped with robust reporting | See Oracle Fixed Assets |
| | IVI | | |
| ability to extract reports by | | capabilities that enable users to extract detailed reports based on asset | |
| asset class/category. | | class or category. This functionality allows organizations to analyze | Specifications (Data |
| | | their asset portfolio effectively by segmenting assets into specific | Sheets) page of Bid |
| | | classifications, such as machinery, vehicles, or office equipment. By | Submission and Oracle |
| | | generating reports by asset class, users can gain valuable insights into | |
| | | asset utilization, depreciation trends, and financial performance across | Technical Proposal. |
| | | different categories. This targeted reporting enhances strategic | |
| | | decision-making supports budgetary planning, and aids in compliance | |
| | | with financial reporting standards by providing clear visibility into | |
| | | asset distribution and management practices. | |
| 81. The system should allow the | M | The Oracle Assets module facilitates the association of each asset | See Oracle Fixed Assets |
| association of an asset with a | | with a designated responsible person, such as a custodian, enhancing | Section A4 of Technical |
| responsible person, such as a | | accountability and asset management efficiency. This feature allows | Specifications (Data |
| custodian. | | | Sheets) page of Bid |
| | | asset, ensuring that there is a specific individual tasked with its | Submission and Oracle |
| | | oversight and maintenance. By linking assets to custodians, the | Fixed Assets Section of |
| | | system not only improves tracking and reporting but also promotes | Technical Proposal. |
| | | better stewardship of resources. This capability fosters a culture of | 110p com |
| | | responsibility, as custodians are directly accountable for the | |
| | | management and condition of the assets assigned to them, thereby | |
| | | supporting effective governance and operational integrity. | |
| 82. The system should allow the | M | The Oracle Assets module provides functionality for users to attach | See Oracle Fixed Assets |
| 82. The system should allow the | 141 | 1 | Section A4 of Technical |
| attachment of an image to each | | images to each fixed asset, enhancing the asset management process | |
| asset. | | by allowing for visual documentation. This feature enables | Specifications (Data |
| | | organizations to maintain a clear and detailed record of their assets, | Sheets) page of Bid |
| | | facilitating easy identification and reference during audits or asset | Submission and Oracle |
| | | evaluations. By attaching images directly to the asset records, users | Fixed Assets Section of |
| | | can improve their asset tracking capabilities and enhance overall | Technical Proposal. |
| | | management efficiency. This visual integration supports better | |
| | | decision-making and helps ensure compliance with organizational | |
| | | policies regarding asset documentation and reporting | |
| | | policies regarding asset documentation and reporting, | |

| 83. The system Should integrate | M | The Oracle Assets module is designed to integrate seamlessly with the | See Oracle Fixed Assets |
|---------------------------------|---|---|-------------------------|
| with the MFI CBS and back | | Microfinance Institution Core Banking System (MFI CBS) and back- | Section A4 of Technical |
| office ERP system | | office ERP systems through its robust API, facilitating a | Specifications (Data |
| | | comprehensive approach to asset management within the broader | Sheets) page of Bid |
| | | organizational framework. This integration allows for the automatic | Submission and Oracle |
| | | synchronization of asset data, ensuring that any changes or additions | Fixed Assets Section of |
| | | made in the asset management module are instantly reflected across | Technical Proposal. |
| | | both systems. By enabling real-time data sharing, the integration | |
| | | enhances operational efficiency, reduces data redundancy, and | |
| | | improves accuracy in financial reporting and asset tracking. | |
| | | Additionally, this capability ensures that all relevant stakeholders | |
| | | have access to consistent and up-to-date information, supporting | |
| | | better decision-making and compliance with regulatory requirements. | |
| | | porter decision-making and compilative with regulatory requirements. | <u> </u> |

| No Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document | |
|--|----------|---|--|--|
| 2.3.2.1 Employee Registration | | | | |
| 1. The system must have a centralized employee master file to capture the following details: Employee ID Department Name Position Employee type Address Departments Qualifications Employee status Next of kin Contract start Citizenship Contract End Nationality Pay grade Marital Status Pay step Bank Date of Birth Bank Account | | the organization. The file will generate a unique employee ID for each individual, ensuring data integrity and simplifying transactions. The system will capture essential personal and professional | Submission and Oracle Human Resources Management Section of Technical Proposal. | |

| 2. | The system should allow both | M | Oracle Human Resources Employee Registration | See Oracle Human |
|----|-----------------------------------|---|---|-------------------------|
| | manual and auto generation of | | 1 7 9 | Resources Management |
| | employee ID. | | generation of employee IDs within the centralized | |
| | | | employee master file, providing flexibility to meet | Specifications (Data |
| | | | diverse organizational needs. For manual | Sheets) page of Bid |
| | | | generation, HR administrators will have the option | Submission and Oracle |
| | | | to input custom employee IDs during the | Human Resources |
| | | | registration process, which is particularly | Management Section of |
| | | | beneficial for organizations that follow specific ID | Technical Proposal. |
| | | | formats based on internal coding standards or | |
| | | | historical practices. The system will ensure that | |
| | | | manually entered IDs adhere to predefined formats | |
| | | | and validation rules, preventing errors or | |
| | | | duplication. For automatic generation, the system | |
| | | | will be configured to create unique employee IDs | |
| | | | based on preset rules and formats defined by the | |
| | | | organization. These automatically generated IDs | |
| | | | will follow a logical sequence, ensuring uniqueness | |
| | | | and consistency across the organization. This | |
| | | | process minimizes the risk of human error and | |
| | | | streamlines the registration process, particularly | |
| | | | for large organizations with high volumes of | |
| | | | employee records. In both cases, Oracle Human | |
| | | | Resources Employee Registration will maintain | |
| | | | data integrity by ensuring that each employee ID, whether manually or automatically generated, is | |
| | | | unique. This guarantees that every employee | |
| | | | record remains distinct and traceable throughout all | |
| | | | HR processes. By offering both manual and | |
| | | | automatic ID generation, the system will provide | |
| | | | the flexibility and control needed to meet the | |
| | | | organization's specific employee identification and | |
| | | | tracking requirements. | |
| 3. | The name field should have an | | Oracle Human Resources Employee Registration | See Oracle Human |
| | allowance of name, title and nick | | includes a name field with three components: full | Resources Management |
| | name. | | name, title, and nickname. The full name will | Section B1 of Technical |
| | | | capture the employee's legal name for official | Specifications (Data |
| | | | records, the title will be used for formal | Sheets) page of Bid |
| | | | correspondence, and the nickname will reflect | Submission and Oracle |
| | | | personal preferences for more casual interactions. | Human Resources |
| | | | This configuration ensures a comprehensive and | Management Section of |
| | | | flexible approach to employee identification, | Technical Proposal. |
| | | | balancing professionalism in formal documentation | |
| | | | with personalization in day-to-day | |
| | | | communication. | |

| 4 | Th | M | | C O 1. II |
|----|---|---|---|--|
| 4. | The pay scale and pay grade value should default to entry level of the position. | M | and pay grade fields to the entry-level values associated with an employee's position during registration. This feature streamlines the onboarding process by ensuring that salary assignments for new hires are consistent with the predefined compensation plan. Upon selecting an employee's position, the system will automatically assign the minimum or starting pay scale and pay grade for that role, reducing the risk of manual errors and improving efficiency in entering salary data. While the system defaults to entry-level values, authorized users such as HR administrators or payroll managers will have the flexibility to manually adjust the pay scale and pay grade when necessary. This is particularly useful for cases where an employee is hired at a higher pay grade due to qualifications, experience, or internal promotion. By automating the default pay scale and pay grade assignments, the system will enhance consistency in applying compensation policies, speed up the registration process, and ensure that new employees are accurately aligned with their respective salary structures. | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |
| 5. | The qualification field should allow for capture of multiple academic and professional qualifications such as award, awarding institute, date of award etc. | M | Oracle Human Resources Employee Registration includes a qualification field to record multiple academic and professional credentials for each employee, ensuring comprehensive documentation of their educational and professional background. This field will feature subfields for award, awarding institute, date of award, and optional details such as qualification level, specialization, and grades. HR administrators will be able to add, edit, and update these records as employees obtain new qualifications, keeping the information current and relevant. This configuration will support career development, job assignments, and promotion decisions by providing a well-organized and comprehensive record of each employee's qualifications. By maintaining accurate documentation of credentials, the system will enhance the organization's ability to make informed decisions based on employees' | Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |
| 6. | The system should be able to capture the following multiple next of kin details: ☐ Relationship (user defined) ☐ Name ☐ Date of Birth ☐ Address | M | educational and professional achievements. Oracle Human Resources Employee Registration is configured to capture comprehensive next-of-kin information for each employee, ensuring accurate documentation for emergency contact or legal purposes. The system will feature customizable fields to record the employee's relationship to the contact, the full legal name, date of birth, and residential address, providing a clear and reliable point of contact. Employees will also have the option to enter multiple next-of-kin records, allowing for multiple contacts to be specified for emergency situations. This configuration streamlines management by ensuring that HR has all necessary contact details easily accessible, providing critical support in emergencies and ensuring employees' personal contacts are accurately documented. | See Oracle Human Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |

| 7. | The system should have the ability to link each staff to the location. | location within the organization, enhancing workforce management, reporting and logistical planning. The system will capture detailed location information, including office or branch location, department, worksite, and geographic details such as country, region, or city. This functionality will aid in managing resource allocation, attendance, time management, and emergency or crisis response. By accurately mapping employees to their respective locations, the system will improve | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |
|----|--|--|--|
| 0 | | operational efficiency, optimize resource distribution, and support seamless communication and coordination across geographically dispersed teams. This feature will be especially valuable for global organizations with multiple locations, ensuring effective workforce management and streamlined operations across all sites. | See One de Henry |
| 8. | The system should facilitate users in identifying team, team work and work location. | teamwork structure, and work location within the organization. This functionality is essential for enhancing collaboration, transparency, and operational efficiency, particularly in organizations where employees are grouped into teams and | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |

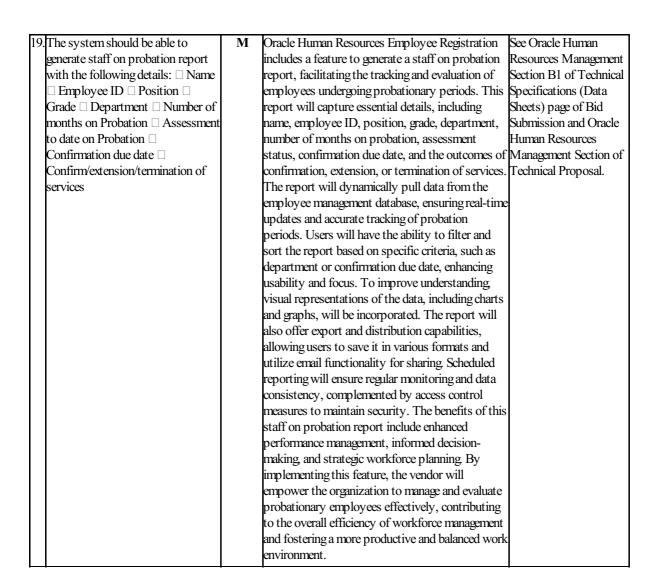
| 9. | The system should have values that | M | Oracle Human Resources Employee Registration is | See Oracle Human |
|-----|--------------------------------------|---|---|---|
| | correspond to the following | | 1 , | Resources Management |
| | employee statuses: Active | | | Section B1 of Technical |
| | employee (one in employment) | | | Specifications (Data |
| | Suspended employee Inactive | | | Sheets) page of Bid |
| | employee (due to death, resignation, | | | Submission and Oracle |
| | Dismissal) | | | Human Resources |
| | D15111155ta1) | | temporarily suspended but remain on the payroll, | Management Section of |
| | | | with the system documenting reasons for | Technical Proposal. |
| | | | suspension, duration, and reinstatement | recimieat rroposat. |
| | | | procedures. Inactive employees are those who | |
| | | | have left the organization due to resignation, | |
| | | | dismissal, or death, with the system managing | |
| | | | these processes and capturing data that can | |
| | | | provide valuable feedback for organizational | |
| | | | improvement. Implementing these employee | |
| | | | statuses will improve reporting, ensure | |
| | | | compliance, and enhance communication across the | |
| | | | organization. It will also streamline HR processes, | |
| | | | supporting more effective personnel management | |
| | | | by offering a structured approach to workforce | |
| | | | management. This configuration will ultimately | |
| | | | contribute to a more organized and efficient | |
| | | | management of employee records, ensuring the | |
| | | | organization can adapt and respond to various | |
| | | | employment scenarios effectively. | |
| 10. | The system should enable users to | M | Oracle Human Resources Employee Registration is | |
| | determine which fields are | | | Resources Management |
| | mandatory so as to compel entry. | | mandatory fields for data entry, ensuring consistent and accurate data capture throughout | Section B1 of Technical |
| | | | 1 | Specifications (Data Sheets) page of Bid |
| | | | | Submission and Oracle |
| | | | maintaining data integrity and ensuring compliance | |
| | | | with organizational policies and reporting | Management Section of |
| | | | | Technical Proposal. |
| | | | marked with visual indicators, such as asterisks or | |
| | | | color coding, and user-friendly interface prompts | |
| | | | will guide users to ensure required fields are | |
| | | | completed. The system will also include validation | |
| | | | checks that prevent form submission until all | |
| | | | mandatory fields are filled in correctly. | |
| | | | Administrative users will have the ability to | |
| | | | configure and modify mandatory field settings, | |
| | | | customize forms, and maintain an audit trail to | |
| | | | ensure accountability. The benefits of this | |
| | | | configuration include improved data quality, | |
| | | | streamlined processes, and an enhanced user | |
| | | | experience. By enabling the clear identification of | |
| | | | mandatory fields, the system will promote | |
| | | | compliance with data entry requirements, ensuring | |
| | | | that the organization benefits from accurate and | |
| | | | reliable employee information. | |
| | | | | |

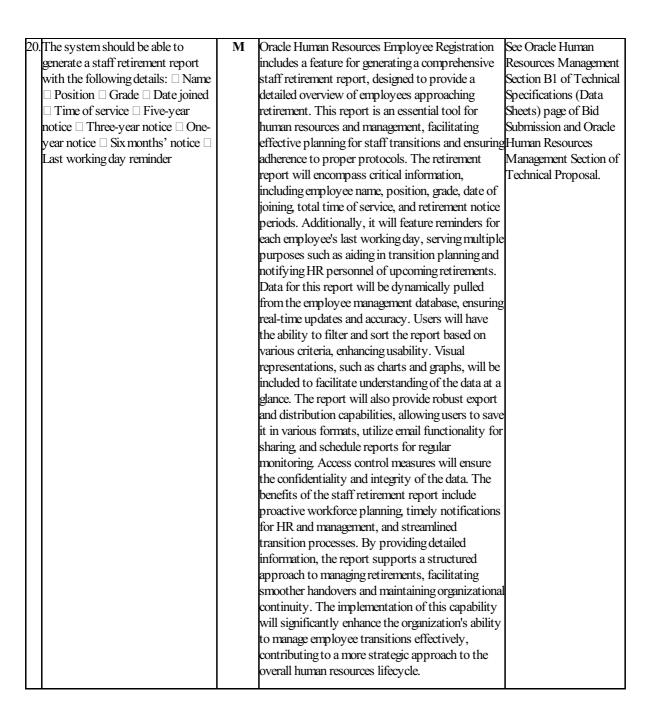
| 11. Ability to upload information scanned or otherwise that form the employee file e.g. CV, passport snaps appointment letters, contracts, reference letters, medical reports, criminal records etc. | M | includes a comprehensive document management feature that enables users to upload and manage scanned or digital documents as part of each employee's file. This feature will support various file formats and offer drag-and-drop functionality for easy uploads, allowing users to store CVs, passport photographs, appointment letters, contracts, reference letters, medical reports, and criminal records. To ensure security and access control, the system will implement strict measures, including role-based access and encryption. Additionally, a user-friendly interface will facilitate document retrieval and management, featuring search functionality, version control, and an audit trail to track document changes and access. Uploaded documents will be integrated into the employee's master file, streamlining HR processes and enhancing reporting capabilities. The benefits of this document management feature include the creation of comprehensive employee records, improved accessibility to critical information, and compliance with legal and regulatory requirements. By capturing, securely storing, and making essential employee documents easily accessible, the vendor aims to enhance the system's functionality for HR and management purposes. | |
|--|---|---|--|
| 12. The system should allow editing of employee information by authorized users. | M | efficiently edit employee information, ensuring that records remain accurate and up to date. The system will employ a role-based access control mechanism to determine which users have the authority to make changes to employee details. Specific permissions will be assigned to HR | See Oracle Human Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |

| 13 | The system should enable the | M | Oracle Human Resources Employee Registration | See Oracle Human |
|------|---|---|---|---|
| | approval of new employee | | features a robust approval workflow to ensure that | |
| | nformation by an authorized user. | | new employee information is approved by | Section B1 of Technical |
| | • | | authorized users. This process is essential for | Specifications (Data |
| | | | maintaining data integrity and establishing a | Sheets) page of Bid |
| | | | structured review procedure before finalizing any | Submission and Oracle |
| | | | | Human Resources |
| | | | | Management Section of |
| | | | | Technical Proposal. |
| | | | ensuring that only designated personnel, such as HR managers or department heads, can review and | |
| | | | authorize changes. The approval workflow will | |
| | | | encompass several key components, including | |
| | | | submission for approval, an approval queue, | |
| | | | notifications and alerts, an intuitive approval | |
| | | | interface, decision tracking, audit trails, escalation | |
| | | | procedures, and alternative approvers. | |
| | | | Additionally, reporting capabilities will provide | |
| | | | insights into the approval process. The benefits of | |
| | | | this approval workflow include enhanced data | |
| | | | integrity, accountability, transparency, and | |
| | | | improved collaboration. By requiring approval for all changes, the system will ensure compliance | |
| | | | with organizational standards and policies. The | |
| | | | integrated comment and notification features will | |
| | | | facilitate communication between HR personnel | |
| | | | and approvers, fostering collaboration and | |
| | | | informed decision-making. This comprehensive | |
| | | | approval process will strengthen the system's | |
| | | | functionality, ensuring that employee records are | |
| | | | accurate and thoroughly vetted by authorized personnel before finalization. | |
| | | | ibersonnei beiore imanzation. | |
| 14 1 | For changes on the employees' | | F | See Oracle Human |
| | For changes on the employees' | M | Oracle Human Resources Employee Registration | See Oracle Human Resources Management |
| r | For changes on the employees' master file, it has to be approved by an authorized user. | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow | See Oracle Human Resources Management Section B1 of Technical |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration | Resources Management |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring | Resources Management Section B1 of Technical Specifications (Data |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
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| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting accountability and transparency throughout the | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting accountability and transparency throughout the approval process. Additionally, the system will | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting accountability and transparency throughout the approval process. Additionally, the system will offer reporting capabilities to track approval | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting accountability and transparency throughout the approval process. Additionally, the system will offer reporting capabilities to track approval metrics and generate compliance documentation. | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting accountability and transparency throughout the approval process. Additionally, the system will offer reporting capabilities to track approval | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of |
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| r | master file, it has to be approved by | M | Oracle Human Resources Employee Registration incorporates a comprehensive approval workflow for changes to employees' master files, ensuring that all modifications receive approval from authorized personnel. This workflow will utilize a role-based access control mechanism, permitting only designated individuals, such as HR Managers, department heads, and system administrators, to review and authorize modifications. The system will facilitate a structured approval process that includes submission of changes, a pending approval queue, automated notifications, an intuitive interface, decision tracking, maintenance of audit trails, escalation procedures, designated alternate approvers, and robust reporting capabilities. This approach will enhance data accuracy and integrity while promoting accountability and transparency throughout the approval process. Additionally, the system will offer reporting capabilities to track approval metrics and generate compliance documentation. The benefits of this workflow include improved data accuracy and reliability, enhanced accountability, and effective communication between HR personnel and approvers. The vendor's implementation of this comprehensive approval workflow will significantly strengthen | Resources Management Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. |

| 15. The system should enable the | M | Oracle Human Resources Employee Registration | See Oracle Human |
|------------------------------------|-----|---|-------------------------|
| production of staff identification | | 1 , | Resources Management |
| cards based on input and verified | | | Section B1 of Technical |
| information. | | F | Specifications (Data |
| | | master file. This feature ensures that all employees | |
| | | receive official identification reflecting their current | |
| | | employment status and relevant details. Key | Human Resources |
| | | elements of this feature will include seamless | Management Section of |
| | | integration with the employee master file, | Technical Proposal. |
| | | customizable card designs, robust data verification | |
| | | mechanisms, a structured workflow for card | |
| | | production, and enhanced security features such as | |
| | | barcodes or QR codes, watermarking, and digital | |
| | | signatures. Additionally, the system will support | |
| | | card reissue management to handle lost or expired | |
| | | cards efficiently. Reporting capabilities will be | |
| | | included to monitor identification card production | |
| | | activities, providing insights into production | |
| | | metrics and maintaining audit trails. The benefits | |
| | | of this feature encompass enhanced security, | |
| | | professional representation, and streamlined access control. By ensuring that only authorized | |
| | | personnel can access sensitive areas, the system | |
| | | will significantly bolster organizational security, | |
| | | improve employee identification processes, and | |
| | | present a professional image of the workforce. | |
| 16. The system should be able to | M | | See Oracle Human |
| produce a report on employee | 111 | incorporates a robust reporting feature that enables | |
| information showing any | | users to generate detailed reports on employee | Section B1 of Technical |
| combination of parameters captured | | information. This feature is crucial for HR | Specifications (Data |
| at entry. | | departments to analyze, manage, and effectively | Sheets) page of Bid |
| | | | Submission and Oracle |
| | | user-friendly interface with filter options, multi- | Human Resources |
| | | parameter selection, and visual reporting tools. | Management Section of |
| | | Users will have the capability to filter reports | Technical Proposal. |
| | | based on specific criteria such as employee ID, | |
| | | name, department, position, employee type, | |
| | | status, date of birth, qualifications, | |
| | | citizenship/nationality, and marital status. | |
| | | Customization options will allow users to select | |
| | | columns, sort and group data, and apply date range filters. Visual reporting tools, including charts and | |
| | | graphs, will facilitate data interpretation, while a | |
| | | dashboard view will provide quick insights. | |
| | | Reports can be exported in various formats, and | |
| | | users will have the ability to schedule reports for | |
| | | regular updates. Access control measures will | |
| | | ensure data security and confidentiality throughout | |
| | | the reporting process. The benefits of this | |
| | | reporting feature include enhanced decision- | |
| | | making, improved data management, and strategic | |
| | | workforce planning. By implementing a flexible | |
| | | and powerful reporting capability, the vendor will | |
| | | equip organizations with the tools necessary to | |
| | | manage employee data effectively, analyze | |
| | | workforce metrics, improve HR operations, and | |
| | | support strategic initiatives. | |

| 17. | The system should be able to | M | Oracle Human Resources Employee Registration | See Oracle Human |
|-----|--|---|---|---|
| | generate staff age band report with | | | Resources Management |
| | the following details: ☐ Name ☐ | | | Section B1 of Technical |
| | Employee ID □ Position □ Pay | | demographic distribution of employees by age. | Specifications (Data |
| | grade □ Department □ Gender □ | | | Sheets) page of Bid |
| | Age band below 26 years □ Age | | such as name, employee ID, position, pay grade, | Submission and Oracle |
| | band between 26 to 40 years ☐ Age | | | Human Resources |
| | band between 40 to 60 years \square Age | | | Management Section of |
| | above 60 years | | 26 years, 26 to 40 years, 40 to 60 years, and above | • |
| | | | 60 years. The system will automatically calculate | |
| | | | each employee's age based on their date of birth, | |
| | | | ensuring accurate and up-to-date information. | |
| | | | Users will have the ability to filter and sort the | |
| | | | report by various parameters, including | |
| | | | department and age band. Additionally, the report | |
| | | | may include visual representations, such as charts | |
| | | | or graphs, to enhance data interpretation. It will be | |
| | | | exportable in multiple formats, including PDF, | |
| | | | Excel, or Word, and users can set up scheduled | |
| | | | reports for regular monitoring and data | |
| | | | consistency. Access control measures will be | |
| | | | implemented to ensure data integrity and | |
| | | | confidentiality throughout the reporting process. | |
| | | | This age band report will aid in workforce | |
| | | | analysis, diversity and inclusion initiatives, and | |
| | | | strategic planning. By implementing this feature, | |
| | | | the vendor will enhance the organization's ability | |
| | | | to effectively analyze employee demographics, | |
| | | | contributing to strategic workforce management | |
| | | | efforts and fostering a more effective work | |
| | | | environment. | |
| | The system should be able to | | Oracle Human Resources Employee Registration | See Oracle Human |
| | generate a staff per grade report | | e | Resources Management |
| | showing the following details: | | comprehensive staff per grade report, providing a | Section B1 of Technical |
| | Name Employee ID Grade The state of th | | | Specifications (Data |
| | Department Period of | | their respective grades. This report will encompass | |
| | employment □ Qualification | | key details such as name, employee ID, grade, | Submission and Oracle |
| | | | | Human Resources |
| | | | qualifications. The system will dynamically retrieve data to ensure accuracy and relevance, | Management Section of Technical Proposal. |
| | | | allowing users to filter and sort the report based on | |
| | | | specific criteria like grade, department, or | |
| | | | employment period. To enhance understanding, | |
| | | | visual representations of the data, such as charts | |
| | | | and graphs, will be incorporated. Additionally, the | |
| | | | report will offer export and distribution | |
| | | | capabilities, allowing users to save it in various | |
| | | | formats and utilize email functionality for sharing | |
| | | | Scheduled reporting will facilitate consistent | |
| | | | monitoring and ensure data availability, all while | |
| | | | incorporating access control measures to maintain | |
| | | | security and confidentiality. This staff per grade | |
| | | | report will provide valuable organizational | |
| | | | insights, assist in strategic resource allocation, and | |
| | | | support compliance requirements. By | |
| | | | implementing this feature, the vendor will enhance | |
| | | | the organization's capacity to analyze employee | |
| | | | distribution across various grades, promoting | |
| | | | informed decision-making and fostering a more | |
| | | | efficient and balanced organizational structure. | |
| 1 | | | | |





| 2.3 | 3.2.2 Payroll Processing | | | |
|-----|---|----------|--|--|
| No | Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
| 1. | The system should enable the capture of all payments and deductions that relate to payroll including but not limited to the following: Basic pay Overtime pay Housing allowance Leave grant allowance Fringe allowance Pension contribution Personal tax Personal loan recovery | | Oracle Payroll provides a comprehensive and flexible framework for capturing and processing all payroll-related payments and deductions. The system leverages configurable elements, rules, and formulas to handle various components such as basic pay, overtime, allowances, pension contributions, taxes, and loan recoveries. Each component is set up as a distinct element, with calculation rules applied to determine payment amounts and deductions based on employee data, predefined conditions, or percentage-based calculations. During payroll runs, Oracle Payroll processes all configured elements to accurately calculate net pay, while generating detailed reports that ensure compliance with regulatory standards, provide complete transparency, streamlining payroll management and delivering precise and efficient payroll processing. This functionality will ensure accurate calculations and reporting, enhance payroll management, and provide a clear view of payroll expenses and liabilities for informed financial decision-making | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 2. | The system should enable user to define standard rate for payment and deduction for employees. | M | application of pay rates and deductions across the | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| 3. The system should enable attachment of rates to different pay grade. | M | Oracle Payroll allows for the attachment of rates to different pay grades, enabling tailored compensation structures based on specific job levels. This functionality ensures that employees receive appropriate remuneration aligned with their roles and responsibilities, supporting fair and consistent compensation practices. By facilitating the customization of pay rates according to pay grades, the system enhances payroll management, simplifies the administration of salary structures, and ensures consistency in compensation across the organization. This approach promotes equity and compliance in payroll processing while adapting to organizational needs. | B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle |
|---|---|---|--|
| 4. The system should enable the attachment of rates to positions and employee types. | M | positions and employee types, enabling the creation of customized compensation structures that reflect the distinct responsibilities and requirements of each role. This functionality accommodates the characteristics of different | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 5. The system should be capable of performing calculations to derive some payments and deductions and totals. | M | | Submission and Oracle Payroll Section of Technical Proposal. |

| 6. The system should be able to pull overtime hours from time sheets for calculation of overtime pay. | Oracle Payroll automatically retrieves overtime hours directly from timesheets for calculating overtime pay. This functionality streamlines the payroll process by automating data extraction, ensuring accurate tracking of overtime worked. By integrating this feature, the system enhances payroll efficiency, minimizes manual data entry errors, and provides reliable calculations for employee compensation. This automation not only improves accuracy in payroll processing but also saves time, allowing for quicker and more precise payroll operations. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|---|--|--|
| 7. The system should be able to pull absence information for incorporation into deductions for absence. | Oracle Payroll automatically retrieves absence information for integration into deductions related to employee absences. This functionality ensures that the system accurately tracks and reflects deductions for absences in payroll calculations. By automating this process, the system enhances both payroll accuracy and efficiency, ensuring that all relevant absence data is considered in compensation calculations. This capability not only streamlines payroll processing but also promotes compliance with organizational policies regarding employee absences, ultimately supporting fair and transparent compensation practices. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 8. The system should be able to capture the following employee pension details: Company Name Payroll Name Employee ID Employee Name Employee Contribution Company Contribution Total Contribution Sub totals Total Employees Grand Total | Oracle Payroll captures essential employee pension details, including company name, payroll name, employee ID, employee name, employee contributions, company contributions, total contributions, subtotals, total employees and grand total. This functionality ensures accurate tracking and reporting of pension contributions, facilitating compliance with regulatory requirements and supporting effective pension management and financial planning. By maintaining comprehensive records of pension data, the system enhances the organization's ability to manage pension liabilities, generate detailed reports, and ensure that contributions are processed accurately and timely. This capability ultimately contributes to better financial oversight and strategic planning regarding employee benefits. | Submission and Oracle Payroll Section of Technical Proposal. |

| 9. | The system should have the ability to define and set payroll calculation formulas. | calculations to meet specific organizational needs. This capability ensures that various components, such as payments, deductions, and allowances, are accurately | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|-----|---|---|--|
| 10 | The system should enable simulation of the payroll per employee, department, region and the whole organization. | Oracle Payroll enables simulations of payroll calculations for individual employees, departments, regions, and the entire organization. This functionality facilitates scenario analysis and forecasting allowing management to assess the financial impact of various compensation strategies or changes. By providing these simulation capabilities, the system supports informed decision-making enabling leaders to evaluate potential outcomes before implementing adjustments. This enhances overall payroll planning and management by ensuring that compensation decisions are data-driven and aligned with organizational goals, ultimately promoting effective financial stewardship and strategic resource allocation. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 111 | They systems should have the provision to amend any payroll data by an authorized user before running of the payroll. | functionality ensures that any necessary adjustments can be made in a controlled manner, enhancing data accuracy and integrity. By allowing authorized modifications prior to | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| 12. The system should enable users to run payment processing in one operation. | M | single operation, streamlining the payroll process by allowing for the efficient execution of all payment tasks—such as salary disbursements, bonuses, and deductions—in one cohesive action. This functionality simplifies the payment processing workflow, enhancing overall efficiency and | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|--|---|--|--|
| 13. The system should enable running of pay roll per department, region, and other user defined criteria. | M | Oracle Payroll allows for the execution of payroll runs based on department, region, and other user-defined criteria. This functionality provides organizations with the flexibility to tailor payroll processing according to their specific needs. By facilitating this level of customization, the system enhances efficiency and ensures that payroll is accurately aligned with the organizational structure and requirements. This capability supports effective resource allocation, ensures compliance with internal policies, and enables organizations to manage payroll operations more effectively. | B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of |
| 14. Upon running of the payroll operation, the system should be able to generate net pay per employee based on applicable payments and deductions. | M | Oracle Payroll generates net pay for each employee upon running the payroll operation, calculating total compensation based on applicable payments and deductions. This functionality ensures accurate calculations by taking into account all relevant components, including basic pay, overtime, bonuses, allowances, and deductions such as taxes, pension contributions, and other withholdings. By automating this process, the system reduces the risk of human error, enhances payroll accuracy, and improves overall efficiency. Employees receive precise earnings statements that reflect their total compensation, facilitating clear visibility into their earnings. This level of transparency is crucial for reporting and analysis, enabling management to make informed decisions regarding payroll budgets and compensation strategies. Furthermore, the system can generate detailed reports that summarize payroll expenses, assist with compliance requirements, and provide insights into labor costs, ultimately supporting effective financial planning and management within the organization. | Specifications (Data Sheets) page of Bid Submission and Oracle |

| The system should enable the approval of payroll at different levels through workflow. | Oracle Payroll enables the approval of payroll at different levels through a structured workflow, facilitating a multitiered approval process. This functionality ensures that payroll data is systematically reviewed and authorized by the appropriate stakeholders—such as department heads, finance managers, and HR representatives—before finalization. By implementing this structured workflow, the system enhances accountability by clearly defining roles and responsibilities in the payroll approval process. This multilevel oversight improves compliance with organizational policies and regulatory requirements, as each step involves necessary checks and balances. Additionally, it reduces the risk of errors in payroll processing by ensuring that multiple eyes review the data, allowing for the identification and correction of discrepancies before final payments are processed. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|---|--|--|
| The system should be able to generate a payroll statement showing net pay per employee. | | Payroll Section of Technical Proposal. |

| The system should be able to generate, print and email an employee payment statement, aggregating employees per payment bank, showing the following Employee number Employee name Bank account Net pay | payment statements aggregated by payment bank, ensuring efficient communication and accurate reporting These | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|--|--|--|
| The system should be able to generate employee pay slip showing: Employee name: Department: All Payments: All deduction: Net pay: Month of payment: Financial year | essential information such as employee number, employee name, department, all payments, all deductions, net pay, the month of payment, and the financial year. This functionality provides employees with comprehensive pay slips, enhancing transparency regarding their compensation and | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| 19. The system should have the ability to auto –identify errors during payroll processing and enable correction before exit of payroll. | M | | Payroll Section of Technical Proposal. |
|---|---|---|--|
| 20. The system should have the ability to process multiple payrolls. | | payroll cycles concurrently, such as monthly, bi-weekly, or | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| 21. The system should have the ability to run payroll anytime during the pay period, and consider the information as per the cut-off date. | Oracle Payroll allows for payroll processing at any time during the pay period while considering information as of a designated cut-off date. This functionality provides significant flexibility in payroll management, enabling timely adjustments and calculations based on the most current data available. By accommodating various processing times, the system ensures that payroll accurately reflects up-to-date information for employee compensation. This capability allows organizations to respond quickly to changes, such as adjustments in hours worked, new hires, or changes in deductions, ultimately enhancing the accuracy and reliability of payroll calculations. As a result, the system supports efficient payroll operations and ensures that employees receive compensation that accurately reflects their work and any relevant changes during the pay period. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|--|---|--|
| 22. The system should enable the definition of payroll cut-off dates for processing | Oracle Payroll enables the definition of payroll cut-off dates for processing, allowing organizations to set specific dates that determine which data will be included in payroll calculations for a given pay period. This functionality enhances payroll accuracy by ensuring that all relevant information, such as hours worked, adjustments, and deductions, is accounted for before payroll processing. By clearly defining cut-off dates, the system facilitates precise payroll management, leading to more reliable compensation outcomes for employees. This capability not only helps organizations maintain consistency in their payroll operations but also supports compliance with internal policies and regulatory requirements, ultimately contributing to a more efficient and trustworthy payroll process. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| 23. The system should have the ability to calculate the overtime pays as per the pre-defined hourly rate. | M | hourly rates, ensuring that employees receive accurate | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|---|---|---|--|
| 24. The system should enable users to view monthly payroll accounting entries before posting into general ledger. | M | Oracle Payroll allows users to view monthly payroll accounting entries before posting them to the general ledger. This functionality allows payroll professionals to review and verify the accuracy of all payroll-related financial entries, ensuring necessary adjustments can be made prior to finalization. Users have access to detailed reports that include information such as gross pay, deductions, and net pay, enhancing data integrity and compliance with financial reporting standards. By facilitating this review process, Oracle Payroll supports efficient reconciliation between payroll and general ledger accounts, providing visibility into financial data and aiding informed decision-making, ultimately reinforcing robust financial management practices. | Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 25. The system must be able to indicate the employees who are active on the payroll and employees who are inactive and on the pension payroll i.e. the system must be able to maintain the same data for pensioners only that they will not be on the active payroll. | M | Oracle Payroll differentiates between active employees and inactive employees on the pension payroll. The system will maintain data for both groups, ensuring that pensioners are tracked separately from active payroll employees. This functionality will enhance payroll management by providing clear visibility into employee status while ensuring accurate record-keeping for pensioners without impacting the active payroll processing | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

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|----|---|---|--|
| 26 | .The system should enable users to post payroll entries into the general ledger. | | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 27 | Any reversal to any mistake or adjustment should be done on the payroll module then transferred it to the GL. | Oracle Payroll ensures that any reversals or adjustments to payroll errors are made directly within the payroll module before being transferred to the General Ledger (GL). This functionality will maintain the integrity of payroll data and allow for accurate tracking of adjustments. By processing corrections within the payroll module first, the system will ensure that the GL reflects accurate payroll information, enhancing financial reporting and compliance. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 28 | The system should support payment by Cash, cheques and EFT. | | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 29 | The system should be capable of integrating the payroll module with the available banking systems to enable electronic transfers. | | Sheets) page of Bid Submission and Oracle |

| 30. User should with ease generate bank transfer statements off the system. | M | Oracle Payroll enables users to easily generate bank transfer statements off the system, streamlining the creation of detailed statements for electronic fund transfers. This functionality improves transparency and simplifies the reconciliation process with banking records by providing accurate and comprehensive transfer details. Automating the generation of bank transfer statements enhances operational efficiency, ensures consistency in reporting and provides users with quick access to up-to-date transfer information, supporting effective payroll and cash management practices. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|--|---|---|--|
| 31. The system should enable the option to post transactions to the General Ledger in details or in summary. | M | Oracle Payroll provides the option to post transactions to the General Ledger (GL) either in detail or in summary. This functionality will offer flexibility in financial reporting, allowing users to choose the level of detail that best meets their needs. By enabling both detailed and summarized postings, the system will enhance reporting capabilities and improve overall financial management within the organization. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 32. The system should have the ability to enable auto posting of payroll transactions to the General ledger. | M | will streamline the payroll process by eliminating the need for manual entries, ensuring that payroll data is accurately and efficiently transferred to the GL in real time. By | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 33. The system should have the ability to apply and maintain the following security and audit controls: □ Audit log of all changes □ Transaction audit trail □ Time and attendance | M | audit trail, and time and attendance tracking. These features enhance data integrity by meticulously documenting all modifications and transactions, ensuring that any | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| | The system should be able to generate employee payroll report that includes all the pay details such as: Employee number Name Employee Type Position Department Branch Pay group Pay grade Basic pay Net pay Deductions | | Oracle Payroll generates detailed employee payroll reports that encompass essential information, including employee number, name, employee type, position, department, branch, pay group, pay grade, basic pay, net pay, and deductions. This comprehensive reporting feature facilitates effective management and analysis of employee compensation by providing key insights into payroll data. With these reports, organizations can easily track and evaluate compensation structures, ensure compliance with internal policies and regulations, and identify trends or discrepancies in employee pay. This functionality supports informed decision-making and enhances the overall effectiveness of payroll management within the organization. | Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|-----|---|---|---|--|
| 35. | The system should have the ability to generate a report summing up all payments and deductions per employee/department/branch and for the whole organization. | M | Oracle Payroll generates reports that summarize all payments and deductions for each employee, department, branch, and the entire organization. This capability will enhance financial visibility and facilitate effective analysis of payroll expenses across various levels within the organization. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 36. | The system should be able to generate a report on staff costs per period. | | Oracle Payroll generates reports on staff costs for each reporting period, providing valuable insights into total personnel expenses. This functionality allows organizations to effectively manage budgets and conduct thorough financial analysis by offering a clear overview of all payroll-related expenditures. With these reports, stakeholders can monitor staff costs, assess budget adherence, and identify areas for potential cost savings or adjustments. This capability enhances overall financial management within the organization, supporting strategic planning and informed decision-making regarding workforce investments and resource allocation. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |

| 37 | The system should be able to generate a report on annual staff costs. | Oracle Payroll generates reports on staff costs for each reporting period, providing valuable insights into total personnel expenses. This functionality allows organizations to effectively manage budgets and conduct thorough financial analysis by offering a clear overview of all payroll-related expenditures. With these reports, stakeholders can monitor staff costs, assess budget adherence, and identify areas for potential cost savings or adjustments. This capability enhances overall financial management within the organization, supporting strategic planning and informed decision-making regarding workforce investments and resource allocation. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
|----|--|---|--|
| 38 | The system should be able to generate a pension report with the following details: Company Name Payroll Name Employee ID Employee Name Employee Contribution Company Contribution Total Contribution Sub totals Total Employees Grand | name, payroll name, employee ID, employee name, contributions (employee and company), total contributions, | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 39 | The system should be able to generate user defined reports such as Payroll control report, monthly payroll register analysis, cash/cheque/bank payment analysis etc. | Oracle Payroll generates user-defined reports, including payroll control reports, monthly payroll register analyses, and cash, cheque, and bank payment analyses. This functionality will enhance reporting flexibility, allowing users to tailor reports to meet specific organizational needs and improve financial oversight. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 40 | The system should cater for the deduction of statutory taxes like Pay As You Earn (PAYE) tax | functionality will ensure compliance with tax regulations and facilitate accurate withholding of taxes from employee salaries, supporting the organization's financial and legal obligations. | See Oracle Payroll Section B2 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Payroll Section of Technical Proposal. |
| 41 | The system should cater for the automation and generation of PAYE reports on a monthly | Oracle Payroll automates the generation of PAYE (Pay As You Earn) reports on a monthly basis. This functionality will streamline compliance with tax regulations, ensuring timely and accurate reporting of tax deductions for employees while reducing manual efforts in payroll processing. | Specifications (Data |

| Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document |
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| 1. The system should | M | Oracle Performance | See Oracle |
| provision for the | | Management includes a | |
| creation of Performance | | feature that allows the | Management |
| Periods a gainst which KRAs for employees | | creation of Performance Periods, a structured | Section B5 of Technical |
| should be set. | | framework for setting | Specifications (Data |
| Should be set. | | Key Result Areas | Sheets) page of Bid |
| | | (KRAs) for employees. | |
| | | These periods are | Oracle Performance |
| | | predetermined intervals | |
| | | for performance | Section of Technical |
| | | evaluations, ensuring | Proposal. |
| | | consistency and a | |
| | | systematic approach. | |
| | | This feature enables | |
| | | users to configure the | |
| | | Performance Periods | |
| | | according to their | |
| | | organization's needs, including start and end | |
| | | dates and descriptive | |
| | | names. The system will | |
| | | be linked to the | |
| | | establishment of KRAs, | |
| | | ensuring alignment with | |
| | | organizational goals. | |
| | | Additionally, it will | |
| | | facilitate the monitoring | |
| | | of progress against | |
| | | KRAs, promoting | |
| | | ongoing discussions between employees and | |
| | | managers. Only | |
| | | authorized personnel | |
| | | can create, modify, or | |
| | | delete Performance | |
| | | Periods, maintaining | |
| | | data integrity and | |
| | | security. The system | |
| | | will also maintain a | |
| | | historical record of all | |
| | | created Performance | |
| 1 | | Periods, enhancing | |
| | | reporting capabilities. Automated notifications | |
| | | and reminders will keep | |
| | | stakeholders informed | |
| | | about upcoming | |
| | | Performance Periods, | |
| | | facilitating timely KRA | |
| 1 | | setting and performance | |
| 1 | | reviews. Furthermore, | |
| 1 | | the feature allows for | |
| | | customizable evaluation | |
| | | criteria, ensuring | |
| 1 | | relevance to business | |
| 1 | | goals and employee development. | |
| | | асторими. | |
| . The system should | M | Oracle Performance | See Oracle |
| enable the definition of | | Management includes a | |
| - | | | Management |
| Specific Measurable | | definition of Specific, | Section B5 of |
| Achievable Realistic | | - | |
| * | | Measurable, Achievable, Realistic, and Time- | Technical Specifications (Data |

Areas (KRA).

bound (SMART) Goals Sheets) page of Bid or Key Result Areas (KRAs). This feature is Oracle Performance crucial for setting clear performance expectations that align with organizational objectives and ensuring employee contributions are effectively measured and evaluated. The SMART framework will be integrated into the system, enabling users to define goals that are specific, measurable, achievable, realistic, and timebound. The userfriendly goal-setting interface will feature templates and step-bystep prompts to guide users through the process. The system will link SMART goals to specific Performance Periods, ensuring alignment with evaluations and progress tracking, Collaboration features will facilitate interaction between employees and managers, including discussion boards and feedback mechanisms. Visibility and tracking will be provided, allowing managers and HR personnel to monitor progress and generate reports on individual and team goals. SMART goals will be integrated into performance reviews, enabling managers to evaluate employees based on their achievement. Additionally, the system will maintain a historical record of defined SMART goals for each employee, allowing for trend analysis and goal evolution. Defining SMART goals/KRAs provides employees with clear expectations, enhanced accountability.

alignment with organizational strategy,

Submission and Management Section of Technical Proposal.

| 1 1 | Ì | and continuous | |
|-------------------------|---|---|------------------------------------|
| | | improvement. By | |
| | | implementing this | |
| | | feature, Oracle | |
| | | Performance | |
| | | Management will | |
| | | empower organizations | |
| | | to create a robust | |
| | | performance | |
| | | management framework | |
| | | that drives alignment, | |
| | | accountability, and | |
| | | continuous development | |
| 3. The system should | M | Oracle Performance | See Oracle |
| allow an employee to | | Management includes a | Performance |
| set weighted GOALS | | feature that allows | Management |
| for a given performance | | employees to set | Section B5 of |
| period, whose total | | weighted goals for | Technical |
| weight is validated to | | specific performance | Specifications (Data |
| sum up to 100%. | | periods. This feature | Sheets) page of Bid |
| | | will enhance the goal- | Submission and |
| | | Or | Oracle Performance |
| | | | Management Section of Technical |
| | | objectives based on their | |
| | | importance and | i toposai. |
| | | contribution to overall | |
| | | performance. The | |
| | | system will feature an | |
| | | intuitive interface with | |
| | | input fields, dynamic | |
| | | feedback, and robust | |
| | | validation logic. This | |
| | | will facilitate better | |
| | | prioritization of | |
| | | objectives, ensuring | |
| | | strategic alignment, | |
| | | enhanced performance | |
| | | measurement, and integration with | |
| | | performance reviews. | |
| | | Managers will assess | |
| | | the achievement of | |
| | | weighted goals, taking | |
| | | into account the | |
| | | significance assigned to | |
| | | each goal. Performance | |
| | | conversations will be | |
| | | facilitated to ensure | |
| | | alignment on | |
| | | expectations and | |
| | | performance outcomes. | |
| | | The system will enable | |
| | | comprehensive | |
| | | reporting and analytics on the weighted goals | |
| | | set by employees, | |
| | | including goal | |
| | | achievement reports, | |
| | | performance summaries, | |
| | | historical data tracking, | |
| | | and goal refinement. The | |
| | | benefits of this feature | |
| | | include enhanced clarity | |
| | | and focus, | |
| · - ' | • | - | . ' |

| accountability and ownership, and improved performan measurement. In conclusion, the implementation of t weighted goals featt will contribute to a structured and effect performance management framew promoting a culture accountability and continuous improvement within organization. 4. The system should allow an employee to review and save the KRAs if they are not ready to submit them to their line manager for approval. M Oracle Performance Management includ feature that allows employees to review and save their Key Result Areas (KRA without submitting them for approval. feature is designed to improve user experimand encourage careffectonsideration of performance objective before final submiss. The system will propose an intuitive interfactor creating editing and reviewing KRAs, featuring a structure format for entering KRAs. A dedicated "Review" section wallow employees to revisit their entries before making a final decision. The "Save Draft" feature will enable employees to save their KRAs without submitting them for approval, offering temporary storage and version | he more tive work, of See Oracle es a Performance Management w Section B5 of Technical |
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| storage and version | |
| control. Notification | , |
| features will include | i I |
| reminder alerts and | |
| reminder aierts and submission deadline | |
| notifications. | |
| Additionally, the | |
| system will provide | |
| guidance and examp | |
| for creating high-qua | |
| KRAs. The final | e e e e e e |
| submission process | e e e e e e |
| be streamlined with | e e e les ality |
| click submission, | e e e e e e e e e e e e e e e e e e e |
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| confirmation promp | e e e e e e e e e e e e e e e e e e e |
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| Joerone man submiss | e e e e e e e e e e e e e e e e e e e |

Employees will have access to real-time status tracking and a feedback section for rejected or revised KRAs. The benefits of the review and save feature include enhanced preparation, increased confidence, and greater control over the performance management process. This feature will contribute to a more effective performance management framework.

The system should Oracle Performance See Oracle Management includes a Performance enable an employee to SUBMIT their KRAs robust functionality that Management for review and approval allows employees to Section B5 of to the line managers. submit their Key Result Technical Areas (KRAs) for Specifications (Data review and approval. Sheets) page of Bid This feature is crucial Submission and for aligning performance Oracle Performance objectives with Management organizational goals and Section of Technical ensuring management Proposal. oversight. The system will provide a clear and intuitive interface for employees to submit their KRAs, including a review summary and a submission button. A confirmation step will be included to prevent accidental submissions. The KRAs will be automatically routed to line managers for review, with automatic notifications and access to previous drafts. Line managers will have a comprehensive interface to evaluate the KRAs, including options for providing feedback. The approval process will enable line managers to approve or reject the KRAs, with the system tracking the status of submitted KRAs. This feature will be integrated into the performance management cycle, ensuring alignment with performance reviews and performance periods. The benefits of this feature include a structured approval process, enhanced communication, and continuous improvement. The implementation of this functionality will enhance the effectiveness of the Oracle Performance Management system, promoting accountability, collaboration, and fostering a culture of continuous feedback and improvement.

| 6. | The system should | M | Oracle Performance | See Oracle |
|----|--------------------------|---|--|----------------------|
| | send reminder | | Management includes a | Performance |
| | notifications and alerts | | comprehensive | Management |
| | for KRAs that are | | notification system to | Section B5 of |
| | pending submission to | | ensure timely | Technical |
| | the line managers. | | | Specifications (Data |
| | | | Result Areas (KRAs) | Sheets) page of Bid |
| | | | by employees. The | Submission and |
| | | | system will trigger | Oracle Performance |
| | | | | Management |
| | | | predefined timelines | Section of Technical |
| | | | leading up to the | Proposal. |
| | | | submission deadline, | |
| | | | with customizable | |
| | | | timeframes. | |
| | | | Notifications will be | |
| | | | sent through various | |
| | | | channels, including email | |
| | | | alerts, in-app notifications, and | |
| | | | personalized reminder | |
| | | | content. Additionally, | |
| | | | the system will notify | |
| | | | line managers of any | |
| | | | pending submissions, | |
| | | | allowing them to follow | |
| | | | up with employees | |
| | | | directly. Managers will | |
| | | | have access to a | |
| | | | summary report | |
| | | | detailing all pending | |
| | | | KRA submissions from | |
| | | | their team, enabling | |
| | | | them to monitor | |
| | | | compliance and support | |
| | | | employees as needed. | |
| | | | The system will be | |
| | | | user-friendly, with a dedicated section within | |
| | | | the dashboard | |
| | | | displaying all pending | |
| | | | notifications. | |
| | | | Employees will be able | |
| | | | to acknowledge | |
| | | | reminders, enhancing | |
| | | | user experience and | |
| | | | tracking engagement. | |
| | | | The benefits of this | |
| | | | notification system | |
| | | | include timely action, | |
| | | | enhanced accountability, | |
| | | | improved | |
| | | | communication, and | |
| | | | fostering a culture of | |
| | | | continuous | |
| | | | le contrar a | Ī |
| | | | improvement within the organization. | |

| The systems should may are a report of employees with KRAs that have not yet been submitted to line generate reports and managers to generate reports detailing employees with Key Result Areas (KRAs) that have not yet been submitted to line generate reports detailing employees with Key Result Areas (KRAs) that have not yet been submitted for a specific performance period. This feature is crucial for ensuring accountability and timely completion of performance management tasks. The report will provide an intuitive interface with filter options and comprehensive metrics, such as employee information, KRA submission status, and the total number of KRAs pending submission for each employee. The system will also offer eport functionality in multiple formats and allow for email distribution. Automated alerts and notifications will be available, enabling scheduled reporting and notification triggers. The report will be integrated into the performance management, and data-driven decision-making. By incorporating this reporting capability, Oracle Performance Management will enhance the effectiveness of the system, empowering managers to take timely action and improve organizational performance outcomes. The system should M Oracle Performance See Oracle Performance Management Section B5 of Technical Prochasics of Both Submission and Oracle Performance Allowers of Both Submission and Oracle Performance Proposal. Section B5 of Technical Section B5 of Technical Sheets) page of Bid Submission and Oracle Performance and Submission and Oracle Performance Proposal. Section B5 of Technical Sheets) page of Bid Submission and Oracle Performance Proposal. Section B5 of Technical Sheets) page of Bid Submission and Oracle Performance Proposal. Section B5 of Technical Sheets) page of Bid Submission and Oracle Performance Proposal. Section B5 of Technical Sheets) page of Bid Submission and Oracle Performance Proposal. Section B5 of Technical Sheets) page of Bid Submission and Oracle Performance Proposal. Section B5 of Technic |
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| reporting feature that allows administrators and managers to generate reports detailing employees with Key Result Areas (KRAs) that have not yet been submitted for a specific performance period. Management Section B5 of Technical Specifications (Data Sheets) page of Bid Sheets) page o |
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| send email alerts and Management includes a Performance |
| notifications to the line robust email alert and Management |
| manager whenever an notification system to Section B5 of |
| employee/subordinate notify line managers of Technical |
| 1 1 - 1 |

submits KRAs for review.

an employee's submission of Key Result Areas (KRAs). This feature is crucial for maintaining an efficient performance management process and facilitating timely feedback. The system will generate and send real-time alerts to line managers, containing specific details about the submission, such as the employee's information, submission date, performance period, and KRA overview. It will also provide a direct link to the Performance Management system for easy access. Managers will have the ability to configure their notification preferences, including the frequency of alerts and email settings. The system can also integrate with calendar applications to set reminders for pending KRA reviews. As the review deadline approaches, additional alerts will be sent to ensure that critical evaluations are not overlooked. Additionally, the system will maintain a log of all notifications sent to line managers regarding KRA submissions, providing transparency and accountability. The benefits of this feature include timely feedback, improved communication, enhanced workflow efficiency, and increased accountability. This integration will significantly enhance the effectiveness of Oracle Performance Management, empowering line managers to engage proactively with their teams and contribute to

improved organizational

outcomes.

Specifications (Data Sheets) page of Bid Submission and Oracle Performance Management Section of Technical Proposal.

| 9. | The system should alert | M | Oracle Performance | See Oracle |
|----|-------------------------|---|----------------------------|----------------------|
| | the employee whenever | | Management includes a | Performance |
| | the line manager | | robust alert system | Management |
| | reviews and approves | | designed to notify | Section B5 of |
| | the KRAs | | employees of their Key | Technical |
| | | | Result Areas (KRAs) | Specifications (Data |
| | | | approvals. This feature | Sheets) page of Bid |
| | | | will improve | Submission and |
| | | | engagement, | Oracle Performance |
| | | | communication, and | Management |
| | | | streamline the | Section of Technical |
| | | | performance | Proposal. |
| | | | management process. | |
| | | | The system generates | |
| | | | notifications instantly | |
| | | | after approval, | |
| | | | providing employees | |
| | | | with clear updates on | |
| | | | their performance goals. | |
| | | | Employees will have the | |
| | | | option to configure their | |
| | | | notification preferences, | |
| | | | including email, in-app, | |
| | | | or calendar notifications. | |
| | | | Additionally, the | |
| | | | system logs all | |
| | | | notifications related to | |
| | | | KRA submissions and | |
| | | | approvals, promoting | |
| | | | transparency and | |
| | | | tracking progress. This | |
| | | | alert system enhances | |
| | | | the effectiveness of | |
| | | | Oracle Performance | |
| | | | Management, | |
| | | | empowering employees, | |
| | | | fostering a culture of | |
| | | | continuous | |
| | | | improvement, and | |
| | | | motivating them to excel | |
| | | | in their roles. | |

| 10 T | he system should | M | Oracle Performance | See Oracle |
|------|------------------------|---|--|----------------------|
| al | low the line manager | | Management includes a | Performance |
| to | revert/reverse the | | feature that allows line | Management |
| K | RAs with comments | | managers to revert or | Section B5 of |
| fc | or corrections and | | reverse Key Result | Technical |
| fu | orther instructions to | | Areas (KRAs) | Specifications (Data |
| th | neir subordinate prior | | submitted by their | Sheets) page of Bid |
| to | approval. | | subordinates. This | Submission and |
| | | | feature is crucial for | Oracle Performance |
| | | | ensuring that | Management |
| | | | performance | Section of Technical |
| | | | expectations are clearly | Proposal. |
| | | | defined and aligned with | |
| | | | organizational goals. | |
| | | | The system will enable | |
| | | | managers to provide | |
| | | | detailed feedback and | |
| | | | instructions for | |
| | | | improvements, guiding | |
| | | | employees on how to | |
| | | | refine their submissions. | |
| | | | When a subordinate | |
| | | | submits their KRAs for | |
| | | | review, the manager has | |
| | | | the option to initiate the | |
| | | | revert process if | |
| | | | necessary. This | |
| | | | functionality enhances | |
| | | | the quality of KRAs | |
| | | | and promotes ongoing | |
| | | | dialogue between | |
| | | | employees and | |
| | | | managers, fostering a | |
| | | | culture of collaboration | |
| | | | and continuous | |
| | | | improvement. | |
| | | | I and the second | |

| 11 The system should alert | M | | See Oracle |
|----------------------------|---|-----------------------------|----------------------|
| the employee once their | | Management includes an | Performance |
| line manager reverses | | alert feature that notifies | |
| the KRAs for further | | | Section B5 of |
| editing prior to final | | line manager reverses | Technical |
| submission. | | their submitted Key | Specifications (Data |
| | | Result Areas (KRAs) | Sheets) page of Bid |
| | | for further editing. This | Submission and |
| | | | Oracle Performance |
| | | clear communication and | |
| | | foster an environment of | Section of Technical |
| | | continuous | Proposal. |
| | | improvement in the | |
| | | performance | |
| | | management process. | |
| | | Alerts are sent through | |
| | | multiple channels, | |
| | | including email and in- | |
| | | app notifications, and | |
| | | will provide a direct link | |
| | | to the relevant section | |
| | | of the Oracle | |
| | | Performance | |
| | | Management platform. | |
| | | The system encourages | |
| | | employees to review | |
| | | their line manager's | |
| | | comments, enhancing | |
| | | the quality of their | |
| | | KRAs and ensuring | |
| | | alignment with | |
| | | organizational | |
| | | objectives. This feature | |
| | | improves the overall | |
| | | performance | |
| | | management experience | |
| | | and foster a culture of | |
| | | open communication | |
| | | and continuous | |
| | | development. | |
| | | | |

| | 1 | | |
|-----------------------|---|---------------------------|----------------------|
| 12 The system should | M | Oracle Performance | See Oracle |
| allow the employee to | | Management includes a | |
| review the line- | | feature that enables | Management |
| manager's comments | | employees to review | Section B5 of |
| once the KRAs have | | their line manager's | Technical |
| been approved. | | comments after their | Specifications (Data |
| | | Key Result Areas | Sheets) page of Bid |
| | | (KRAs) have been | Submission and |
| | | approved. This | Oracle Performance |
| | | functionality enhances | Management |
| | | transparency and | Section of Technical |
| | | understanding of the | Proposal. |
| | | performance evaluation | |
| | | process. Employees will | |
| | | have access to the | |
| | | comments provided by | |
| | | their managers, gaining | |
| | | insights into the | |
| | | rationale behind the | |
| | | approval and any | |
| | | feedback that may | |
| | | influence their future | |
| | | performance. The | |
| | | system will also allow | |
| | | employees to | |
| | | acknowledge the | |
| | | comments, fostering | |
| | | accountability and | |
| | | encouraging them to | |
| | | take the feedback into | |
| | | consideration. This | |
| | | feature promotes open | |
| | | communication and | |
| | | continuous | |
| | | improvement within the | |
| | | organization, enhancing | |
| | | individual accountability | |
| | | and overall performance | |
| | | management. | _ |

| 13 | The system should | M | Oracle Performance | See Oracle |
|----|-----------------------|---|---------------------------|----------------------|
| | show a graph of KRA | | Management includes a | Performance |
| | completion status per | | graphical representation | |
| | department for | | feature that displays the | Section B5 of |
| | management and HR to | | completion status of | Technical |
| | follow up. | | Key Result Areas | Specifications (Data |
| | | | (KRAs) per | Sheets) page of Bid |
| | | | department. This tool | Submission and |
| | | | will assist management | Oracle Performance |
| | | | and HR teams in | Management |
| | | | monitoring performance, | Section of Technical |
| | | | facilitating strategic | Proposal. |
| | | | decision-making, and | |
| | | | providing a clear | |
| | | | overview of progress. | |
| | | | The system enables | |
| | | | users to drill down into | |
| | | | specific departments for | |
| | | | detailed analysis, | |
| | | | helping to identify areas | |
| | | | or individuals that may | |
| | | | need additional support. | |
| | | | Additionally, filtering | |
| | | | options will be available | |
| | | | to track progress over | |
| | | | different performance | |
| | | | periods or time frames. | |
| | | | This graphical | |
| | | | representation will | |
| | | | enhance monitoring | |
| | | | capabilities, promote | |
| | | | accountability, and align | |
| | | | with organizational | |
| | | | objectives. | |

| 14 The system should | M | Oracle Performance | See Oracle |
|---------------------------|-----|---------------------------|----------------------|
| allow for the final | 171 | | Performance |
| employee performance | | functionality that allows | |
| rating to be captured for | | | Section B5 of |
| that performance period | | final employee | Technical |
| after the review of the | | _ · | Specifications (Data |
| KRAs by management. | | - | Sheets) page of Bid |
| rate is by management. | | of Key Result Areas | Submission and |
| | | 1 | Oracle Performance |
| | | | Management |
| | | are accurately reflected | |
| | | in employee records and | |
| | | promote accountability. | торозин |
| | | Line managers will be | |
| | | required to provide | |
| | | justifications for their | |
| | | ratings, which will | |
| | | enhance employee | |
| | | understanding and | |
| | | highlight strengths. The | |
| | | system will also enable | |
| | | HR to review and | |
| | | validate the ratings, | |
| | | ensuring they align with | |
| | | company policies and | |
| | | standards. Additionally, | |
| | | the feature will | |
| | | automatically update | |
| | | the employee's | |
| | | performance record, | |
| | | which will be reflected | |
| | | in various reports for | |
| | | future evaluations, | |
| | | promotions, or | |
| | | professional | |
| | | development | |
| | | discussions. This | |
| | | integration will foster | |
| | | transparency and | |
| | | encourage active | |
| | | engagement within the | |
| | | performance | |
| | | management process. | |
| 1 1 | | 1 | I |

| render a report of performance Trend for employees over the past performance periods. Management includes a comprehensive reporting feature performance performance performance trend reporting allowing management and HR to analyze employee performance over time. This feature will display key performance indicators (KPIs) for each employee, enabling stakeholders to visualize performance evolution. Users will have the flexibility to select specific employees, departments, or the entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision-making enhance employee development initiatives, and drive overall organizational performance. | 15 The system should | M | Oracle Performance | See Oracle |
|--|-----------------------|---|--------------------------|----------------------|
| employees over the past performance periods. reporting feature designed to introduce performance trend reporting allowing management and HR to analyze employee performance over time. This feature will display key performance indicators (KPIs) for each employee, enabling stakeholders to visualize performance evolution. Users will have the flexibility to select specific employees, departments, or the entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision-making, enhance employee development initiatives, and drive overall organizational | render a report of | | Management includes a | Performance |
| designed to introduce periods. designed to introduce periods. designed to introduce performance trend reporting allowing management and HR to analyze employee performance over time. This feature will display key performance indicators (KPIs) for each employee, enabling stakeholders to visualize performance evolution. Users will have the fleability to select specific employees, departments, or the entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision-making, enhance employee development initiatives, and drive overall organizational | performance Trend for | | comprehensive | Management |
| periods. performance trend reporting allowing management and HR to analyze employee performance over time. This feature will display key performance indicators (KPIs) for each employee, enabling stakeholders to visualize performance evolution. Users will have the flexibility to select specific employees, departments, or the entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify ing high performers as well as those needing additional support. Contextual notes can be added to the reports, emirching the data and promoting continuous improvement. This feature will support informed decision-making enhance employee development initiatives, and drive overall organizational | employees over the | | reporting feature | Section B5 of |
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| This feature will display key performance indicators (KPIs) for each employee, enabling stakeholders to visualize performance evolution. Users will have the flexibility to select specific employees, departments, or the entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision-making enhance employee development initiatives, and drive overall organizational | | | | |
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| stakeholders to visualize performance evolution. Users will have the flexibility to select specific employees, departments, or the entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Cornextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decisionmaking enhance employee development initiatives, and drive overall organizational | | | ` ' | |
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| entire organization to generate customized reports. The reports will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision-making enhance employee development initiatives, and drive overall organizational | | | | |
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| will be presented in various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision-making enhance employee development initiatives, and drive overall organizational | | | ~ | |
| various graphical formats, enhancing user experience and facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making enhance employee development initiatives, and drive overall organizational | | | | |
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| facilitating data-driven discussions. Additionally, users can filter the reports by specific criteria to identify trends that warrant further investigation. Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | | |
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| Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | 1 7 | |
| Comparative analysis features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | investigation. | |
| features will assist in identifying high performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decisionmaking, enhance employee development initiatives, and drive overall organizational | | | _ | |
| performers as well as those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | | |
| those needing additional support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decisionmaking, enhance employ ee development initiatives, and drive overall organizational | | | identifying high | |
| support. Contextual notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | performers as well as | |
| notes can be added to the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | those needing additional | |
| the reports, enriching the data and promoting continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | support. Contextual | |
| the data and promoting continuous improvement. This feature will support informed decision-making, enhance employee development initiatives, and drive overall organizational | | | | |
| continuous improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | | |
| improvement. This feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | 1 | |
| feature will support informed decision- making, enhance employee development initiatives, and drive overall organizational | | | | |
| informed decision- making, enhance employee development initiatives, and drive overall organizational | | | | |
| making, enhance employee development initiatives, and drive overall organizational | | | | |
| employee development initiatives, and drive overall organizational | | | | |
| initiatives, and drive overall organizational | | | | |
| overall organizational | | | | |
| | | | | |
| performance. | | | _ | |
| | | | pertormance. | |

| 16 The system should | M | Oracle Performance | See Oracle |
|--------------------------------|---|---------------------------|----------------------|
| capture the following | | Management will | Performance |
| header information for | | include a feature to | Management |
| Performance Periods: \square | | capture essential header | Section B5 of |
| Period ID Period | | information for each | Technical |
| Name \square Period Start | | Performance Period. | Specifications (Data |
| Date \square Period End | | This will ensure | Sheets) page of Bid |
| Date Record Created | | accurate organization | Submission and |
| By Record Creation | | and accessibility of | Oracle Performance |
| Date □ Record | | performance data, | Management |
| Updated By ☐ Record | | facilitating streamlined | Section of Technical |
| Update Date | | processes. The system | Proposal. |
| | | will allow users to input | |
| | | a unique Period ID, | |
| | | Period Name, and | |
| | | Period Start and End | |
| | | Date fields to define the | |
| | | duration of each period. | |
| | | The Record Created By | |
| | | field and Record | |
| | | Creation Date will | |
| | | provide accountability | |
| | | and traceability. | |
| | | Additionally, the | |
| | | system will enable users | |
| | | to update existing | |
| | | records, ensuring that | |
| | | performance data | |
| | | remains current and | |
| | | relevant. This | |
| | | systematic approach | |
| | | will support effective | |
| | | tracking of performance | |
| | | trends, accurate | |
| | | reporting, and efficient | |
| | | performance evaluation | |
| | | processes within the | |
| | | Oracle Performance | |
| | | Management system. | |

| 17The Creaters of could | M | Our ala Daufaurran as | Caa Owaala |
|--|---|---|---------------------------|
| 17 The System should capture the following | M | | See Oracle Performance |
| fields on an individual | | Management will include a feature to track | |
| KRA setting: | | | Section B5 of |
| Transaction ID | | 1 2 1 | Technical |
| Period ID Employee | | _ , | Specifications (Data |
| ID KRA ID KRA | | , | Sheets) page of Bid |
| Weight □ KRA Score □ | | Transaction ID for each | |
| KRA Employee | | | Oracle Performance |
| Comments Line | | | Management |
| Manager ID ☐ Line | | - | Section of Technical |
| Manager Comments | | | Proposal. |
| KRA setting Date □ | | will identify the | i ioposai. |
| KRA performance | | employee associated | |
| entry date □ KRA | | with the KRA, while | |
| Submission Date – for | | each KRA will have a | |
| approval \square KRA | | specific KRA ID. The | |
| Approval Date KRA | | KRA Weight field will | |
| Review Date KRA | | capture the significance | |
| Creation Date | | of each KRA in relation | |
| Citation Date | | to the overall | |
| | | performance evaluation, | |
| | | and the KRA Score field | |
| | | will document the actual | |
| | | performance rating | |
| | | assigned to the | |
| | | employee based on their | |
| | | KRA achievement. | |
| | | Additionally, the KRA | |
| | | Employee Comments | |
| | | field will allow | |
| | | employees to provide | |
| | | feedback on their | |
| | | performance, and the | |
| | | Line Manager ID field | |
| | | will ensure | |
| | | accountability in the | |
| | | performance | |
| | | management process. | |
| | | The system will also | |
| | | capture key dates, | |
| | | including KRA Setting | |
| | | Date, Performance | |
| | | Entry Date, Submission | |
| | | Date, Approval Date, | |
| | | Review Date, and | |
| | | Creation Date. This | |
| | | comprehensive tracking | |
| | | will facilitate effective | |
| | | performance | |
| | | management within the | |
| | | Oracle Performance | |
| | | Management system. | |
| 1 | | | |

| 2.3.2.4 Leave Management | | | | | |
|---|----------|--|--|--|--|
| No Requirement Description | Priority | Detailed Response | Cross Reference in Brochure/Document | | |
| | | | | | |
| 1. The system should create leave calendars in the system against which an employee can take leave. | | feature that enables the creation of leave calendars to help employees manage their leave entitlements and schedules efficiently, in accordance with organizational policies | Section B1 of Technical Specifications (Data Sheets) page of Bid Submission and Oracle Human Resources Management Section of Technical Proposal. | | |

| into statutory, observed, and floating holidays to ensure compliance with relevant policies. Recorded public holidays will be automatically integrated into the leave calendar, enabling employees to plan their leave requests effectively. Public holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | _ | | | h | 0 0 1 77 |
|--|---|---------------|---|--------------------------|-----------|
| include a feature to record all annual public Section B1 of holidays, allowing HR administrators to accurately calculate leave days in accordance with organizational policies. The system will categorize holidays into statutory, observed, and floating holidays to ensure compliance with relevant policies. Recorded public holidays will be automatically integrated into the leave calendar, enabling employees to plan their leave requests effectively. Public holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | M | | |
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| compliance with relevant policies. Recorded public holidays will be automatically integrated into the leave calendar, enabling employees to plan their leave requests effectively. Public holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | , | |
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| employees to plan their leave requests effectively. Public holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | integrated into the | |
| their leave requests effectively. Public holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | leave calendar, enabling | |
| effectively. Public holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | employees to plan | |
| holidays will be excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | their leave requests | |
| excluded from the calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | effectively. Public | |
| calculation of leave days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | holidays will be | |
| days, preventing any potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | excluded from the | |
| potential loss of leave entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | calculation of leave | |
| entitlements. Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | days, preventing any | |
| Additionally, the system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | potential loss of leave | |
| system will generate detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | entitlements. | |
| detailed reports on the impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | Additionally, the | |
| impact of public holidays on leave balances and usage, supporting informed staffing and resource | | | | system will generate | |
| holidays on leave balances and usage, supporting informed staffing and resource | | | | detailed reports on the | |
| balances and usage, supporting informed staffing and resource | | | | impact of public | |
| balances and usage, supporting informed staffing and resource | | | | holidays on leave | |
| supporting informed staffing and resource | | | | | |
| staffing and resource | | | | <u></u> | |
| | | | | | |
| | | | | allocation decisions. | |

| 3 | The system should have | M | The Oracle Human | See Oracle Human |
|----|------------------------------|-----|--------------------------|----------------------|
| ٦. | definition of leave days per | 171 | | Resources |
| | employee grade as defined | | include a feature that | Management |
| | by the HR manual. | | defines leave days | Section B1 of |
| | by the fire manual. | | based on employee | Technical |
| | | | grades, ensuring | Specifications (Data |
| | | | alignment with HR | Sheets) page of Bid |
| | | | policies. This feature | Submission and |
| | | | * | Oracle Human |
| | | | administrators to | Resources |
| | | | configure specific leave | |
| | | | entitlements for each | Section of Technical |
| | | | employee grade, | Proposal. |
| | | | providing clear and | i ioposai. |
| | | | accessible definitions. | |
| | | | The system will | |
| | | | automatically calculate | |
| | | | and display leave | |
| | | | entitlements for each | |
| | | | grade, reducing | |
| | | | administrative errors | |
| | | | and ensuring | |
| | | | compliance with HR | |
| | | | guidelines. It will also | |
| | | | facilitate the | |
| | | | management of changes | |
| | | | to employee grades, | |
| | | | automatically updating | |
| | | | entitlements based on | |
| | | | new grade definitions. | |
| | | | Additionally, reporting | |
| | | | capabilities will be | |
| | | | implemented to | |
| | | | analyze leave patterns, | |
| | | | ensuring adherence to | |
| | | | organizational policies. | |
| | | | This feature aims to | |
| | | | enhance employee | |
| | | | satisfaction and | |
| | | | support compliance | |
| | | | with established | |
| | | | policies. | |
| | l | | μ | l . |

| 4. The system should | M | The Oracle Human | See Oracle Human |
|--------------------------|---|---------------------------|----------------------|
| automatically credit all | | Resources system will | |
| employees with attained | | _ | Management |
| leave days on a monthly. | | automated feature that | |
| | | credits employees with | |
| | | 1 " | Specifications (Data |
| | | days monthly. This | Sheets) page of Bid |
| | | feature will ensure | Submission and |
| | | employees receive their | |
| | | leave benefits | Resources |
| | | consistently and | Management |
| | | transparently, in line | Section of Technical |
| | | with the organization's | Proposal. |
| | | leave policy. The | • |
| | | system will calculate | |
| | | and allocate leave days | |
| | | based on defined | |
| | | entitlements for each | |
| | | employee grade, | |
| | | considering factors | |
| | | such as employee | |
| | | grade, tenure, and part- | |
| | | time versus full-time | |
| | | status. Monthly | |
| | | notifications will be | |
| | | generated for | |
| | | employees, and a | |
| | | detailed audit trail will | |
| | | be maintained to | |
| | | monitor leave | |
| | | utilization patterns. | |
| | | HR administrators will | |
| | | have the ability to | |
| | | adjust leave | |
| | | entitlements or accrual | |
| | | rates as needed, | |
| | | ensuring the system | |
| | | remains aligned with | |
| | | the organization's | |
| | | objectives and | |
| | | regulations. | |

| 5. The system should have | M | | See Oracle Human |
|-----------------------------|---|---|----------------------|
| dynamic types of leave | | Resources system will | |
| definitions. ☐ Annual leave | | implement a dynamic | |
| ☐ Maternity leave ☐ | | leave definition feature | |
| Paternity leave □ | | | Technical |
| Compassionate leave □ | | | Specifications (Data |
| Other types of leave as | | This feature will enable | |
| they may apply | | | Submission and |
| | | | Oracle Human |
| | | various leave types to | |
| | | meet the organization's | |
| | | | Section of Technical |
| | | The system will allow | Proposal. |
| | | administrators to set | |
| | | standard durations for | |
| | | each leave type, define | |
| | | eligibility criteria, and customize the | |
| | | application process. It | |
| | | will also facilitate | |
| | | documentation | |
| | | requirements, carry- | |
| | | over policies, and | |
| | | generate reports based | |
| | | on different leave | |
| | | types. Additionally, | |
| | | the system will | |
| | | integrate with | |
| | | employee profiles, | |
| | | ensuring employees | |
| | | have a clear | |
| | | understanding of their | |
| | | leave balances and can | |
| | | effectively manage | |
| | | their time off. This | |
| | | feature will enhance the | |
| | | flexibility and | |
| | | responsiveness of the | |
| | | Oracle Human | |
| | | Resources Leave | |
| | | Management module, | |
| | | contributing to | |
| | | improved employee | |
| | | satisfaction and | |
| | | engagement. | |
| | | | |

| 6. | The system should allow | M | The Oracle Human | See Oracle Human |
|----|-------------------------------|---|--|----------------------|
| | employees to request for | | Resources system will | |
| | leave, online, with recording | | implement an online | Management |
| | the following | | leave request feature | Section B1 of |
| | | | within its Leave | Technical |
| | | | Management module. | Specifications (Data |
| | | | This feature will allow | Sheets) page of Bid |
| | | | employees to submit | Submission and |
| | | | 1 0 | Oracle Human |
| | | | a user-friendly | Resources |
| | | | interface, ensuring | Management |
| | | | accurate and efficient | Section of Technica |
| | | | information capture. | Proposal. |
| | | | Key details to be | |
| | | | recorded include the | |
| | | | employee's ID or name, type of leave, | |
| | | | start date, end date, | |
| | | | total leave days | |
| | | | requested, and | |
| | | | duration. Employees | |
| | | | can also provide a | |
| | | | reason for their leave | |
| | | | request, upload | |
| | | | supporting documents, | |
| | | | provide contact | |
| | | | information during | |
| | | | leave, and acknowledge | |
| | | | company policies. The | |
| | | | system will maintain | |
| | | | an audit trail and track | |
| | | | the status of each request (e.g., pending, | |
| | | | approved, or rejected). | |
| | | | Notifications will be | |
| | | | generated for review | |
| | | | and approval by | |
| | | | designated line | |
| | | | managers or HR, | |
| | | | keeping employees | |
| | | | informed about the | |
| | | | status of their requests. | |
| | | | This feature will | |
| | | | significantly improve | |
| | | | the efficiency of leave | |
| | | | management, enhancing | |
| | | | transparency, | |
| | | | communication, and fostering a positive | |
| | | | workplace culture. The | |
| | | | feature will be fully | |
| | | | integrated within the | |
| | | | Oracle Human | |
| | | | Resources Leave | |
| | | | Management module. | |
| | | | 1 5 | <u> </u> |

| | T | | la a |
|------------------------------|---|--------------------------|----------------------|
| 7. The system should exclude | M | The Oracle Human | See Oracle Human |
| public holidays from | | Resources will | Resources |
| requested leave days. | | • | Management |
| | | public holidays from | Section B1 of |
| | | the total leave days | Technical |
| | | requested by | Specifications (Data |
| | | employees. This | Sheets) page of Bid |
| | | feature ensures | Submission and |
| | | accurate leave | Oracle Human |
| | | calculations and | Resources |
| | | compliance with labor | Management |
| | | regulations. The | Section of Technical |
| | | system will maintain a | Proposal. |
| | | comprehensive | |
| | | database of annual | |
| | | public holidays and | |
| | | cross-reference these | |
| | | dates with the start and | |
| | | end dates in leave | |
| | | requests. During the | |
| | | leave request process, | |
| | | employees will receive | |
| | | real-time feedback on | |
| | | the total number of | |
| | | leave days requested, | |
| | | including notifications | |
| | | about any excluded | |
| | | holidays to promote | |
| | | awareness of leave | |
| | | policies. Additionally, | |
| | | while the system will | |
| | | provide reporting | |
| | | capabilities to analyze | |
| | | leave trends and | |
| | | compliance with leave | |
| | | policies, it will not | |
| | | integrate with | |
| | | individual leave | |
| | | balances. This feature | |
| | | will enhance the | |
| | | accuracy of leave | |
| | | management, improve | |
| | | employee satisfaction, | |
| | | and support adherence | |
| | | to labor regulations. | |

| r - r | | | |
|-----------------------------|---|--------------------------|----------------------|
| 8. The system should allow | M | The Oracle Human | See Oracle Human |
| an employee to submit the | | Resources system will | |
| leave request for approval. | | | Management |
| | | leave request | Section B1 of |
| | | submission feature that | |
| | | | Specifications (Data |
| | | submit their leave | Sheets) page of Bid |
| | | 1 11 / | Submission and |
| | | 0 , | Oracle Human |
| | | communication | Resources |
| | | between employees | Management |
| | | and their line managers. | |
| | | • | Proposal. |
| | | provide a user-friendly | |
| | | interface, allowing | |
| | | employees to enter all | |
| | | necessary details, | |
| | | including the type of | |
| | | leave, start and end | |
| | | dates, duration, reason | |
| | | for leave, and | |
| | | supporting documents. | |
| | | An approval workflow | |
| | | will be initiated, | |
| | | sending automated | |
| | | notifications to both | |
| | | employees and line | |
| | | managers. Employees | |
| | | can track their leave | |
| | | requests, while line | |
| | | managers can add | |
| | | comments or feedback. | |
| | | Additionally, the | |
| | | system will maintain | |
| | | an audit trail for all | |
| | | leave requests to | |
| | | enhance transparency | |
| | | and accountability. | |

| 9. The system should alert the | M | The Oracle Human | See Oracle Human |
|--------------------------------|-----|--|----------------------|
| employee's line manager | 111 | Resources system will | |
| about a leave request that | | implement a | Management |
| has been submitted for | | 1 | Section B1 of |
| approval. | | inform line managers of | |
| аррточа. | | employee leave | Specifications (Data |
| | | requests. The system | Sheets) page of Bid |
| | | will generate real-time | Submission and |
| | | alerts and send | Oracle Human |
| | | notifications through | Resources |
| | | multiple channels, | Management |
| | | providing clear and | Section of Technical |
| | | _ | |
| | | informative messages | Proposal. |
| | | about each request. | |
| | | Line managers will have direct access to | |
| | | | |
| | | request details, | |
| | | facilitating quicker | |
| | | decision-making. The | |
| | | system will track notifications to ensure | |
| | | | |
| | | accountability and | |
| | | monitor the efficiency | |
| | | of the approval | |
| | | workflow. | |
| | | Customization options | |
| | | will allow line | |
| | | managers to manage | |
| | | notifications according | |
| | | to their preferences and | |
| | | workloads. | |
| | | Additionally, the | |
| | | system will integrate | |
| | | with calendar features, | |
| | | enabling managers to | |
| | | view requested leave | |
| | | dates in their calendars. | |
| | | This proactive | |
| | | communication will | |
| | | enhance leave | |
| | | management efficiency | |
| | | and ensure timely | |
| | | approvals. | |

| 10 The system should alert the | M | The Oracle Human | See Oracle Human |
|--------------------------------|---|---------------------------------|----------------------|
| employee whenever a leave | | Resources system will | |
| request is | | | Management |
| approved/rejected. | | notification feature that | Section B1 of |
| | | enables employees to | Technical |
| | | receive updates on the | Specifications (Data |
| | | approval or rejection of | Sheets) page of Bid |
| | | their leave requests. | Submission and |
| | | This feature aims to | Oracle Human |
| | | enhance | Resources |
| | | | Management |
| | | 1 2 | Section of Technical |
| | | | Proposal. |
| | | providing clear | |
| | | information regarding | |
| | | leave statuses, ensuring | |
| | | that employees are | |
| | | promptly informed of | |
| | | decisions. The system | |
| | | will generate real-time | |
| | | alerts and send | |
| | | notifications through | |
| | | multiple channels, | |
| | | detailing the request's | |
| | | status, type, requested | |
| | | dates, and any | |
| | | comments or reasons provided by | |
| | | management. | |
| | | Employees will also | |
| | | have access to their | |
| | | request history, | |
| | | follow-up actions, and | |
| | | tracking of | |
| | | notifications for HR | |
| | | insights. Furthermore, | |
| | | the feature will allow | |
| | | employees to | |
| | | customize their | |
| | | notification | |
| | | preferences, such as | |
| | | receiving alerts via | |
| | | SMS or email. This | |
| | | proactive | |
| | | communication will | |
| | | foster a transparent | |
| | | workplace culture and | |
| | | promote efficiency in | |
| | | the leave management | |
| | | . ~ | ī |

| 11 The system should not | M | The Oracle Human | See Oracle Human |
|-----------------------------|---|--|----------------------|
| allow the submission of | | Resources system will | |
| leave requests that consume | | • | Management |
| more days that then | | * | Section B1 of |
| employee's leave balance. | | to ensure employees | Technical |
| | | do not exceed their | Specifications (Data |
| | | available leave balance. | Sheets) page of Bid |
| | | This mechanism will | Submission and |
| | | include real-time | Oracle Human |
| | | balance checks and | Resources |
| | | • | Management |
| | | providing a clear | Section of Technical |
| | | | Proposal. |
| | | employee's current | |
| | | leave balance. Before | |
| | | submitting a leave | |
| | | request, the system | |
| | | will automatically check the employee's | |
| | | leave balance, | |
| | | generating clear error | |
| | | messages if they | |
| | | attempt to exceed their | |
| | | available leave days. | |
| | | Additionally, the | |
| | | system will suggest | |
| | | alternative options in | |
| | | case of over-requests, | |
| | | helping employees | |
| | | manage their leave | |
| | | entitlements | |
| | | effectively. The | |
| | | validation mechanism | |
| | | will also incorporate | |
| | | reporting capabilities and customization | |
| | | options for leave | |
| | | policies based on | |
| | | employee grades or | |
| | | departments. This | |
| | | approach will not only | |
| | | protect the | |
| | | organization but also | |
| | | support employees in | |
| | | effectively managing | |
| | | their leave requests. | |
| | | | <u> </u> |

| | | | a |
|-----------------------------|---|--|---------------------------------------|
| The system should generate | M | The Oracle Human | See Oracle Human |
| department wise reports | | Resources system will | |
| that show the leave | | | Management |
| balances of all employees. | | department-wise leave | |
| | | balance reporting | Technical |
| | | | Specifications (Data |
| | | detailed overview of | Sheets) page of Bid |
| | | employee leave balances across | Submission and Oracle Human |
| | | departments, including | |
| | | _ | Management |
| | | Users will have the | Section of Technical |
| | | | Proposal. |
| | | report parameters | r roposai. |
| | | based on their needs, | |
| | | and the system will | |
| | | feature an intuitive | |
| | | interface for easy | |
| | | reporting, Reports can | |
| | | be exported in various | |
| | | formats, and automated | |
| | | scheduling for regular | |
| | | updates will be | |
| | | available. The system | |
| | | will also offer graphical | |
| | | representations of | |
| | | leave balances across | |
| | | departments, enabling | |
| | | management to assess trends and identify | |
| | | potential staffing | |
| | | shortages. Users can | |
| | | access both summary | |
| | | and detailed reports, | |
| | | and the system will | |
| | | notify departments of | |
| | | low leave balances. | |
| | | Additionally, each | |
| | | report will be logged | |
| | | for compliance and | |
| | | record-keeping | |
| | | purposes. Access | |
| | | controls will be | |
| | | implemented to ensure | |
| | | that sensitive | |
| | | employee information is protected. This | |
| | | feature will empower | |
| | | organizations to | |
| | | manage employee leave | |
| | | more effectively, | |
| | | enhancing transparency | |
| | | and supporting | |
| | | strategic decision- | |
| | | making. | |
| The systems should be | M | The Oracle Human | See Oracle Human |
| flexible to carry forward | | Resources system, | Resources |
| leave days from one year to | | including Oracle | Management |
| another as per the client's | | Self-Service Human | Section B1 of |
| HR Manual. | | Resources (SSHR), | Technical |
| | | | Specifications (Data |
| | | support the flexible | Sheets) page of Bid Submission and |
| | | carry-forward of leave days from one | Oracle Human |
| | | • | Resources |
| | | Four to the next, in | 105041005 |

alignment with the Management client's HR Manual. Section of Technical This configuration Proposal. will automate the management of leave entitlements across periods, reducing administrative burden and ensuring compliance with organizational policies. Key features will include customizable carryforward rules, automatic leave balance updates, leave expiry alerts, a detailed audit trail, and visibility into employee leave balances. SSHR will facilitate leave requests and provide automated notifications, alongside comprehensive reporting capabilities. This setup will enhance transparency, enabling employees to plan their leave more effectively and prioritize the use of carried-forward days during the leave request process. Additionally, it will allow HR administrators and managers to generate reports for better oversight. Overall, this configuration will simplify leave management, maintain policy compliance, and enhance the employee experience by ensuring that leave balances are always current and fully utilized. The Oracle Human See Oracle Human Resources system will Resources implement an Management Employee Self-Service Section B1 of (ESS) Portal, leveraging Technical Oracle Self-Service Specifications (Data Human Resources Sheets) page of Bid (SSHR), to empower Submission and

14 System should have

application,

checking for

Employee Self Service

Portal that will used for

leave application, staff loan

viewing/generation/printing

of payslips, appraisals,

pension/gratuity/DC Issues. employees to manage various HR-related tasks independently. This integration will streamline processes such as leave applications, loan requests, payslip viewing, generation, and printing, as well as performance appraisals and pension or gratuity tracking Employees will have the ability to view, generate, and print their payslips, enhancing transparency and providing easy access to payroll data. The ESS Portal will facilitate performance management by enabling employees to review and submit their Key Result Areas (KRAs), set performance goals, and track appraisal outcomes. Additionally, it will provide detailed breakdowns of pension and gratuity contributions, assisting employees with their financial planning for retirement. The ESS Portal offers several benefits, including increased efficiency and transparency, improved employee engagement, streamlined workflows and approvals, and centralized data access. By reducing manual intervention, the system will enhance employee engagement and ensure timely processing of requests without bottlenecks. The integration of the ESS Portal, utilizing Oracle SSHR, will improve operational efficiency, enhance communication between employees and HR, and provide a seamless and transparent process for

managing leave, loan applications, payroll,

Oracle Human Resources Management Section of Technical Proposal. performance, and retirement planning.