

Request for Proposal (RFP) for Appointment of Consultant for Learning Development Revamp
Bid Reference: GEM/2025/B/7045095 dated 26.12.2025

Amendments

SNO	RFP Page No	RFP clause details	Existing clause in the RFP	Amended clause in the RFP
1	27	9.1	<p>4. The Bidder should have successfully completed at least two large scale projects within the last 5 years, falling into one or more of the following categories:</p> <p>(i) HR related transformation programs (within the last 5 years) with Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (with minimum staff strength of 15000 employees) in India.</p> <p>(ii) Learning & development/ coaching/ mentoring/curriculum design/ training need analysis/training center revamp implementation or design, management training projects, Digital AI based L&D tools with Public Sector Banks/Private Sector Banks/Financial Institutions (with minimum staff strength of 15000 employees) in India.</p>	<p>4. The Bidder should have successfully completed at least two large-scale projects within the last 5 years, falling into one or more of the following categories:</p> <p>(i) HR related transformation programs (within the last 5 years with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (minimum staff strength 10,000 employees) or Public Sector Enterprise with minimum strength of 10,000 Officers/Executives in India: Learning & development/ coaching/ mentoring/ curriculum design/ training need analysis/ training center revamp implementation or design, management training projects, Digital AI based L&D tools with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (minimum staff strength 10,000 employees) or Public Sector Enterprise with minimum strength of 10,000 Officers/Executives in India:</p> <p>(ii)</p>

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2	30	9.3	<p>1.Experience of having completed dedicated HR-related transformation programs (completion date within the last 5 years) with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence(minimum staff strength 15,000 employees) in India:</p> <p>1. Minimum duration – 12 months</p> <p>2.Minimum amount – 4 Crore</p> <p>3.Ongoing assignments/projects to be considered provided a minimum of 6 months has been completed</p> <p>4.HR interventions made as a part of larger transformation/merger / amalgamation/business build/digitization projects, etc not to be considered. Only dedicated assignments/projects on HR Transformation to be considered</p> <p>5.Multiple assignments with the same bank will be counted separately.</p>	<p>1.Experience of having completed dedicated HR-related transformation programs (completion date within the last 5 years) with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (minimum staff strength 10,000 employees) or Public Sector Enterprise with minimum strength of 10,000 Officers/Executives in India:</p> <p>1. Minimum duration – 12 months</p> <p>2. Minimum amount –3 Crore</p> <p>3. Ongoing assignments/projects to be considered provided a minimum of 6 months has been completed</p> <p>4. HR interventions made as a part of larger transformation / merger / amalgamation / business build / digitization projects, etc to be considered based on then existing requirements and discretion of bank.</p> <p>5. Multiple assignments with the same bank will be counted separately.</p>

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3	30	9.3	<p>2. Experience of Conceptualizing, designing, developing, implementation and maintaining HR related tools (minimum 5 HR tools in each project) in dedicated HR projects like HR Transformation / HR innovation/ HR revamp / curriculum design / HR Training need analysis / HR Training center revamp (completed within the last 5 years) with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (with minimum staff strength of 15000 employees) in India:</p> <ul style="list-style-type: none"> • Minimum duration – 12 months • Minimum amount – 4 Crore • Ongoing assignments/projects to be considered provided a minimum of 6 months has been completed • HR interventions made as a part of larger transformation / merger / amalgamation / business build / digitization projects, etc not to be considered. • Only dedicated assignments/ project on HR • Transformation to be considered Multiple assignments with the same bank will be counted separately 	<p>2. Experience of Conceptualizing, designing, developing, implementation and maintaining HR related tools (minimum 2 HR tools in each project) in dedicated HR/L&D projects like Transformation / innovation/ revamp / curriculum design / Training need analysis / Training center revamp/Setup (completed within the last 5 years) with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (with minimum staff strength of 10,000 employees)) or Public Sector Enterprise with minimum strength of 10,000 Officers/Executives in India:</p> <ul style="list-style-type: none"> • Minimum duration – 12 months • Minimum amount – 3 Crore • Ongoing assignments/projects to be considered provided a minimum of 6 months has been completed. • HR interventions made as a part of larger transformation / merger / amalgamation / business build / digitization projects, etc to be considered based on then existing requirements and discretion of bank. • Multiple assignments with the same bank will be counted separately

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4	31	9.3	<p>3. Live demonstration of the digital tools as mentioned in the scope of work, from among work submitted in Serial number 2 of the Technical Bid Evaluation.</p> <p>This live demo should use the live environment of the banks from (among list submitted in Serial number 2) to showcase the demo.</p> <p>The validity will be checked through a reference call / visit to the banks where the tool was developed and showcased by the bidder.</p>	<p>3. Live demonstration of the minimum 2 digital tools as mentioned in the scope of work, from among works submitted in Serial number 2 of the Technical Bid Evaluation.</p> <p>This live demo should have full working version with all features in live/UAT/sandbox environment (among list submitted in Serial number 2) to showcase the demo.</p> <p>The validity will be checked through a reference call / visit to the organization where the tool was developed and showcased by the bidder in line with the scope of work.</p>

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5	87	Section V – Part I	<p>1. Experience of having completed dedicated HR-related transformation programs (completion date within the last 5 years) with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (minimum staff strength 15,000 employees) in India:</p> <ol style="list-style-type: none"> 1. Minimum duration – 12 months 2. Minimum amount – 4 Crore 3. Ongoing assignments/projects to be considered provided a minimum of 6 months has been completed 4. HR interventions made as a part of larger transformation / merger / amalgamation / business build / digitization projects, etc not to be considered. Only dedicated assignments/ projects on HR Transformation to be considered 5. Multiple assignments with the same bank will be counted separately. 	<p>1. Experience of having completed dedicated HR-related transformation programs (completion date within the last 5 years) with Indian Public Sector Banks/Private Sector Banks/Financial Institutions with pan-India presence (minimum staff strength 10,000 employees) or Public Sector Enterprise with minimum strength of 10,000 Officers/Executives in India:</p> <ol style="list-style-type: none"> 1. Minimum duration – 12 months 2. Minimum amount – 3 Crore 3. Ongoing assignments/projects to be considered provided a minimum of 6 months has been completed 4. HR interventions made as a part of larger transformation / merger / amalgamation / business build / digitization projects, etc to be considered based on then existing requirements and discretion of bank. 5. Multiple assignments with the same bank will be counted separately.

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