

**Tender Number: T04/01/17**

**Tender description: REQUEST FOR PROPOSAL FOR THE SUPPLY, IMPLEMENTATION, SUPPORT AND MAINTENANCE OF A TALENT MANAGEMENT SYSTEM**

**Question and Answers Version 1**

No.	Question	Type	Answer
1	Is IDC interested in a cloud solution? Will IDC consider a SAP SuccessFactors cloud-based solution for Talent Management?	Technical	No. IDC will not consider a cloud based talent management solution.
2	Will a public cloud solution hosted outside of South Africa be considered/	Technical	No. IDC will not consider a cloud based talent management solution.
3	Does the IDC have SAP Employee Self-Service or even if not in use, are the IDC licensed for ESS?	Technical	Yes. the IDC has SAP Employee Self Service.
4	What level Enhancement Pack are the IDC on for the SAP HCM system/	Technical	Level 6