



BIHAR VIKAS MISSION

(Under Cabinet Secretariat Department, Government of Bihar)
Bihar State Building Construction Corporation campus,
Hospital Road, Rajvanshi Nagar, Patna – 800023
Telephone No – 0612-2285262

Memo No.: BVM/ 180)-23/19 (P.F.-01)-1612

Patna, Date: 31/10/19

Important Notice

Regarding RFP Ref. No. :BVM/2019-20/HR/01, Dated 10 Oct 2019

Notice Inviting Tenders was published for " Empanelment of Recruitment Agency for hiring Manpower at Bihar Vikas Mission enabling to achieve the stated goals and objectives" with Ref. No. : BVM/2019-20/HR/01 dated 10 Oct 2019

It is hereby informed to all concerned that subsequent to queries received by date 16.10.2019 which was the last date for submission of queries, Pre -Bid meeting was conducted on 17 Oct 2019 and response to the queries are being appended with this notice.


Chief General Manager

Response to the Pre-Bid Query
Ref No. - BVM/2019-20/HR-01 Dated: 10-Oct-2019

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Name of Agency from which query is received	Query No.	Prebid Query	Page No. / Section of RFE	Response of Prebid Query
(1/2) M/s. Clifford Facility Services Pvt.Ltd. Jeevan Ganga (LIC Building), 16, Hare st, Fairly Place, B.B.D Bag, Kolkata-700001	1	Size of such client should be minimum of 3000 employee and annual revenue /Project value of at least 500 Cr. So, in this event we would like to say that as such our Man power is more than 3000 but our yearly turnover does not exceed 50 to 60 crore but you have mentioned 500 Crore against manpower of 3000. This seems to be not in consonance of the manpower of 3000 employees with 3000 employees and an average salary of Rs. 15,000/- per month, the monthly billing should be Rs. 4.5 Crore and yearly turnover comes to around Rs. 54 crore for the year. In view of the above mentioned facts, may we request you to reconsider your tender terms in terms of project value / revenue of Rs. 500 Crore to be brought down to Rs. 50 Crore per year.	Page 14 5.5 Technical Evaluation Criteria, S. No. 3.	Refer Page 14, 5.5 Technical Evaluation Criteria, S. No. 3 of the RFE. The bidder will qualify on fulfilling either of the conditions i.e. size of such client organization should be: minimum of 3000 employees AND / OR annual revenue / project value of at least 500 crore.
	2	Will the requirement assigned to an Agency be exclusive.	Page No. 11 5. Evaluation Criteria 5.3- Commercial Bid	Please refer clause Evaluation Criteria, sub clause 5.3, Commercial Bid. "Empanelled Agencies need to submit the commercial bids on BVM approaching them and the L1 agency will be assigned the particular assignment."
	3	What will happen in case of no candidate available under any of the reserved category vacancy	Page No. 58 Annexure - A, clause 1.1, sub-clause (i) Candidate Sourcing Services	At the outset, such negative approach towards completing the recruitment in entirety, is contrary to the objective of RFE and is not expected from a professional agency. Reserved Category Vacancies are integral part of the total vacancies of the position. Efforts to be carried by the agency for achieving the objectives are explicitly listed under Candidate sourcing Services (Annexure-A) on page no. 58 of the RFE. It is expected that the prospective bidders being a professional agency, will make all possible efforts over and above those listed by BVM in the RFE, to submit requisite number of shortlisted candidates for vacancies including reserved positions. In case the agency fails to provide the list of shortlisted candidates in totality and only submits list of shortlisted candidate for unreserved category against any position awarded to the agency, BVM reserves the right to take appropriate action in its interest.

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(2/2) M/s. Aditya Talent Management Services Pvt. Ltd. B-321, Ansal Chamber - I, Bhikaji Cama Place, New Delhi -	4	Notice Period for joined candidates to resign		The query is related to terms of employment and will be guided by the provisions of HR Manual of BVM, which is uploaded on website of BVM.
	5	If a joined candidate leaves within the notice period, what is the timeline to provide replacement in case there is no candidate available in the waitlist.	Page No.-65 Annexure B - Service Level Agreement and Engagement Fee - Terms and Conditions - Replacement Provision (a) of this RFE.	Refer Page No.-65, <u>Annexure B</u> - Service Level Agreement and Engagement Fee - Terms and Conditions - Replacement Provision (a) of this RFE. "If a candidate leaves BVM or is relieved due to performance issues within 180 days of joining (measured by the date of separation and not resignation) Agency will find a suitable replacement within 60 days or refund the engagement fees (if already paid) or will be adjusted against any payable bills."
	6	Will advertisement cost be taken care of by BVM	Page 60, Annexure A - Scope of Services - Recruitment Services - Sourcing Plan (ii) - c - (v)	Refer Page 60, Annexure A - Scope of Services - Recruitment Services - Sourcing Plan (ii) - c - (v) of the RFE. "For advertisement of the jobs, the agency will do so of their own accord and will bear all the required expenses. Any of the above mentioned campaigns (including but not limited to) will be carried out after written approval of BVM on the content."
	7	Is there a defined number of advertisement that the Agency need to publish.	Page 59-60, Annexure A - Scope of Services - Recruitment Services - Sourcing Plan (ii) - c - (v)	Wherever the advertisements needs to be pushlished by the Agency has been mentioned under Annexure A - Scope of Services - Recruitment Services - Sourcing Plan (ii) a, b and c. Refer Page 59-60 of the RFE.

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Name of Agency from which query is received	Query No.	Prebid Query	Page No. / Section of RFE	Response of Prebid Query
110066	8	Is there a monthly retainer fee to be given to the Agency		The RFE is related to empanelment of hiring agency and does not include engagement on retainer basis. Please refer clause 5. Evaluation Criteria, sub clause 5.3, Commercial Bid. "Empanelled Agencies need to submit the commercial bids on BVM approaching them and the L1 agency will be assigned the particular assignment." As per clause 4.4 of Draft Agreement (refer page 50) - "Agency will raise an invoice for all successfully joined candidates after the candidate has joined BVM, in accordance with the terms and conditions of this agreement & its annexure and the financial proposal that would be submitted by the Agency against specifications of recruitment provided by BVM. The invoices raised should clearly indicate deductions on account of penalty as per Clause 14 of this agreement. The invoices raised should be supported with details of deductions, as applicable."
	9	What is the Mobilization advance available for Agencies	Page No. 50, Draft Agreement, clause 4.7	As per clause 4.7 of Draft Agreement (Page 50) - "No mobilization cost or upfront fee or advance will be payable to the Agency."
	10	Is there a compensation available in case of delay on part of BVM	Page No.- 62 Annexure A - Scope of Services - 2. Recruitment Process Management	No. Please refer page 62 - Annexure A - Scope of Services - 2. Recruitment Process Management - "If BVM is not able to conduct interviews, for reasons whatsoever, within 60 working days after receiving initial shortlist of recommended candidates, the Agency will not be held responsible for the non-availability of candidates from the initial shortlist."
	11	Performance guarantee will be released after each position is closed or after all positions are closed	Page No. - 51 Draft Agreement - 5.2 Performance Guarantee	Refer page 51 - 5.2 Performance Guarantee of Draft Agreement. "The PG will be returned after successful discharge of Services by the Agency, as mentioned in the Scope of Services pursuant to the final payment to the Agency as per clause 4 hereinabove or after the expiry of 180 days from the date of joining of the last hiring made by the Agency."

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	12	Relaxation required for the Enclosure 6, Point Part A: Deductions on account of error in screening / shortlist as the deduction methodology is too hard	Page No. - 75 Enclosure 6 - Explanation of penalty deductions - Part A : Deductions on account of error in screening / shortlist as the deduction	Please refer Annexure A - Scope of Services - 2. Recuitement Process Management, clause H: "The Agency will be responsible for the accuracy and the fairness of screening and assessment". In spirit of the above clause, the error calculation methodology has been developed.

Handwritten signatures and initials:
 dranh, ~~Signature~~, P. Banerjee, ~~Signature~~, (P. Bhattacharya), ~~Signature~~, A, ~~Signature~~, ~~Signature~~, ~~Signature~~