



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/ (31610)-23/2019-1722

Patna, Date: 23/12/19

Important Notice

Regarding RFP Ref. No. :BVM/2019-20/HR/02, Dated 09 December 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/02 dated 09 December 2019.

It is hereby informed to all concerned that subsequent to queries received by date 17 December 2019 which was the last date for submission of queries, Pre -Bid meeting was conducted on 18 December 2019 and response to the queries along with minutes of the meeting are being appended with this notice.


23/12/19
Chief General Manager

Minutes of Pre-bid Meeting held on 18th December 2019

Agenda	Pre-bid meeting for tender with prospective bidders
Date:	18 Dec 2019
Venue:	Conference Room, Bihar Vikas Mission, Patna(Bihar)
Tender Ref:	RFE No.: BVM/2019-20/HR/02 Proposal for Empanelment of recruitment Agency for hiring manpower for BVM

A tender has been floated vide RFE No.: BVM/2019-20/HR/02 for Empanelment of Recruitment Agency for hiring manpower at Bihar Vikas Mission on 09 Dec 2019 with due date for submission of bids as 08 Jan 2020.

As per schedule of events, the pre-bid meeting was held on 18 Dec 2019 at 11: 00 am at Bihar Vikas Mission Office under the Chairmanship of Chief General Manager, BVM.

Attendance: As per records.

The session started with welcome of the participants for the pre bid meeting. Altogether, representative of nine agencies were present for the meeting.

While five Agencies namely *Quess Corp Ltd, TM Inputs & Services Pvt Ltd, Maven Workforce Pvt Ltd, Sutra Consulting Pvt Ltd and Outworks Solution Pvt Ltd* had already submitted the pre-bid queries through e-mail; four agencies namely *BSA Corporation, Innov Source Services Pvt Ltd, SA Tech Software (I) Pvt Ltd and SAMS* submitted their queries on the day of pre-bid meeting.

All agency representatives were asked to raise their queries and requested to elaborate their queries in seriatim. During the course of discussion various other terms & conditions of tender were discussed as mentioned below.

- Qualifying criteria of work experience, client size and project value / annual revenue
- Scope of work and timeline.
- Methodology for screening the candidate. Need of including written test for screening.
- Understanding upon the Penalty clauses and possible relaxation.
- Minimum number of shortlist candidates against each position and each vacancy.
- Joining criteria for *selected / waitlisted* candidates and their related BGV process.
- Performance Guarantee applicability.
- Scope of providing Travel Allowance for the candidates appearing for the interview.
- Scope of extending the timeline by considering mobilization period for providing robust software for recruitment.
- Methodology of handling waitlist candidates.

All queries and concerns of prospective bidders were well attended and discussed in detail. Post-discussion, the agencies were asked to submit their queries in writing or through email by end of the day, in case of any further query arising out of the discussion in the meeting.


Chief General Manager

RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
Response to the Pre-Bid Queries

S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
1	M/s. T.M. Inputs & Services Private Limited	i		Is written test mandatory or we can go for CV based technical scoring criteria	Refer Page 7 - Section 2. Scope of work, point (iv) - "Design and deploy an online application portal customised to the requirement of the positions with clear guidelines for candidates, provision of uploading all relevant documents and provision for auto-generated marking based on the marking scheme or any other evaluation criteria as may be provided by BVM." Also Refer page 62 - Draft Agreement, Annexure A - Scope of services, 1. Candidate sourcing services, candidate sourcing (i) c, "BVM will provide marking scheme for each position along with job descriptions at the time of inviting commercial bids. The online portal should incorporate the marking scheme and ensure that submitted applications are automatically marked based on the scheme." No, written test is not mandatory. As per RFE, Scoring of Candidates is to be done by the agency on the basis of marking scheme to be provided by BVM.
		ii		Who will bear the cost of advertisement	Refer Page 54 - Draft Agreement - 4. Consideration - 4.3 - "The engagement fees are inclusive of expenses which will be borne by the Agency. All engagement specific expenses listed below but not limited to, will not be paid separately by BVM to the Agency: d) Cost of conducting any other specific activities, advertisements or campaigns." Also Refer page 63 - Draft Agreement, Annexure A - Scope of services, 1. Candidate sourcing services, candidate sourcing (ii) - (c) - v. 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. The cost of advertisement will have to be borne by the Agency.
		iii		The project is for 6 months, however, for the purpose of wait list management, this should be made 18 to 24 months	Refer Page 68 - Draft Agreement - Annexure D - Replacement Provision (d) "For each position, BVM will wish to create a wait-list of candidates in the event the main shortlisted does not join or separates before the period of 180-days after joining. Any replacement done from the wait list created by BVM, even after the period of 180-days, will not attract an engagement fee in favor of the Agency." As per RFE, the waitlist of candidates will remain valid even after 180 days period, till exhaustion of waitlist unless otherwise specified.

and

For

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RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
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		i	3.3. Prior work experience Page - 9 Size of such client organizations should be minimum 3000 employees and/ or annual revenue/ project value of at least Rs. 500 crores	Consultant requests to omit this eligibility criteria as it will limit many organizations to apply for the bid. Hence competition will be reduced.	The criteria refers to size of the client with whom the bidder had prior work-experience. No change.
		ii	3.3. Turnover Page - 9 The bidder should have minimum annual revenue of Rs. 5 crores from recruitment during each of the last three declared financial years (2016-2017, 17-18, 2018-19)	Consultant suggests that the annual revenue turnover of Rs. 5 Crores for each year should be fixed from all sources not from recruitment only	No change.
		iii	Scope of work Page -8 The agency is expected to complete hiring process i.e submission of initial shortlist of recommended candidates to BVM within 60 days from issue of work order. The entire hiring process from commercial bidding to joining of candidate is expected to be completed within 6 months.	Consultant assumes that the process will take more than 60 days so it is suggested to increase upto 90 days	Upon the request of the agencies, it has been decided to extend the timeline for submission of initial shortlist by additional 15 calendar days to allow time for preparatory work such as customization of online portal etc. The extension of timeline shall per applicable across the tender document. Therefore, under section 2. Scope of work of the RFE - "The agency is expected to complete the hiring process i.e. submission of initial short list of recommended candidates to BVM within 60 days from issue of work order." is amended as below "The agency is expected to complete the hiring process i.e. submission of initial short list of recommended candidates to BVM within 75 days from issue of work order." Accordingly the words "60 days" is amended as "75 days" under: • section 14.2 (Page no. 60) of the draft agreement • section 1.1(i) (Page no. 61) of Annexure A, Draft Agreement • section 2 A (Page no. 63) of Annexure A, Draft Agreement • Explanation of penalty deductions, Part B (1): Deductions on account of late submission (Page no. 81)
		iv	9.2.2 Performance guarantee for work order Page -20 The L1 agency before placement of work order would shall provide a performance guarantee (PG) totaling to the 5% of total value of work order	Since the agency would already submit performance guarantee in terms of one time security deposit of 5,00,000/- after empanelment, consultant would request to exempt the performance guarantee which is 5% of the total work value at the time of placement of work order	No change.

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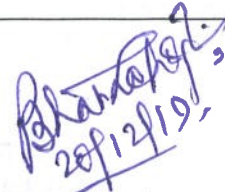
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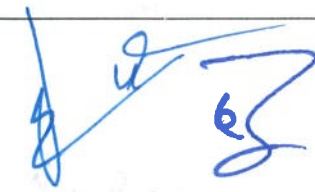
RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
Response to the Pre-Bid Queries

S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
2	M/s. Sutra Consulting Pvt Limited	v	Annexure -1 Agreement for services Section - 4.4 Page - 54 Agency will raise invoice for all successfully joined candidates after the candidates have joined BVM. In accordance with the terms and conditions of this agreement and its annexure and the financial proposal that would be submitted by the agency against specifications provided by BVM. The invoice raised should clearly indicate deductions on account of penalty as per clause 14 of this agreement. The invoice raised should be supported with the details of deductions as applicable	Consultant assumes that the entire recruitment process will be conducted in consultation with the client. Therefore the deduction clause should be omitted from the invoice.	Refer page 61 - Draft Agreement - Annexure A - Scope of services. The activities to be performed by the agency are clearly laid out. BVM's intervention is limited to ensuring compliance of statutory norms, transparency and fairness in the process. Terms and conditions of the penalty clause (clause 14 of the draft agreement) has been amended in response to the pre-bid queries. Refer point 2(iii) and 7 (iii) in this response to pre-bid queries.
		vi	Annexure -1 Agreement for services Section 4.6 Page -54 BVM will make payment of all undisputed invoices within 30 days	Consultant assumes that there will be other expenditures such as travel of consultant, designing of specific job portal and logistics during interview etc. Therefore consultant suggests making a provision for payment of 5% of the total assignment value after submission of inception report, work plan, etc. The number of days for settling invoices should also be reduced to 15 days instead of 30 days.	Refer Page 57 - Draft Agreement - 4. Consideration - "4.7 No mobilization cost or upfront fee or advance will be payable to the agency." No change.









Response to the Pre-Bid Queries

S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
		vii	Part B – Deduction on the account of late submission as per clause 14.2 of the agreement for services at page 81 states: 1. 5% of the total hiring fees will be deducted If the agency not able to submit Initial shortlists of recommended candidates for the position awarded to it within 60 days from Issue of work order and 2. 10% of the total hiring fees will be deducted If the agency is not able to submit Initial shortlist of recommended candidates for the position awarded to it within 90 days from Issue of work order	The agency has to work in close coordination and day to day consultation with the BVM, therefore maintaining timeline of the assignment should be responsibilities of both the recruitment agency as well as the BVM. There are certain activities which will move forward after prior approval from the BVM for reference, Annexure – A, Scope of services - C. Targeted Search and selection: iv. Before publishing advertisement, agency will share the list of all websites newspapers, platforms where It plans to run the promotion campaign and advertise the positions and get a formal sign off from BVM. BVM can suggest the changes and to the list submitted and based on mutual agreement agency will incorporate the changes and advertise accordingly. v. For advertisement of jobs, the agency will do so of their own accord and will bear all the required expenses. Any of the above mentioned campaign (including but not limited to) will be carried out after written approval of BVM on the content. In case of delay, the proposed timeline will automatically be delayed. Therefore our request would be to omit this particular clause of deduction on late submission.	As per the draft agreement - Annexure A - Scope of services - the activities to be carried out by the agency are mentioned in detail. It may be noted that: • Sign-off on advertising channels is required to ensure compliance to the provisions of the agreement. • Prior approval of content of advertisement is required to ensure there is no mis-communication or behalf of BVM. Such mutual agreements and / or approvals usually get finalized on the same day It is presented to BVM. Also, the timeline under clause 14.2 is being extended by 15 days to accommodate such preparatory work. Refer point 2 (iii) above. No deduction or penalty will be charged to agency for delay attributable to the BVM.

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RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
Response to the Pre-Bid Queries

S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
3	M/s.Maven Workforce Pvt Ltd (vasitum)	i	Relaxation on one of the Technical Evaluation Criteria (Point 4), which states the bidder (MSEs) should have a minimum annual revenue of Rs. 3 crores from Recruitment during each of the last three declared financial years.	Our annual turnover for the last 3 financial years was, FY 2016-17: Rs. 3.5 Cr FY 2017-18: Rs. 2 Cr - While annual revenue of two financial years is above par, the major reason for the setback in FY 17-18 was the merger between BPS & IT outsourcing, which unluckily kept hiring on hold for 6-7 months & impacted our annual revenue unfavorably. However, we saw an opportunity of exploring other verticals which improved our revenue significantly. FY 2018-19: Rs. 3.2 Cr	Refer Page 9 of the RFE, section 3.4 Turnover: "i. The bidder should have minimum annual revenue of Rupees 5 Crores from Recruitment* during each of the last three declared financial years (FY 2016-17, 2017-18, 2018-19) OR For MSEs, minimum annual revenue should be of Rupees 3 Crores from Recruitment* during each of the last three declared financial years. (FY 2016-17, 2017-18, 2018-19)" The turnover criteria has already been relaxed for MSE. No change.
		ii		25% Payment in advance against the total expected project cost of approximately 1.5 crores - Proposed to ensure smooth hiring fulfillment during the entire duration of 6 Months	Refer Page 57 - Draft Agreement - 4. Consideration - "4.7 No mobilization cost or upfront fee or advance will be payable to the agency." No change.
4	M/s. Innovsource Services Private Limited	i	Clause No. 5.4 (6.1)	the staffing services business transferred from Innovsource Private Limited to Innovsource Service Private Limited by slum share agreement from FY 2017-18. Hence kindly consider the continuity of business in staffing services for 15 Year	Relevant documents in support of registration / name change need to be submitted along with the pre-qualification proposal to clearly establish the legal entity and business continuity.
5	M/s. SA Tech Software (i) Pvt Ltd.	i	Ref Page No. 14 Sec 5.5 Point No. 2	whether the current F.Y. 2019-20 experience will be considered?	As FY 2019-20 is not closed yet, hence work experience for current Financial year will not be considered.

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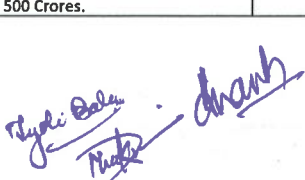
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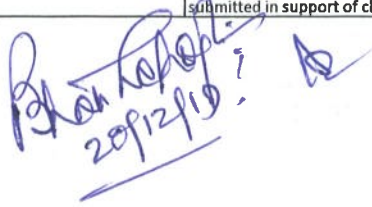
S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
6	SAMS	i	Page No.- 6 RFE contains only the principal provisions for the entire assignment and that any other services which may be required in connection with the successful implementation of the assignment will be deemed to be a part of the assignment. The empanelled bidder will be required to undertake to perform all such tasks, render requisite services as may be required for the successful completion of the entire assignment.	We understand from the above clause, specific recruitment methodology to be followed for all these positions which shall be shared by BVM at the time of seeking financial proposal from the empanelled agency.	Refer Page 7 - Section 2. Scope of work and page 61 - Draft Agreement - Annexure A - Scope of services (1-3) The methodology to be followed by the agency is clearly laid out.
		ii	Page No.-6 Sourcing and recommending eligible candidates through various modes for Hiring on agreement basis for various positions using evaluation methods and competency tests to cater the requirements of BVM, as Intimated time to time.	We shall request you to specify the various modes for Hiring for these positions.	Refer Page 61 - Draft Agreement, Annexure A - Scope of services, 1. Candidate sourcing services, candidate sourcing - The various sourcing channels to be used are clearly mentioned.
		iii	Scope of Work Design and deploy an online application portal customized to the requirement of the positions with clear guidelines for candidates, provision of uploading all relevant documents and provision for auto-generated marking based on the marking scheme or any other evaluation criteria as may be provided by BVM. Screening of application on the basis of information and documents provided along with the application by the candidate for establishing validity of eligibility and auto-generated marks.	Auto-generated marks shall be required to filter out the candidate and based on this candidate shall be called for the further recruitment process, please specify?	Refer Page 63 - Draft Agreement, Annexure A - Scope of services, 2. RECRUITMENT PROCESS MANAGEMENT, A. Application and Document Screening - Point 2: "Screening of applications on the basis of information and documents provided by the candidate to clearly establish the eligibility and auto-generated marks". Auto-generated marks must be validated by the agency with supporting documents in the screening process before preparation any merit list.

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 28/12/19

RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
Response to the Pre-Bid Queries

S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
		iv	Eligibility Criteria (Turnover) The bidder should have minimum annual revenue of Rupees 5 Crores from Recruitment during each of the last three declared financial years (FY 2016-17, 2017-18, 2018-19)	In case the agency provided the turnover certificate of HR (Manpower) related service certificate, this shall be considerable? Or Recruitment should be explicitly specified? The requirement seems to be unusual as per the industry standards, shall request to relax this criterion to make this process more inclusive.	Refer Page 9 - 3. Eligibility Criteria "Recruitment is defined as recruitment process outsourcing, contingent recruitment, retained search and similar recruitment services which does not include any kind of remuneration earned for lending / leasing of manpower to any client organization with employees on bidder's payroll or any allied organization of the bidder" The certificate to be submitted in support should be in the format provided in the RFE (Form 2, Page 27). No change.
		v	Eligibility Criteria (Prior work Experience) At least one of the experiences in each year should be with large clients. Size of such Client organizations should be minimum 3000 employees and / or annual revenue / projects value of at least 500 Crores.	We understand from the above clause, working experience of the agency with Govt., Semi Govt., PSU shall be considered? How agency shall provide the above credential about the client, soliciting above details from these organizations shall be a difficult task for the agency or these shall be checkpoints which shall be asserted at your end? Please clarify.	Experience of working with Government / PSU / Development and related sector is required under point 2 of the technical evaluation criteria. Credential regarding client size of the bidder are required under section 5.4 (7) and 5.5 (3) of the RFE and such client organizations can be private / govt. / semi-govt. organizations. As mentioned in the RFE under these sections, "Supporting document regarding employee strength / annual revenue / project value such as <u>client certification</u> / <u>webpage copy certified by Bidder</u> " are required to be submitted in support of client size.




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S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
		i	Page 7, Clause 2.1 Identifying and sourcing adequate pool (minimum three times the number of vacancies) of eligible suitable candidates in each applicable reservation category based on experience, skill sets, academic qualifications and other parameters as described in respective Job Description for positions, as specified by BVM.	It is a suggestion to reduce the minimum application per position to 1.5 per positions. OR Some flexibility to be allowed in at least some critical position (WAQF) where the sourcing becomes difficult.	No change.
		ii	Page 8, Clause 2.18 The agency is expected to complete the hiring process i.e. submission of initial short list of recommended candidates to BVM within 60 days from issue of work order.	We request you to kindly give time to mobilize the project for at least 15 days after which 60 days may be adequate to complete the task. The 15 days of mobilization time is required to customize the job portal, realignment / modifications/ iterations etc. Hence the total number of days becomes 75 instead of 60. Also the 60 days period to be 60 working days, AS BVM also gets 60 working days to conduct interviews. (Page no 65)	Refer Point 2 (iii) In this response to pre-bid query.
		iii	Page 59, Clause 14.1 Penalty	We request BVM to levy the penalty on the value of the undelivered assignment as per the work order. For example: work order is of 8 vacancies and we have been able to deliver 5 then the proposed penalty to be levied on remaining 3 proportionately. OR The error calculated from the total cost of each position/s serviced / candidate closed and not the Total hiring Fee (THF) OR The Penalty calculation to be based on the invoice value of total selection of candidates instead of the total hiring fees AND The Request for the penalty on account of error to be capped at maximum of 20% of the successful hiring fee instead of 50 %. The rational is to earn the recruitment fees for successful candidates instead of losing money in the entire process. NOTE - The standard fill rate in recruitment is in the range of 60 to 65 % .	Penalty on account of error in submission has been incorporated to safeguard BVM's interest and to maintain accuracy and fairness in the recruitment process. However considering the request made by prospective bidders. Penalty clause 14.1 (iv) of the Draft Agreement is amended as below: For each position, penalty will be applicable as per the formula below: Penalty = 35% x Total Hiring Fee for that position as mentioned in work order x (No. of Errors) / (Total Number of candidates recommended for the position). Corresponding changes shall be considered in the tender wherever applicable.
		iv	Page 17, Clause 5.5, Point 9	Team Presentation. It is difficult for the entire proposed team to be presented on the day, we propose the presentation to be done by 2 key members of the project / Corporate team	At least one of the resources proposed by the bidder as Assistant Project Manager / Recruiter along with the proposed Project Manager should be present during the presentation.

3/12/19
 20/12/19

RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
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S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
7	Quest Corp Ltd	v	Page 14, Clause 5.5, (5.5.2) Experience of the bidder in the line of business of providing end to end recruitment services for positions in the Government / PSU / Development and related sector (Multi-lateral, Bi-lateral funding agencies etc. such as United Nations and its allied organizations, World Bank, ADB etc.); irrespective of total experience of the Bidder 1 mark for every year of such experience up to a maximum of total 6 marks.	We understand the total number of marks allotted towards the Government and PSU experience is 6 marks. None of the private firms will be able to showcase the Government experience of 6 years. We request you to kindly reduce the number of years to 2 years. The purpose of the same is to get maximum marks for the same.	There is no criteria-wise cut-off marks for the parameter. No change.
		vi	Travel Reimbursement for candidates appearing for the Interview	We request you to kindly provide the travel allowance to the candidates who are appearing for the interview. Because sometimes it becomes difficult for agency to make right and eligible candidate appear for the interview. If not economy class air fare then equal to 3 rd AC train fare should be reimbursed, which results in last minute drop out	Refer Page 54 - Draft Agreement - 4. Consideration - 4.3 - "The engagement fees are inclusive of expenses which will be borne by the Agency. All engagement specific expenses listed below but not limited to, will not be paid separately by BVM to the Agency: c) Travel reimbursements (if any) paid to the outstation candidates." No change.
		vii	Page no 68, point D Replacement clause	As per the document Replacement Clause is 180 days. WE PROPOSE – no free replacement OR refund If the candidate separates after 180 days , as this is in line with the standard market terms. WAITLIST OF CANDIDATES – We propose the Selection from the waitlist to be without additional fees if the candidate separates within 180 days. If the candidature separates after 180 days , Then we propose no free replacement which is in line with the standard market norms. NOTE – THE STANDARD MARKET PRACTISE IN RECRUITMENT IS (90) DAYS REPLACEMENT, WHICH IN THE CASE OF BVM WE ARE PROPOSING TO BE 180 DAYS.	Creation of waitlist is an one-time effort at the time of interviewing of candidates. Therefore, replacement from waitlist would not attract any hiring fees. Upon request of the agencies, it has been decided that for any replacement being made after the expiry of free replacement period, an additional fee (Replacement Service Charge) towards submission of BGV report and other associated activities may be charged by the agency. The agencies would be required to submit their quote separately for such expenses at the time of submitting commercial quotes after successful empanelment, subject to a <u>maximum of 5% of the hiring fee for the position</u> that the agency gets work order for, after being L1 in the commercial quote. Corresponding changes shall be considered in the tender wherever applicable. The replacement service charge would not be considered for arriving at L1 position in the comparison of commercial quotes.
		viii	Page no 65, Second Opportunity to the agency. After Interviewing the recommended candidates, if the position still remains open owing to circumstances whatsoever, the agency will be given another opportunity window of maximum 20 days to present shortlist of candidates.	Request for the window of 30 days instead of 20 days as the fresh search will have to be initiated after the initial list gets exhausted.	Upon request of the agencies, it has been decided to extend the second opportunity window by 10 calendar days. Accordingly the section Second Opportunity to Agency, under Draft Agreement - Annexure A - Scope of services - 2. Recruitment Process Management - stands revised: "After Interviewing the recommended candidates, if the position still remains open owing to any circumstances whatsoever, the Agency will be given another one opportunity window of <u>maximum 30 days</u> to present shortlist of candidates for each such position."

The image shows several handwritten signatures in blue ink at the bottom of the page. There are also some handwritten notes and stamps, including a date stamp "20/12/19" and a signature that appears to be "Bm:2".

RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
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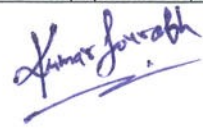
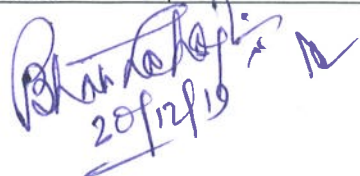
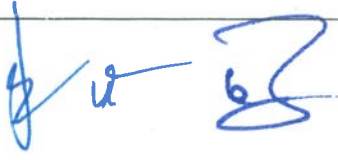
S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
		ix	Page no 65 , last para Delay from the side of BVM (Page no 65), Last para	If BVM is unable to conduct interviews for reasons whatsoever within 60 working days after receiving the initial shortlist of candidates from the agency , the agency will not be held responsible for the non-availability of candidates from the initial shortlist. In such cases, WE PROPOSE THE AGENCY TO BE GIVEN ANOTHER 60 days to submit additional shortlists to maintain the requisite ratios of candidates for interviews.	No change.
8	Outworks Solution Private Limited	i	14. Penalty Page No. 59, 14.1	Request for change Kindly give relaxation on the penalty clauses mentioned in the NIT. Points of Clarification We are a software company with exclusive focus on providing client delivery and client satisfaction and we adhere to SLA with full dedication, We request you to kindly address the following point as the penalty clause is very high and if it could be eased by some percentage.	Refer 7 (iii) in this response to pre-bid query.
		ii	Scope of Services 1.1 Recruitment Plan Page no. 61 i. A period of 60 days from award of work order would be provided to submit category-wise merit-based initial shortlist of candidates recommended for interview, for positions awarded to the agency.	Request for change i. A period of 75 days from award of work order would be provided to submit category-wise merit-based initial shortlist of candidates recommended for interview, for positions awarded to the agency. Points of Clarification We would highly request the department to address the following change in the mentioned clause of the RFP as to provide effective and efficient manpower, the days should be extended as proposed.	Refer 2 (iii) In this response to pre-bid query.

[Signatures: "S. Singh", "R. Singh", "Kumar", "Anand", "Bhattacharya", "20/12/19", and others]

RFE No.: BVM/2019-20/HR/02: Request for proposal for "Empanelment of Recruitment Agency" for hiring manpower at Bihar Vikas Mission
Response to the Pre-Bid Queries

S. No.	Name of Agency from which query is received	Query No.	Page No. / Clause of RFE	Prebid Query	BVM Response
9	BSA Corporation Limited	i	Form 5 along with supporting document along with employee strength/annual revenue/project value such as client certification/web page copy self certified is required to submit to show that client should have minimum manpower strength of 3000 and annual revenue/project cost is of 500 crore.	Suggestion This is not as per tender guideline Hence please remove this clause as no client give such information or certification to its vendor company for recruiting manpower. No company shows this information on their webpage (I rare of the rarest case some company shows but it does not mean the company is our client.) Justification This can be Justify by authority itself by several authority after making communication with client which PO/Work Agmt/ completion certificate has been enclosed.	Refer 6 (v) in this response to pre-bid query.
		ii	To show the client strength "supporting document regarding employee strength/average turnover/project value such as client certification/webpage certified copy by bidder"	Suggestion This is not as per tender guideline Hence please remove this clause as no client give such information or certification to its vendor company for recruiting manpower. No company shows this information on their webpage (I rare of the rarest case some company shows but it does not mean that company is our client.) Justification This can be Justify by authority itself by several means after making communication with client which PO/Work Agmt/ completion certificate has been enclosed	Refer 6(v) in this response to pre-bid query. No change
		iii	CVs of the personal proposed by the bidder which is to be deployed to Bihar Vikas Nigam as Project Manager & Assistant Project Manager	Suggestion This is not as per tender guideline Hence please remove this clause as no company start employee recruitment process in advance for any site. Any company start recruitment by collecting CV's only after getting the contract for particular site. Hence asking CV's in advance is not practical. Further without getting work contract no company promise that particular employee would be deployed after getting this work. Justification As all company get several work contracts per year and use their employee bank to deploy there. Hence in advance no one want to bound by giving particular CV because at the time of deployment it may be that particular employee is working on other site then how can any company assure Bihar Vikas Nigam in advance by giving CV that this employee will be deployed at your site.	This is a tender specific requirement so that quality of work should not effect. No change.



20/12/19

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		iv	Please provide at least 3 CV's against each JD. Provide marking summary based on marking scheme for each position and for each sample CV. Provide all relevant documents with the CV for at least 1 sample CV against each of the 2 position.....with document of candidate	Suggestion This is absolutely against tender guidelines and un practical. How can any company submit the candidate document in advance? This will bust the illegality. Hence please remove this clause as no company start employee recruitment process in advance for any site. Any company start recruitment by collecting CV's only after getting the contract for particular site. Hence asking CV's in advance is not practical. Further without getting work contract no company promises that particular employee would be deployed after getting this work. Justification Company only demands relevant documents from potential candidate at the time of document verification at the time of interview. Further all company get several work contracts per year and use their employee band to deploy there. Hence In advance no one want to bound by giving particular CV because at the time of deployment it may be that particular employee is working on other site then how can any company assure Bihar Vikas Nigam in advance by giving CV that this employee will be deployed at your site.	This is a tender specific requirement to evaluate the technical capability and quality of work to screen the candidate against a particular Job description. This is a part of Technical bid evaluation. No change.





