

Response against the query raised in Pre-bid meeting held on 09-Feb-2018 against the RFP Floated Empanelment of Agencies for providing Outsourced Manpower Services dated 29th January 2018

Queries	Reply
Does the commercial for staffing and Infra needs to be combined	Different commercials needs to be submitted for Staffing and Infrastructure depending upon the Term of Reference
Quantam of Services	Term of References would be issued to selected bidder post technical evaluation
Technical Qualification	Technical qualification would be bases the scope of work mentioned and also all the services requested in RFP
procurement timeline for services	Procurement timeline would be basis the quantum of requirement of line of services
Procurement of database by vendor	procurement of datbase by vendor would be per specification of BFSL and payment in form of reimbursement would be facilitated
Line Manager	Line Managers would be recruited by BFSL on their payroll
Indemnity	Indeminty clause will remain as per RFP terms as of now will review at the time of commercial and cost involve in whole project
Liquidated Damage	penalty and/or liquidated damages arising with violation of terms and condition as per contract costing dearly to company by invoking PBG
Experience in Services provided	vendors should have capability to provide services even they don't have prior experience in services requested
Confidentiality	Term of confidentiality to be maintained by vendor even on discontinuation of contract
Background check	Self declaration to be signed by format provided, background check to be done both on legal and credential front
Mode of payment	Collect and Pay (Invoice to be raised by vendor as per stipulated timelines per contract)
Labour issues	needs to be taken care of by the vendor itself
Attendance Mechanism	Vendors with add on services would be given advantage of add on services like attendance capturing models etc

Incentives payable	Incentives payable would be over and above the salary and would be done as per prevailing Incentive schemes and policy
Salary and incentive cycles	There would only be one payout, incentives may be release with salary monthly/quarterly as per policy
Presentation	Compulsary for all vendors participating in bidding process
Total Number of Employees on vendor rolls to facilitate services	200 Minimum
Rent Lock in period	Rent Lock in period to be revised to 3 Months
Labour registrations	Vendor should be registered with statutory registration like Contract labour and abolishment act registration, PF, ESIC etc
Electronic Infrastructure	need basis and location basis requirement may arise, would be mentioned in term of reference
Notice Period for FOS	15 days and 30day for 6 months & above tenure of employment respectively
Branding	In perview of BOBCards
Replacement of Candidates.	30days in case of attrition or disciplinary fronts
Attendance Mechanism for BOB cards employee	will be specified in term of reference
Uniforms for FOS	will be specified in term of reference
Productivity of FOS	Will be responsibility of BFSL
The bidder must have a minimum turnover of Rs. 100 Crores from the line of business of providing manpower services & office leasing during the financial year(s) 2014-15, 2015-16 and 2016-17	The bidder must have an average turnover of Rs. 50 crores from the line of business of providing manpower services & office leasing during the financial year(s) 2014-15, 2015-16, 2016-17
Please specify whether BFSL is looking for DSA or Staffing Companies to bid for this RFP	staffing companies
The total Head count with location split.	would be communicated in terms of reference

<p>Referring Point 3.2.1 Under Project Scope please elaborate “ the selected bidder will be required to undertake the assignment of providing manpower and fully furnished infrastructure along with office administration in BFSL/holding bank/other wholly owned subsidiary of the holding bank in full compliance of all existing govt./statutory authority guidelines, within a specified time frame”</p>	<p>The selected bidder would be required to provide manpower as well as infrastructure and also would be responsible for all statutory obligations of employees on their rolls</p>
<p>Referring Point 3.2.2 please clarify “ The selected bidder shall be required to undertake to perform all such tasks, render requisite services as may be required for the successful completion of the entire assignment at no additional cost to the company”</p>	<p>All the commercial bids would be as per term of reference</p>
<p>Our quotation should be in which all headings.</p>	<p>Manpower and infrastructure in separate heading, intimate selected empaneled bidder accordingly</p>
<p>The bidder should have earned Net Profits for last 3 Financial Years</p>	<p>Bidders should have earned operating profit in last 3 financial years and duly audited copy of balance sheet and P&L account to be submitted</p>