

Empanelment of Human Resource Recruitment Consultants
 Ref. No: BGSSL/RFP/HR/2022-23/01 Dated 20th April 2022
 Response to Pre-Bid Queries

Sl No	Section & Clause Ref. No./Appendix no/Annexure no	Page No.	RFP text	Query	Response to query (to be left blank by the vendor)
1	2.2 Scope of work	6		Whether RFP is for only Recruitment or Recruitment and Payrolling both.?	Floatted RFP is for Recruitment/Sourcing only
2	2.2 Scope of work	6		Will this for pan India requirement?	BGSS is asking request from recruitment partner on PAN India basis/vacancies
3	2.2 Scope of work	6	1st set of recruitment count	What region will be started in initial phase	All metro cities including sate capitals
4	2.2 Scope of work	6	JD	What will be the Job discription for all role	Entry level positions covering Sales, Collections & Business Operations
5	2.2 Scope of work	6	Expectation of salary	What salary budget is expected for each role	Maximum CTC would be 3.25 Lacs per annum inclusive all
6	2.2 Scope of work	6	Total Volume	What will be the total count of resources for the project	The projection is approx 5,000 numbers by 31st Dec 2022 however the projection can be changes at management description
7	2.2 Scope of work	6	Cities	Is it for Metro and tier 1 city or Pan India including remote location.	This is for PAN India including remote locations
8	Scope of work		Tenure	What will be the minimum tenure of the project	The initial contract will be for 3 years and renewal is basis on performance
9	Scope of work		Working Model	Will this be collect and pay model	Since we are looking consultant for sourcing & RPO model only hence the terms and conditions shall be mentioned in contract agreement between empanned vendor and BGSS
10	Scope of work		Payment	What will be the payment terms	45 days from the receipt of undisputed invoice and It would be monthly basis previous month
11	Section 2: Point No.2.2	6	The shortlisted candidates may be offered onroll position or third-party payroll position	What will be % of permanent recruitment and third-party payroll positions?	Depends upon the requirments of the project however we keep 70:30 ratio i.e. 70% on third party roll
12	Section 2: Point No.2.15	12	While submitting the bid, the Bidder is required to comply with inter alia the following CVC guidelines detailed in Circular No. 03/01/12 (No. 12-02-6 CTE /SPI (I) 2 / 161730 dated 13.01.2012)	Request you to please share the copy of said circular. Not came across Financial Bid Annexure	Copy of said circular is annexed herewith for reference purpose please.
13	Section 2: Point No.2.5	7	BGSSL is not asking for Bid Security nor EMD or PBG from the shortlisted bidders	Is there any security deposit need to submit by successful bidder? If yes, how much?	As already mentioned BGSSL is not asking for Bid Security nor EMD or PBG from the shortlisted bidders
14	Section 2: Point No.2.8	11	Selected bidder and/or its authorized service providers should have their own employees for executive of projects. However, selected bidder will be fully responsible for the service for the service providers. Company will not make any reference to them. In case of any deficiency in service, penalties will be to the selected Bidder's account.	In case of permanent recruitment whose deficiency need to consider?	As mentioned in the RFP document penalty if any shall be levied to empanelled vendor for not adhering to the time schedules of the Work Order
15	Section 6: Point No.6.7	17	The successful applicant shall be liable to pay penalty of 1% of Work Order value, per week or part thereof for delay and not adhering to the time schedules of the Work Order	Empanelled applicant means who? People who have got permanent placement or people on third party payroll?Successful applicant means who? People who have got permanent placement or people on third party payroll?	Applicable to empanelled vendor for not adhering to the time schedules of the Work Order
			If the Empanelled Applicant fails to complete the due performance in accordance to the terms and conditions of the work order, the Company reserves the right either to cancel the Work Order or to accept performance already made by the Empanelled Applicant. In case of termination of Work Order the Company reserves the right to recover an amount equal to 5% of the Work Order value as Liquidated Damages for non-performance	Empanelled applicant means who? People who have got permanent placement or people on third party payroll?	Applicable to empanelled vendor for not adhering to the time schedules of the Work Order

**No. 12-02-6-CTE/SPI(I)2/161730
CENTRAL VIGILANCE COMMISSION**

Satarkata Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-110023

Dated: 13.01.2012

Circular No.03/01/12

Sub: Consideration of Indian Agents

Ref: Commission's Circular Nos.12-02-6-CTE/SPI(I)-2 dated 07.01.2003 and 21.04.2004

The Commission has been stressing on the need for observing transparency and determination of prices in a fair market competition while dealing with the tenders relating to procurement. The above OMs were issued to reduce the possibility of collusion and cartelization among the bidders so that competitive fair market price of the items of procurement can be determined.

2. A number of references have been received in the Commission citing certain specific situations and difficulties being faced in dealing with tenders. Therefore, the matter has been again examined by the Commission.

3. In supersession to the earlier OMs dated 07.01.2003 and 21.04.2004, Commission has decided that in all cases of procurement, the following guidelines may be followed:

- a) In a tender, either the Indian agent on behalf of the Principal/OEM or Principal/OEM itself can bid but both cannot bid simultaneously for the same item/product in the same tender.
- b) If an agent submits bid on behalf of the Principal/OEM, the same agent shall not submit a bid on behalf of another Principal/OEM in the same tender for the same item/product.

4. The tender conditions may be carefully prepared keeping in view the above guidelines.

5. The receipt of these guidelines may please be acknowledged and circulated amongst the concerned officials for their information and guidance.

**Sd/-
(J Vinod Kumar)
Officer on Special Duty**

To

All CVOs of Ministries/Departments/PSUs/Banks/Insurance Companies/Autonomous Organizations/
Societies/UTs