

**ADDENDUM - 1**

**Name of Work : Appointment of Human Resource Management Agency in BUIDCo**

**Ref. NIT No :BUIDCo/Vi-319/18-75, Dated-10.12.2018**

S.N	Clause	Existing provision	Revised Provision																																										
1	2.6.6	The average annual turnover of the bidder for the past 3 years (2015-16, 2016-17 and 2017-18) should not be less than Rs. 50 Crores.	The average annual turnover of the bidder for the past 3 years (2015-16, 2016-17 and 2017-18) should not be less than Rs. 15 Crores.																																										
2	2.4.4.12	Preparation of attendance sheet of all the employees of BUIDCo per month on the basis of bio-metric, attendance register or any other system developed in BUIDCo and then take approval from BUIDCo management. In initial period it will be calculated on manual/ prevalent system thereafter it will be processed through software.	Preparation of attendance sheet of all the employees of BUIDCo per month on the basis of bio-metric, attendance register or any other system developed in BUIDCo and then take approval from BUIDCo management. In initial period it will be calculated on manual/ prevalent system thereafter it will be processed through software. The Software will be developed by the Agency and the payment of the software will be borne by BUIDCo.																																										
3	2.6.7	HRMA should have ISO certified.	HRMA should be ISO/ CMM certified.																																										
4	2.9.1	The successful bidder shall be paid a rate on requirements basis. No other payment shall be made to the bidder.	The requirement made by the successful bidder shall be borne and processed by the BUIDCO.																																										
5	2.7.12	-	The working space for the team will be in BUIDCo office.																																										
6	4.2.1.6	Technical evaluation will be carried in below mentioned marking pattern: <table border="1" data-bbox="373 1068 1129 1404"> <thead> <tr> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td><b>1</b></td> <td><b>General Profile of the Firm</b></td> <td><b>40</b></td> </tr> <tr> <td><b>A.</b></td> <td><b>Turnover of the Firm</b></td> <td><b>10</b></td> </tr> <tr> <td></td> <td>More than 50 Cr but up to 75 Cr.</td> <td>5</td> </tr> <tr> <td></td> <td>More than 75 Cr but up to 100 Cr.</td> <td>8</td> </tr> <tr> <td></td> <td>More than 100 Crore</td> <td>10</td> </tr> <tr> <td><b>B.</b></td> <td><b>Experience HR Consultancy Work in Government</b></td> <td><b>20</b></td> </tr> </tbody> </table>				<b>1</b>	<b>General Profile of the Firm</b>	<b>40</b>	<b>A.</b>	<b>Turnover of the Firm</b>	<b>10</b>		More than 50 Cr but up to 75 Cr.	5		More than 75 Cr but up to 100 Cr.	8		More than 100 Crore	10	<b>B.</b>	<b>Experience HR Consultancy Work in Government</b>	<b>20</b>	Technical evaluation will be carried in below mentioned marking pattern: <table border="1" data-bbox="1186 1068 1950 1404"> <thead> <tr> <th>S N</th> <th>Criteria</th> <th>Marks</th> </tr> </thead> <tbody> <tr> <td><b>1</b></td> <td><b>General Profile of the Firm</b></td> <td><b>40</b></td> </tr> <tr> <td><b>A.</b></td> <td><b>Turnover of the Firm</b></td> <td><b>10</b></td> </tr> <tr> <td></td> <td>More than 15 Cr but up to 25 Cr.</td> <td>5</td> </tr> <tr> <td></td> <td>More than 25 Cr but up to 40 Cr.</td> <td>8</td> </tr> <tr> <td></td> <td>More than 40 Crore</td> <td>10</td> </tr> <tr> <td><b>B.</b></td> <td><b>Experience HR Consultancy Work in Government</b></td> <td><b>20</b></td> </tr> </tbody> </table>	S N	Criteria	Marks	<b>1</b>	<b>General Profile of the Firm</b>	<b>40</b>	<b>A.</b>	<b>Turnover of the Firm</b>	<b>10</b>		More than 15 Cr but up to 25 Cr.	5		More than 25 Cr but up to 40 Cr.	8		More than 40 Crore	10	<b>B.</b>	<b>Experience HR Consultancy Work in Government</b>	<b>20</b>
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	<b>Departments/PSUs/ sector across India</b>	<b>Private</b>	
	More than 3 Assignments but up to 5 Assignments	12	
	More than 5 but up to 7 Assignments	15	
	More than 7 Assignments	20	
<b>C.</b>	<b>Experience of the agencies in creating web portal/software to receive online applications</b>	<b>10</b>	
	More than 1 Assignments but up to 2 Assignments	5	
	More than 2 but up to 5 Assignments	8	
	More than 5 Assignments	10	
<b>2.</b>	<b>Key- Professionals</b>	<b>60</b>	
<b>A</b>	<b>Team Leader</b>	<b>15</b>	
	Experience of 15 – 17 years	10	
	Experience of 17 – 20 years	13	
	Experience more than 20 years	15	
<b>B</b>	<b>Deputy Team Leader</b>	<b>11</b>	
	Experience of 10 – 12 years	6	
	Experience of 12 – 15 years	9	
	Experience more than 15 years	11	
<b>C</b>	<b>Law Officer</b>	<b>5</b>	
<b>D</b>	<b>Manager – Hiring</b>	<b>5</b>	
<b>E</b>	<b>Manager – HR Compliance</b>	<b>5</b>	
<b>F</b>	<b>Manager – Compliance</b>	<b>5</b>	
<b>G</b>	<b>Programmer</b>	<b>5</b>	
<b>H</b>	<b>Assistant Manager – Personnel</b>	<b>3</b>	
<b>I</b>	<b>Assistant Manager – Hiring</b>	<b>3</b>	
<b>J</b>	<b>Asistant Programmer</b>	<b>3</b>	

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		(1 No.)	and should have provided consulting to any government organization or private company having strength of at-least 500 resources. He/ she must be aware about all HR compliance and duly experienced in this regard.		(1 No.)	and should have provided consulting to any government organization or private company having strength of at-least 500 resources. He/ she must be aware about all HR compliance and duly experienced in this regard.	
	6	Manager – Compliance (01 No)	MBA (Finance) or CS (Intermediate) with atleast 5 years’ experience in Company Law.	6	Manager – Compliance (01 No)	MBA (Finance) or CS (Intermediate) with atleast 5 years’ experience in Company Law.	
	7	Programmer (01 No)	B-Tech/ BE in Computer Science/IT, at least 5 years’ experience in creating web-portal, software development, must be aware about HR software.	7	Programmer (01 No)	B-Tech/ BE in Computer Science/IT, at least 5 years’ experience in creating web-portal, software development, must be aware about HR software.	
	8	Assistant Manager-Hiring (1 No.)	MBA (HR) with at least 2 years of post-qualification experience and should have provided consulting to any government organization or hired at least 50 resources from initial process of requirement gathering to confirmation of probation period.	8	Assistant Manager-Hiring (1 No.)	MBA (HR) with at least 2 years of post-qualification experience and should have provided consulting to any government organization or hired at least 50 resources from initial process of requirement gathering to confirmation of probation period.	
	9	Assistant Manager – Personnel (01 No)	Government servant retired from the post of Section officer/equivalent having experience in personnel/establishment section.	9	Assistant Manager – Personnel (01 No)	Government servant retired from the post of Section officer/equivalent having experience in personnel/establishment section.	
	10	Assistant Programmer (01 No)	B-Tech/ BE/MCA in Computer Science/IT, at least 2 years’ experience in creating web-portal, software development, must be aware about HR software.	10	Assistant Programmer (01 No)	B-Tech/ BE/MCA in Computer Science/IT, at least 2 years’ experience in creating web-portal, software development, must be aware about HR software.	

		11	Assistants (5 Nos.)	Graduate with at least 2 years' experience in office documentation in Government or Private sector. DCA with knowledge of English as well as Hindi Typing	11	Assistants (5 Nos.)	Graduate with at least 2 years' experience in office documentation in Government or Private sector. DCA with knowledge of English as well as Hindi Typing	
		12	Computer Operator (2 Nos.)	Intermediate with DCA with at least 1 year post qualification experience (English as well as Hindi typing)	12	Computer Operator (2 Nos.)	Intermediate with DCA with at least 1 year post qualification experience (English as well as Hindi typing)	
					13	Software Developer	MBA (project management)/B-Tech/BE in Computer Science/IT/MCA, with at least 7 years' experience in creating web-portal, software development, must be aware about HR software.	
					14	Assistant Software developer	B-Tech/ BE in Computer Science/IT/MCA, with at least 5 years' experience in creating web-portal, software development	
9	4.3.1	Posts with Qualification structure.			Posts with qualification structure. From S.N 1 to S.N 12, the manpower will be required for a period of 36 months. S.N 13 and 14 (Software Developer and Assistant Software Developer), the services will be for a period of only 3 months till software development.			
10		Financial Bid Sheet			Revised Financial Bid Sheet			