

Prebid Question & Reply

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

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

S. No.	Pre-bid Queries/Request	Para in RFP	BUIDCo Reply
Jaregana Infracon India Private Limited, Patna			
1	J.V should be allowed because it is a combination of IT & HR tender.	3.6 - Associates or Joint Venture arrangement or Consortiums are not allowed under the assignment	Bid condition shall prevail.
2	Turnover should be reduced like S.G	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.	2.6.6- The average annual turnover of the bidder is to be read as 15 Crores.
3	Amount to be quoted including remuneration as only service charge.		Bid condition shall prevail.
4	Stationary & office infrastructure will be paid by whom.		Stationary & office infrastructure will be arranged by BUIDCO.
5	In page no-11, Point 2.4.4.12, Leave Management Software will be develop by whom and who will pay for that.	2.4.4.12 Preparation of attendance sheet of all the employees of BUIDCo per month on the basis of biometric, 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 agency will develop the software and Software payment will be done by BUIDCo.
6	In page no-11, Point 13.8, 2.8.2, Damage recovery should be limited. It should also be recover from employee salary. It should be consider same as on Page no-31, Point 4.0	2.8.2 Any liability or circumstances created by the deployed staff resulting in financial and material losses to the company shall be recovered from the Agency. 4. There should be following module in the HRMS	Bid condition shall prevail.
7	In page no-13, Point 2.9.1, please clarify, rate of requirement basis.	2.9.1 The successful bidder shall be paid a rate on requirements basis. No other payment shall be made to the bidder.	2.9.1 read as- The requirement made by the successful bidder shall be borne and processed by the BUIDCO.
8	Tentative no. of candidates to be processed. It should be candidate based (Processing fee)	Proposed Position [only one candidate shall be nominated for each position]	Bid condition shall prevail.
9	Personnel payment should be fixed by the department.	Part of Financial Bid	Bid condition shall prevail.
10	In page no-30, point 2.3, of the candidate will be done by agency as department.	Statutory compliances of the employees shall be done by the agency, like EPF, ESI, salary slips, leaves records, etc.	Bid condition shall prevail.
S K Patodia & Associates			
11	As mentioned in the table of evaluation of technical proposal total 60 marks are assigned to CVs only out of 100 Marks. Here we would like to recommend that kindly add one more criteria of Approach & Methodology and assign at least 10 to 15 marks for the same		Bid condition shall prevail.
12	It is mentioned in the minimum eligibility criteria that agency should have average turnover of at least Rs. 50 crore in last three year. Here we would like to recommend that kindly modify the same it as Rs. 10 crore and make required changes in technical marking accordingly.	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.	2.6.6- The average annual turnover of the bidder is to be read as 15 Crores.
Aqua Pumps Infra Ventures Limited			
13	6. Eligibility Criteria Point 2.6.6 It is shown in RFP that 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. A copy of the Audited Balance Sheet must be submitted with the Technical Bid. It is requested to you, kindly reduce the requirement of average turnover and do it Rs. 10 crores instead of Rs. 50 crores. It will increase competitiveness in the bidding and	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.	2.6.6- The average annual turnover of the bidder is to be read as 15 Crores.

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14	Request to include Live Demo of the software in RFP In RFP, there is no provision of live demo of the HRMS system in-front of BUIDCo authorities hence we request to include it in RFP and allot at least 10 marks for the same.		Bid condition shall prevail.
15	It is mentioned in the scope of work that consultant will create web portal and maintain website for recruitment but in the format of financial proposal no option has been given to quote software development and contingency cost. We request to clarify that how software development and contingency cost will be paid to agency.	Create Web portal and maintain website for recruitment, statutory compliances, updation of employees records, etc.	The agency will develop the software and Software payment will be done by BUIDCo.
16	In the manpower requirement, it is mentioned that Team Leader/Deputy Team Leader should have experience of 15 years/10 years in relevant field. Further in case of other staff also huge experience requirement in mentioned. We would like to draw your attention that experience mentioned for the required manpower is huge and request you to reduce the same because young team will be well adopted with the new techniques and systems. Further, due to this experience requirement, tender cost will also increase and it will create extra burden on BUIDCo.		Bid condition shall prevail.
17	In RFP, there is not mentioned about working space for team. We request you to add this point in RFP and clarify us.		The working space for the team will be in BUIDCo office.
Choice			
18	The average annual turnover of the bidder for the past 3 years (2015-16, 2016-17 and 2017-18) should not be less than 50 crore. Thus we request you to please consider reducing the Minimum average turnover requirement from Rs. 50 crore to Rs. 25 crore.		2.6.6- The average annual turnover of the bidder is to be read as 15 Crores.
Innowave IT Infrastructure Ltd.			
19	MCA should be added as its equivalent. Problem in bid document : (B-Tech/BE)	4.3 Manpower Requirement at present	MCA has been added
20	Additional Team is needed for software Development Proposed: 1. Project Manager (MBA- Project Management/ IT+ MCA/B.Tech/BE-(CS/IT) with 10 years + work ex 2. Programmer (02 No.) 3. Assistant Programmer (02 No.) Problem in bid document : Programmer (01 No.) Assistant Programmer (01 No.)	4.3 Manpower Requirement at present	Additional team is included that will be deputed for a period of 3 three months only for Software development : (1) 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 (2) Assistant Software developer - B-Tech/ BE in Computer Science/IT/MCA, with at least 5 years' experience in creating web-portal, software development
21	As per Department's Need Problem in bid document : Source code proprietary T&C is not mentioned in RFP.	N/A	Source code proprietary will be BUIDCo's
22	CMMI Level 4-5 companies should be only allowed of quality work. Problem in bid document : ISO is not proper certification to rank HR/Software company. CMMI Level not in Bid.	2.6.7 HRMA should have ISO certified.	Shall be read as : 2.6.7 HRMA should be ISO/CMM certified.