

**Request for Proposal (RFP) for Manpower Services for Assisting Odisha State Road Transport Corporation (OSRTC) for Managing Bus Operations  
RFP No. 659 Dated 21.05.2021**

**Pre-Bid Clarification**

Sr.	Bidder Name	Clause No.	Page No.	Content of RFP Requiring Clarification	Clarification / Change required	OSRTC Response
1	<b>M/s SAINIK INTELLIGENCE &amp; SECURITY PVT LTD. Branch Office- N-3/455, IRC Village, Nayapalli, Bhubaneswar-751015 Cont-0674-2551057, Mob:- 9078008299/9438748474/9040084849 Mail- sainikindiabbsr@gmail.com</b>	Clause No- 3.7.5.1: As part of Pre-Qualification, the following shall form part of the proposal (Envelope I)	12	*If the organization is a MSME then a valid NSIC certificate as on the date of opening of Technical Bid should be submitted as a part of Envelope I.	Whether EMD & Tender fee exemption is applicable for bidder or not if the bidder is having MSME certificate.	Only EMD fee exemption is applicable for MSME bidders with Valid NSIC certificate
2		Annexure III: Checklist Document SL No. 5	35	Power of attorney should be submitted in 500 notarised stamp paper or Self Declaration .		Refer Annexure III: Checklist Document
3		Annexure VI: Non-blacklisting declaration	41	Whether the declaration is submitted in letter head of the company or not. Plz clarify.		A self-certified letter signed by the Authorized Signatory of the Bidder on letter head is required.
4		Annexure XI: Format for Financial Proposal	47	Whether percentage of service charge should be quoted per person per month will be filled in the prescribed format or the details of wage break-up should be given in bidders own format.		Only the Monthly Service charge in terms of Percentage (%) towards the overall monthly salaries of deployed resources to be provided.
5		Clause No-3.7.3 : Financial Bid Submission	11	The Financial bid is to be submitted as per the format given in Annexure XI: Format for Financial Proposal, clearly indicating the bid amount in both figures and words, in Indian Rupees, and signed by the Bidder's authorized signatory. In the event of discrepancy in numeric and alphabetical manner, the lower of both shall be considered.	In Annex-XI it is mentioned that the rate should be quoted in Percentage while in the clause no-3.7.3 it is written as to quote in Indian Rupees. Kindly Clarify it.	Refer Corrigendum
6		Clause No-4.8 (i & ii) : Format for Financial Proposal	21		How could the bidder submit the break-up if there is no specific format prescribed nor the rate wages mentioned in RFP.	For financial evaluation, the percentage indicated in the Financial Bid excluding all Taxes will be considered. The Lowest financial bid (in %) will be allotted a financial mark of 100 marks.
7		RFP No.659: Rate of Wages	NA		The minimum rate of wages of outsourced pesonel should be calculated on State Govt wage rate or as per the Fin. Department rate.	Monthly Salary of outsourced pesonel shall be fixed by OSRTC and shall be calculated as per the monthly Timesheet.
8		Clause No- 3.7.6: Mode of Submission of BID	12	The Bidder shall submit the bid by Speed Post/ Courier service or submit the proposal with The General Manager (Admin), Odisha State Road Transport Corporation, Paribahan Bhavan, Sachivalaya Marg, Unit-II, Bhubaneswar 751001, Odisha.	Whether the bid can be submitted by hand or not. Kindly clarify the above all queries.	The Bidder shall submit the bid by Speed Post/ Courier service or submit the proposal by hand to The General Manager (Admin), OSRTC.
9		<b>M/S SUPER SERVICE POINT 343,Maruti Plaza, B/h. Prakash Hindi High school, Krishnanagar, Naroda, Ahmedabad-382345 ( Gujarat)</b>	Clause No. 4.3.1, PQ3-LEGAL ENTITY	17	The bidder should be a company registered under the Companies Act, 2013 or the Companies Act, 1956 (OR) A Limited Liability Partnership (LLP) registered under the LLP Act, 2008 or Indian Partnership Act 1932 (OR) A Partnership Firm formed under the Partnership Act 1932	Please Allowed Consortium & Joint Venture

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10	Email:- superserviceheadoffice@gmail.com, Mobile- 7802831127	Clause No- 4.3.1: PQ11 - Valid ISO 27001 certification	18	The Bidder should have valid ISO certification from the Indian Certification Bureau	ISO 27001 certificate allowed any other certification bureau Instead of <b>INDIAN CERTIFICATION BUREAU</b>	RFP clause stands
11	<b>M/S SUPER SERVICE POINT</b> <b>343,Maruti Plaza,</b> <b>B/h. Prakash Hindi High school,</b> <b>Krishnanagar, Naroda,</b> <b>Ahmedabad-382345 ( Gujarat)</b> Email:- superserviceheadoffice@gmail.com, Mobile- 7802831127	Clause No- 4.3.1: PQ7 - Relevant Experience	18	The Bidder should have experience of providing at least 200 manpower in a single work order / 100 manpower each in two work orders issued by Government Department (ULBs, Municipal Corporation, State /Central Departments) for minimum 1 year in last 5 Years from the date of submission of bid. Minimum 2 work orders should be provided.	Please allowed to experience of providing 200 manpower supply full fill in three or four work order	RFP clause stands
12		Clause No- 4.6: TQ 7 - Valid ISO certification timeline	20	• 3 to 5 years – 3 marks • More than 5 years – 5 marks	0 to 3 years –? marks	1 to <3 years – 1 marks
13		Clause No- PQ4	17	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 18-19, FY 19-20, FY 20-21)	The financial statement for FY. 20-21 is not yet finalized due to the lockdown and extension in the last dates of finalizing the audited account statement of FY 20-21. Please change this to till FY 19-20.	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
14		Clause No- 4.6: Ref No. TQ 6 : Technical Evaluation Criteria	20	Awards received from any Central Government / State Government department / agency / body for excellence in services rendered in the manpower function	Please elaborate this clause, which categories of awards shall be considered for the marking purpose in the evaluation criteria	Awards / recognition / Letter of appreciation received from any Central Government / State Government department /Govt. agency /Govt. body for excellence in services rendered in the manpower function.
15	<b>M/S XEAM Ventures Private Limited,E-</b> <b>202, Industrial Area Phase 8 B Mohali</b> <b>Punjab-160055, Mobile:-9439013802</b>	Clause No- 4.6: Ref No. TQ 7 : Technical Evaluation Criteria	20	Valid ISO certification timeline • 3 to 5 years – 3 marks • More than 5 years – 5 marks	as per the Above TQ 7 the marking shall be on the basis of number of years of holding the certificate, however the certificate is generally made for a limited period of time. So, How the number of years shall be considered for this evaluation. The marking should be based on the having more ISO certifications and CMMI level Certification also should be taken into consideration, Please clarify or consider change request.	RFP clause stands
16		Clause No- 4.13.2.1 : Performance Bank Guarentee	23	The successful bidder shall at his own expense, which may be in form of an unconditional and irrevocable bank guarantee for INR. 20,00,000 (Indian Rupees Twenty Lakhs). The agency shall maintain a valid and binding Performance Security for a period of 3 (three) months after the expiry of the Total Contract Period of 3 (three) years	As with reference to clause mentioned for performance security there is two different amount and clause mentioned in the bid documents, therefore, please clarify on this, there is only performance security shall be applicable. What is the exact amount of PBG which the successful bidder need to be given.	Refer Corrigendum

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17		Clause No- 4.14: Performance Security	23	After acknowledgement of the work order as aforesaid by the selected firm, the selected agency has to submit performance security in the form of account payee demand draft/ banker's cheque from a scheduled commercial/ nationalized bank of India in favour of Odisha State Road Transport Corporation payable at Bhubaneswar. Amount of the performance security shall be 10% of Total Annual Contract Value	As with reference to clause mentioned for performance security there is two different amount and clause mentioned in the bid documents, therefore, please clarify on this, there is only performance security shall be applicable. What is the exact amount of PBG which the successful bidder need to be given.	Refer Corrigendum
18		Clause No- 5.5: Details of Manpower Required	26	Details of Manpower Required	few vacancies expected monthly salary range is not mentioned. It is stated as negotiable. Please elaborate on the same.	Based on the last drawn salary, negotiation shall be done by OSRTC.
19		Clause No-3.11: General Terms of, point no-3.11.1: Bidding.Earnest Money Deposit (EMD)	14	The Bidder shall furnish as part of its Bid, Earnest Money Deposit (EMD) amount to the sum of INR 2,00,000/- (Rupees Two Lakhs) in shape of Banker's cheque / demand draft to be made from any Nationalized or Scheduled Commercial Bank in favour of Accounts Officer OSRTC, Bhubaneswar	EMD Amount is exempted or not ?	Only EMD fee exemption is applicable for MSME bidders with Valid NSIC certificate
20	M/s L & K Services, Plot No 17, Rajarani Colony, Tankapani Road, Bhubaneswar, Contact No. 9178682808, Mail Id- lktender24@gmail.com	Annexure III: Checklist Document , SL No- 9	35	Audited balance Sheet and Profit & Loss account statement of the bidder for each of the last 3 audited financial years. Certificate duly signed by Statutory Auditor of the Bidder for total turnover. Audited balance Sheet and Profit & Loss account statement of the bidder for each of the last 3 audited financial years. Certificate duly signed by Statutory Auditor of the Bidder for total turnover. FY 18-19, FY 19-20, FY20-21	as per Audit last Date 30, September, 2021. F.Y 2020-21 is not audit, Kindly accept our Provisional Balance Sheet of 2020-21 & Average Turn Over reduce to 45 crore	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
21		Annexure III: Checklist Document , SL No- 10	36	Certificate from the Statutory Auditor / Chartered Accountant clearly stating Positive Net worth of minimum	Accept our Provisional Sheet of 2020-21	Certificate from the Statutory Auditor / Chartered Accountant clearly stating Positive Net worth from the last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
22		Clause No- 4.6 : Technical Evaluation Criteria, SL No- TQ 3	19	Experience of Government / PSU transport projects in the India with at least 100 skilled professionals each over 2 work orders or 200 skilled professionals in 1 work order. Work order date/agreement date on or after 1st April 2016. Project citation along with Client supporting document (Work order/Agreement/Client Certificate copy to be submitted.	Experience of Government / PSU in the India with at least 100 skilled professionals each over 2 work orders or 200 skilled professionals in 1 work order. Work order date/agreement date on or after 1st April 2016. Project citation along with Client supporting document (Work order/Agreement/Client Certificate copy to be submitted.	RFP clause stands
23		Clause No- 3.7.5.1: Point No. ii	12	EMD* fee in the shape Demand Draft from any Scheduled Commercial or Nationalized Bank. * If the organization is a MSME then valid NSIC certificate as on the date of opening of Technical Bid should be submitted as a part of Envelope 1.	Our organization is covered under MSME with valid NSIC registration certificate. Can we submit the same in Envelope 1 , and claim the EMD exemption as per Finance Department guidelines?	Only EMD fee exemption is applicable for MSME bidders with Valid NSIC certificate

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24	M/S KALINGA WARRIORS SECURITY SERVICES. Plot No. 222, Krishna Arcade, B.K.Road, Cuttack- 753001. Mobile:-. 9439826867, E-mail: kwss2010@gmail.com	Clause No- 4.3.1: Point No- PQ4	17	Financial Form Capacity/turnover. The Bidder should have Average Annual Turnover of minimum INR 10 crores from last three (3) financial years (FY 18-19, FY 19-20, FY 20-21)	Could you accept the Provisional figure of Financial Turn over for the year 20-21 for bid evaluation since, ITR form for A/Y 2021-22 has not yet circulated by I.Tax Deptt in the web site . In absence of the ITR form, how will we provide the last year ITR copy?	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
25		Clause No- 4.3.1: Point No- PQ11	18	Valid ISO 27001 certification. The Bidder should have valid ISO certification from the Indian Certification Bureau.	We are having valid ISO 9001-2015 certificate. Till date, for supply of Manpower Tender, no Govt. organization has ever asked such ISO 27001 certificate. All Govt department demanding to produce ISO 9001-2015 certificate which, we have been complying . Is ISO 27001 is mandatory for Manpower service provider to comply. Please clarify ?	As per the RFP Pre-qualification criteria, valid ISO 27001 certification is required to ensure data integrity.
26	M/S KALINGA WARRIORS SECURITY SERVICES. Plot No. 222, Krishna Arcade, B.K.Road, Cuttack- 753001. Mobile:-. 9439826867, E-mail: kwss2010@gmail.com	Clause No- 4.14: Performance Security	23	After acknowledgement of the work order as aforesaid by the selected firm, the selected agency has to submit performance security in the form of account payee demand draft/banker's cheque from a scheduled commercial bank in favour of Odisha State Road Transport Corporation payable at Bhubaneswar . Amount of the performance security shall be 10 % of the Total Annual Contract Value.	Whether the contract value shall be computed as exclusive of all taxes or inclusive of taxes. In common parlance of computation , no taxes and statutory dues such as GST,EPF,ESI are included in the contract value. Taxes and statutory dues are paid at first hand and reimburse claim on bill at second hand ? . Due to resurgence of pandemic COVID-19 ,Finance Department has reduced the computation of security amount to the tune of 3% in stead of 10 % . Clarify? Copy of Finance Department notification no.8952 dated.18.03.2021.	Refer Corrigendum
27		Clause No- 4.13.2.1	23	The successful bidder shall at his own expenses, which may be in form of an unconditional and irrevocable bank guarantee for INR 200000 (Twenty Lakhs) . The agency shall maintain a valid and binding performance security for a period of 3 months after the expiry of the Total Contract period of 3 years.	Whether the INR 2000000 (Twenty Lakhs) shall be paid by the bidder in addition to the above amount ? As per Finance department notification, only one type of security is required by the bidder to comply with. Please clarify?	Refer Corrigendum
28	M/S SAI INFRA, At-Sisupalagada, Bhubaneswar, e-mail ID- devi123dash@gmail.com, Mobile:- 9937681116	Clause No- 4.3, Pre-Qualification Proposal Criteria Section No-4.3.1, Point No- PQ3, Legal Entity	17	The bidder should be a company registered under the Companies Act, 2013 or the Companies Act, 1956 (OR) A Limited Liability Partnership (LLP) registered under the LLP Act, 2008 or Indian Partnership Act 1932 (OR) A Partnership Firm formed under the Partnership Act 1932	It is requested to insert sole Proprietor Ship Firm in content of RFP for Bidder participation in tender. or the firm/ agency should be registered under NSIC, MSME, UDYAM.	Refer Corrigendum

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29	M/S PRATYUSH. At: Plot no- A/62, Krishna Garden complex, Phase-II, Jagamara, Bhubaneswar -751030 E-Mail Address: pratyushpra717@gmail.com, Mobile: 9437423794	Clause No- 4.3: Pre- Qualification Proposal criteria Section: 4.3.1 PQ3 Legal Entity	17	The bidder should be a company registered under the Companies Act, 2013 or the Companies Act, 1956 Or A Limited Liability Partnership (LLP) registered under the LLP Act, 2008 or Indian Partnership Act 1932 Or A Partnership Firm formed under the Partnership Act 1932	It is our request to insert in content of RFP that the bidder should be registered under societies registration act, 1860 and it should be registered at IGR level. AND In the column of document to be submitted, it is required to be submitted by the bidder i.e. Registration certificate at IGR level	RFP clause stands
30		Clause No: 4.3 Pre- Qualification Proposal criteria Section No- 4.3.1: PQ4 Financial capacity / Turnover	17	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 18-19, FY 19-20, FY 20-21)	It is requested to instead of submitting Average Annual Turnover for FY 18-19, FY 19-20, FY 20- 21 kindly make it for submitting the turnover for FY 17-18, 18-19 & 19-20. It is not possible to submit the turnover for FY 20-21 as the Govt. has extended the date till September-2021.	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
31		Clause No- 4.3: Pre- Qualification Proposal criteria Section No- 4.3.1: PQ5 Financial capacity / Net worth	17	The Bidder should have positive net worth for last three (3) years. (FY 18-19, FY 19-20, FY 20-21).	Instead of submitting net worth for FY 18-19, FY 19-20, FY 20-21 kindly allow the bidder for submitting the net worth for FY 17-18, 18-19 & 19-20.	The bidder shall have Average Annual Turnover of minimum INR 10 crores, from the last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
32	M/S PRATYUSH. At: Plot no- A/62, Krishna Garden complex, Phase-II, Jagamara, Bhubaneswar -751030 E-Mail Address: pratyushpra717@gmail.com, Mobile: 9437423794	Clause No- 4.3 Pre- Qualification Proposal criteria Section No- 4.3.1: PQ11	18	Valid ISO 27001 Certification	You have mentioned in PQ11 type column: valid ISO 27001 certification. <b>It should be replaced by ISO 9001:2015.</b>	RFP clause stands
33		Clause No- 4.6: Technical valuation criteria SL No- TQ3: Technical Evaluation Parameter	19	Experience of Government / PSU transport projects in the India with at least 100 skilled professionals each over 2 work orders or 200 skilled Professionals in 1 work order. Work order date/agreement date on or after 1st April 2016. Project citation along with Client supporting document (Work order / Agreement / Client Certificate copy to be submitted).	You have mentioned same point i.e. at TQ3 & TQ4 only difference of skilled Professionals and Manpower and the numbers are same. Kindly replace skilled Professionals to different category of manpower.	Clause No- 4.6: Technical valuation criteria SL No- TQ3, requires Experience of Government / PSU <b>Transport projects</b> in India.
34		Clause No- 4.6: Technical Evaluation criteria SL No-TQ8: Technical Evaluation Parameter	20	Empanelment with any State Government / any other Government entity Or Blacklisted by any state government or Central Government / Department / Local Government / Agency in India	It is mentioned in Technical evaluation criteria column that the marking is only for empanelment not for blacklisting. So kindly marking against empanelment should be lifted from technical evaluation criteria. It should be only for not blacklisted. And in column of supporting documents. Instead of submitting a copy of signed agreement only a notarised copy of non- blacklisting should be submitted.	Refer Corrigendum

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35	M/S ACUTE PEST SOLUTIONS & FACILITIES PVT LTD. Plot No. FLAT NO. 004. ASHIRBAD APARTMENT, BOMIKHAL. BHUBANESWAR. E-mail id info@acuteservice.in . Ph. No. 9437310674	Clause No- 4.3.1: SL No- PQ5	17	Certificate from the statutory auditor clearly stating positive net worth as defined in this RFP in the stipulated format under Annexure VII	No enclosures found ? Annexure VII page no. 42/47 does not match with the format specified . Clarify?	Refer Annexure X
36		Clause No- 4.3.1: SL No: PQ4	17	Financial Form Capacity/turnover. The Bidder should have Average Annual Turnover of minimum INR 10 crores from last three (3) financial years (FY 18-19, FY 19-20, FY 20-21)	Is ther any possibility of reduction of turnover due to down turn of economic growth owing to COVID-19 pandemic situation.Rs.10 crore turn over fixed by the authority is just unjust. How a bidder will achieve trunover when ther is insurgence of pandemic COVID-19, where, lockdown and shut down rampant.This is detrimental to the Finance Department guidelines. Clarify?	Financial Form Capacity/turnover. The Bidder should have Average Annual Turnover of minimum INR 10 crores from last three (3) financial years (FY 17-18, FY 18-19, FY 19-20)
37		Clause No- 4.3.1: SL. No- PQ11	18	Valid ISO 27001 certification. The Bidder should have valid ISO certification from the Indian Certification Bureau.	ISO 9001-2015 certficte is required for Manpower supply Tender. ISO 27001 never asked by any Govt Department tender.Please clarify ?	As per the RFP Pre-qualification criteria, valid ISO 27001 certification is required to ensure data integrity.
38		Clause No- 4.14: Performance Security	23	After acknowledgement of the work order as aforesaid by the selected firm, the selected agency has to submit performance security in the form of account payee demand draft/banker's cheque from a scheduled commercial bank in favour of Odisha State Road Transport Corporation payable at Bhubaneswar . Amount of the performance security shall be 10 % of the Total Annual Contract Value	Fixation of Security amount has been reduced to 3% of the annualcontract value by finance department circular in force due to resurgence of pandemic covid-19. Clarify basis of 10 % value of security fixed?	Refer Corrigendum
39		Clause No- 4.13.2.1 page no. 23/47	23	The successful bidder shall at his own expenses, which may be in form of an unconditional and irrevocable bank guarantee for INR 200000 (Twenty Lakhs) . The agency shall maintain a valid and binding performance security for a period of 3 months after the expiry of the Total Contract period of 3 years.	There appears some confusion of double deposit of security amount as per clause. Clarify?	Refer Corrigendum
40	Kaapro Management Solutions Pvt. Ltd. 108/B,Unit-III,Janpath,Bhubaneswar-751001.Contact-7064402520.email-safar.ali@kaapro.co.in	Clause No- 3.7.5.1	12	If the organization is a MSME then a valid NSIC certificate as on the date of opening of Technical Bid should be submitted as a part of Envelope I.	Can a MSME certificate be provided instead of NSIC certificate	Only NSIC certified MSME bidders are exempted from EMD fee.
41		Clause No- 4.6: SL No- TQ1	19	Number of years of operations in outsourcing manpower: Supporting required - A copy of work orders /agreement / client certificate copy previously issued	For number of years of operation, as supporting is it possible we provide Incorporation Certificate instead of work orders or agreement	A copy of work orders /agreement / client certificate copy previously issued is mandatory to comply Clause No- 4.6: SL No- TQ1

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42		Clause No-4.6: SL No- TQ3	19	A copy of work orders /agreement / client certificate copy previously issued by State / Central Govt. or PSU in the Transport Sector	Does it mean agency has to provide experience in ONLY TRANSPORT projects	Bidder has to provide experience in TRANSPORT projects to comply Clause No-4.6: SL No- TQ3
43		Clause No- 4.13.2.1 & Clause No- 4.14	23	The successful bidder shall at his own expense, which may be in form of an unconditional and irrevocable bank guarantee for INR. 20,00,000./Amount of the performance security shall be 10% of Total Annual Contract Value.	Does the selected agency have to deposit performance bank guarantee of Rs.20lac in addition to performance security of 10% of total annual contract value.	Refer Corrigendum
44		Clause No- 5.6	30	Payment to the selected bidder = Percentage quoted by the selected bidder in this RFP x Gross Monthly salary of the total nos. of resource hired by OSRTC (Excluding The statutory contributions of employer's share like PF, ESIC only)	Please clarify what is "for 8.3 A only" and how shall the payment be madeto the selected agency of the employers share towards PF,ESIC	Refer Corrigendum
45		Annexure-III, Checklist document, SL No- 12, Page 36 & Clause No- 4.3: SL No- PQ 7, Page No.18	36 & 18	The Bidder should have experience of providing at least 50 manpower in a single work order issued by Government Department (ULBs, Municipal Corporation, State /Central Departments) for minimum 1 year in last 3 Years from the date of submission of bid. The Bidder should have experience of providing at least 200 manpower in a single work order / 100 manpower each in two work orders issued by Government Department (ULBs, Municipal Corporation,State /Central Departments) for minimum 1 year in last 5 Years from the date of submission of bid.	Checklist document states last 3 years and Pre Qualification Criteria states last 5 years. What is the number of years for which experience shall be provided, last 3 years or last 5 years. Please clarify	Refer Corrigendum
46	<b>M/S GANJAM MANPOWER &amp; SECURITY SERVICE (P) LTD. BHUBANESWAR,ODISHA. 9937011017 manoj.mohanty17@gmail.com</b>	Clause No- 4.3.1: Point No- PQ8: EPF, ESIC Certification	18	The Bidder should have registration with Employee Provident Fund Organization, Government of India and ESIC. Valid Registration certification	The Bidder should have registration with Employee Provident Fund Organization, Government of India and ESIC. WITH ONLINE ECR EPF, ESIC Certification	RFP clause stands
47		Clause No- 4.8: Combined & Final Evaluation	21	The composite mark is a weighted average of the Technical and Financial Marks. The ratio of Technical and Financial mark is 80:20, respectively. The Composite Mark will be derived using the following formula: Composite Mark = (TM * 0.8 + FM * 0.2) Where; TM = Weighted Technical Marks FM = Weighted Financial Marks	IN standard tender qcbc 70*30 .07*.0.03 like 70:30	RFP clause stands
48		Clause No- 5.4: Task D: Monthly Invoice. Sub Clause 5.4.3	26	The agency should provide a minimum 5% increment every year to every employee. The increment should be calculated based on their previous year salary.	Its provision or mandatory.	Refer Corrigendum