

TECH 13: Format of Bid Security Declaration from Bidders In Lieu of EMD
(On Bidders Letter head)

Bid Security Declaration Form

Date:

Tender No:

To,

Chief District Medical & Public Health Officer (CDM&PHO), Keonjhar,
District Headquarter Hospital, Keonjhar – 758001
Odisha

I/We, The undersigned, declare that:

I/We understand that, according to your conditions, bids must be supported by a Bid Securing Declaration.

I/We accept that I/We may be disqualified from bidding for any contract with you for a period of one year from the date of notification if I am /We are in a breach of any obligation under the bid conditions, because I/We:

- a) have withdrawn/modified/amended, impairs or derogates from the tender, my/our Bid during the period of bid validity specified in the form of Bid; or
- b) having been notified of the acceptance of our Bid by the purchaser during the period of bid validity
 - i. fail or reuse to execute the contract, if required, or
 - ii. fail or refuse to furnish the Performance Security, in accordance with the Instructions to Bidders.

I/We understand this Bid Securing Declaration shall cease to be valid if I am/we are not the successful Bidder, upon the earlier of

- (i) the receipt of your notification of the name of the successful Bidder; or
- (ii) thirty days after the expiration of the validity of my/our Bid.

Yours sincerely,

Authorized Signatory with :

Date and Seal

Name :

Designation :

Address of Bidder :

Contact Number of Bidder :

Email id of Bidder :

Query Response to Request for Proposal (RFP) for Selection of Agency for Hiring of Human Resources on Contractual Basis for Healthcare Facilities in Keonjhar District, Odisha

Sr. No.	Section /Page No.	Content of RFP Requesting Clarification	Change/Clarification requested	Remarks	Response to the Queries by the Client
1	Section 4.2(v)	Withdrawal of candidate	Notice of 30 days	Notice of 30 days	No change in RFP as already mentioned in Section 4.4.5.3.
2	Section 7.2(2.1)	Government experience	multiple government experience but less in healthcare	REC - 400+ PowerGrid 400+ Jharkhand Bijli VV Giri etc	No change in RFP
3	Section 7.2(2.1)	Private experience		Need relaxation for 10 years	No change in RFP
4	Section 10.3	Impact evaluation agency		Need clarification	Section 4.10.3 Explained No change in RFP
5	Section 13.8 a	Conduct of HR		Direct conduct management not possible	No change in RFP
6	Section 13.8	Indemnification		Indemnity needs to be limited by addition of Limitation of Liability clause in the following words at the end of the existing clause:	No change in RFP
7	Page 31 section 4.1			2012 to 2022 hope 10 years is acceptable	Experience acceptable from 01 January 2012 onwards
8	Section 11	Penalties		maximum of .5%	No change in RFP
9	Section 17.6	liquidated damage	maximum .5%	It is quite possible manpower might decline offer on the date of joining also	No change in RFP
10	Section 17.8	removal in case of misconduct	Notice pay/period	As per labour laws 30 days notice required	The HR/staff shall be provided an opportunity for explanation before the HR Executive Committee.
11	Annexure III	Experience level	Need experience levels. Can freshers be hired with educational qualification?	Is there any flexibility of 10-15% +- in remuneration range as per experience range	Annexure III The remuneration mentioned herein (except for sr. no. 1 of the HR Manager cum Client Relationship Executive [CRE]) is the minimum remuneration that shall be provided. At the time of actual onboarding/deployment, the change in remuneration, wrt educational qualifications and number of years of experience etc for a given position shall be mutually decided in consultation with the selected agency and HR Executive Committee, as per benchmarked remuneration offered.
12	Page No. 8 point no. 14 Earnest Money Deposit (EMD)	(EMD) Rs. 10,00,000/- (Rupees Ten Lakhs Only)	As per Government of Odisha, Finance Department Office Memorandum No.8484/F., dated 05.04.2022 EMD shall be exempted against the Bid Security Declaration, Change request : Please consider the above stated Memo for submitting Bid Security Declaration against EMD		EMD in form of DD or a Bid Security Declaration (Annexure attached) shall be submitted.
13	Page No. 10 Clause no 1 (i)	The selected Agency shall provide trained, skilled, certified, qualified, experienced human resources as per the requirement	Please clarify, total number of location where the manpower to be deployed, please provide list wise location detail of various health institution of Keonjhar District and also clarify that are all the staff exiting or fresh recruitment?		<ul style="list-style-type: none"> •Please refer Section 4.1 for the Healthcare Facilities in Keonjhar, Odisha wherein the approximated manpower/HR/Staff requirement shall be deployed. •All the HR/staff/Manpower are fresh recruitments.

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14	Page No. 10 Clause no. 2	2. Formulate and submit a Detailed Project Execution Plan (DPEP) for the hiring, selection, and appointment of human resources. The DPEP shall include details regarding: i. Procedure of hiring of the human resources as per the requirement. ii. Procedure of selection of new candidates: written exam/ interview/ years of work experience, etc whichever as applicable in consultation with the HR Executive Committee. iii. Method(s) for Antecedent Verification of the selected personnel.	What is the full recruitment process to be followed? if there will be examination, what method of examination shall be followed such as Written examination (subjective /objective) and exam syllabus etc ? What are the expected limits of candidate applications to be received? Who shall bear the cost of examination, venue, exam question paper, invigilator etc.? What type of training to be conducted by us and who shall bear the cost of training? What are the existing number of staff to be rolled over?		<p>•Section 4.4.2.The Detailed Project Execution Plan (DPEP) / Course Action Plan shall be formulated (inclusive but not limited to the points mentioned from i to viii) and submitted by the selected agency.</p> <p>•Section 4.13.3: The cost for such training, capacity building and travelling etc will be reimbursed to the selected Agency in addition to their management fee as and when need arises for additional training as per written request from CDM&PHO Keonjhar.</p> <p>•There are no existing number of staff that needs to be rolled over.</p>
15	Page No. 17 Clause no. 6	The staff shall be in proper uniform and with their identity card properly displayed.	Please mention, what uniform specification to be provided to the staff and number of uniform per year and who shall bear the cost of uniform, Is it on reimbursable basis?		The staff shall be in proper uniform (as per applicable staff cadre) and with their identity card properly displayed. Uniform (as per applicable staff cadre) shall be provided by agency at its own cost. The staff cadre to whom the uniform is to be provided, the specifications of uniform, and the quantity of uniforms etc shall be mutually decided by the selected agency and HR executive committee at the time of actual onboarding/deployment of the HR/Staff.
16	Page No. 11 Clause no. 7	The Agency shall provide the requisite contractual human resources /staff for round the clock healthcare services. Number of contractual human resources /paramedical staff can be increased / decreased as per actual need basis	What is total requirement including the substitute which shall be required for round the clock services? please clarify if the staff given number are inclusive of round the clock staff, if no please mention who shall bear the cost of additional staff required to provide the round the clock services on various situation such leave, week off and holiday etc.		•The total requirement has been approximated considering/inclusive of the round the clock staff required for healthcare services provision.
17	Page no. 18 and clause no. 13(f)	DMF Keonjhar shall verify the bills / abstract and supporting documents and release payment to CDM&PHO Keonjhar who in turn will release the payment to the Agency.	What is method of payment? Is it collect and pay basis or pay and collect basis? Also mention days to be taken to release the payment to the agency And Is it centralized payment from CDM & PHO Keonjhar or from different health institution?		Refer Section 4.13.9. Centralized payment will be done for the single monthly bill/invoice raised by the selected agency.
18	Section 8.27	Earnest Money Deposit (EMD): The Agency should furnish an EMD of Rs. 10,00,000.00 (Rupees Ten Lakhs Only), in the form of Demand Draft in favour of "CDMO, Keonjhar, DMF" and payable at Keonjhar, Odisha.	Our Hon'ble Prime Minister is supporting to promote MSME Companies for the tender fee. Our company fall under the same category of MSME. We understand that the bidders who are registered with NSIC / MSE (Micro & Small Enterprises) for CREATIVE DESIGN & PRINTING SERVICES are exempted for payment of EMD. However, such bidders shall submit valid certificate issued by NSIC / MSME. Therefore, we request to kindly consider our request and allow exemption from payment of EMD.		If the bidder is registered under MSME/NSIC/MSE then photocopy of Udyog Aadhar registration certificate shall be attached in proposal for consideration of exemption of EMD.
19	Section 6.26	Turnover: The Bidder should have: • An average annual turnover of minimum Rs. 50 Crores (Rs. Fifty Crores) and a positive net worth in each of the previous three financial years (FY 2018-19, 2019-20, 2020-21).	The turnover is for capability of the company financial position to execute the work. So we request you to kindly reduce the turnover to Rs. 20 Crores. It will help MSME companies like us to participate in this tender. So kindly consider this request.		Section 5.3.i.6: The Bidder should have: • An average annual turnover of minimum Rs. 35 Crores (Rs. Thirty-five Crores) and a positive net worth in each of the previous three financial years (FY 2018-19, 2019-20, 2020-21). • The Agency should have filed ITRs for the last 3 FYs (FY 2018-19, 2019-20, 2020-21).
20	Section 4.26	No consortium / JVs / associations/ Single proprietorship / subcontracting shall be allowed under this project.	We request to allow the Consortium / JVs / associations under this project. So kindly consider this request.		No change in RFP

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Sr. No.	Section /Page No.	Content of RFP Requesting Clarification	Change/Clarification requested	Remarks	Response to the Queries by the Client
21	Section 1.26		We request you to kindly modify the 15 years old company to 8 years old company as 8 years old is also reputed with continuous operation and positive net worth. 8 years old company also will perform same as 15 years old. So kindly consider this request.		No change in RFP
22	Section 1.26	Should have been operating for the last fifteen years as of March 31, 2022. Registration with Labour Department, Govt of Odisha	Companies registration are always with Registrar of companies, so we request to consider and allow registration certificate with registrar of companies i.e. Certificate of Incorporation to have the proof of the registration date. So kindly consider this request.		Mandatory for the selected agency to register with Labour Department, Govt of Odisha, after receiving the LOI and before signing of the contract.
23	/ 29	Average annual turnover of the last three financial years, i.e., FY 2018-19, 2019-20, 2020-21 Scoring Criteria <ul style="list-style-type: none"> Rs. 50 crores to Rs 75 crores = 1 Marks Rs. 75.01 crores to Rs. 100 crores = 3 Marks Rs. 100.01 crores and above = 5 Marks 	We request to you that the average annual turnover of last three financial years, i.e., FY 2018-19, 2019-20, 2020-21 Scoring Criteria Please reduce to <ul style="list-style-type: none"> Rs. 18 crores = 3 Marks > Rs. 180 crores = 5 Marks. It will help MSME companies like us to participate in this tender.		Section 5.7.2.1.(1.1): Average annual turnover of the last three financial years, i.e., FY 2018-19, 2019-20, 2020-21 Scoring Criteria <ul style="list-style-type: none"> Rs. 35.00 crores to Rs 60.00 crores = 1 Marks Rs. 60.01 crores to Rs. 85.00 crores = 3 Marks Rs. 85.01 crores and above = 5 Marks
24	2.1 / 29	Experience of providing minimum of 400 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Government Establishment / Government Hospital / Government Laboratory / Government Clinic / Government Healthcare Facility etc at Central/ State/ District/ PSUs etc in the last 5 years	We are request to you that please add more category skilled / Unskilled staff For PSU/Government Establishment/.		Section 5.7.2.2.(2.1): Experience of providing minimum of 250 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Government Establishment / Government Hospital / Government Laboratory / Government Clinic / Government Healthcare Facility etc at Central/State/District/ PSUs etc in the last 5 years <ul style="list-style-type: none"> Minimum Staff Strength/Contract:250 Minimum Contract Value: Rs. 25 Lakhs Minimum Contract Period: 12 months Scoring Criteria <ul style="list-style-type: none"> One contract of atleast 250 staff = 5 marks Two contracts of atleast 500 staff = 10 marks Three contracts of atleast 750 staff = 15 marks
25	2.2 / 29	Experience of providing minimum of 400 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Trust Hospital / Private Hospital/ Nursing Home/ PPP managed Urban PHC / Ambulance Services / Mobile Medical Units/ Laboratories & Diagnostic Centres /Clinic/ Ambulance Services/ Pharmaceutical Industry / Private Healthcare Consulting Services etc in the last 5 years	We are request to you that please add more category skilled / Unskilled staff For PSU/Government Establishment/.		Section 5.7.2.2.(2.2): Experience of providing minimum of 250 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Trust Hospital / Private Hospital/ Nursing Home/ PPP managed Urban PHC / Ambulance Services / Mobile Medical Units/ Laboratories & Diagnostic Centres /Clinic/ Ambulance Services/ Pharmaceutical Industry / Private Healthcare Consulting Services etc in the last 5 years <ul style="list-style-type: none"> Minimum Staff Strength:250 Minimum Contract Value: Rs. 25 Lakhs Minimum Contract Period: 12 months Scoring Criteria <ul style="list-style-type: none"> One contract of atleast 250 staff = 5 marks Two contracts of atleast 500 staff = 10 marks Three contracts of atleast 750 staff = 15 marks

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26	8 / 27	Earnest Money Deposit (EMD): The Agency should furnish an EMD of Rs.10,00,000.00 (Rupees Ten Lakhs Only), in the form of Demand Draft in favour of "CDMO, Keonjhar, DMF" and payable at Keonjhar, Odisha	Our Hon'ble Prime Minister is supporting to promote MSME Companies for the tender fee. Our company fall under the same category of MSME. We understand that the bidders who are registered with NSIC / MSE (Micro & Small Enterprises) for CREATIVE DESIGN & PRINTING SERVICES are exempted for payment of EMD. However, such bidders shall submit valid certificate issued by NSIC / MSME. Therefore, we request to kindly consider our request and allow exemption from payment of EMD.		If the bidder is registered under MSME/NSIC/MSE then photocopy of Udyog Aadhar registration certificate shall be attached in proposal for consideration of exemption of EMD.
27	6 / 26	Turnover: The Bidder should have: • An average annual turnover of minimum Rs. 50 Crores (Rs. Fifty Crores) and a positive net worth in each of the previous three financial years (FY 2018-19, 2019-20, 2020-21).	The turnover is for capability of the company financial position to execute the work. So we request you to kindly reduce the turnover to Rs. 20 Crores. It will help MSME companies like us to participate in this tender. Also It will help larger participation and competitive price to the department. So kindly consider this request.		Section 5.3.i.6: The Bidder should have: • An average annual turnover of minimum Rs. 35 Crores (Rs. Thirty-five Crores) and a positive net worth in each of the previous three financial years (FY 2018-19, 2019-20, 2020-21). • The Agency should have filed ITRs for the last 3 FYs (FY 2018-19, 2019-20, 2020-21).
28	4 / 26	No consortium / JVs / associations/ Single proprietorship / subcontracting shall be allowed under this project.	We request to allow the Consortium / JVs / associations under this project. It will help MSME companies like us to participate in this tender. Also It will help larger participation. So kindly consider this request.		No change in RFP
29	1 / 26	Should have been operating for the last fifteen years as of March 31, 2022. Registration with Labour Department, Govt of Odisha	We request you to kindly modify the 15 years old company to 10 years old company as 10 years old is also proven and reputed with continuous operation and positive net worth. 10 years old company also will perform same as 15 years old. So kindly consider this request.		No change in RFP
30	1 / 26	Should have been operating for the last fifteen years as of March 31, 2022. Registration with Labour Department, Govt of Odisha	Companies registration are always with Registrar of companies, so we request to consider and allow registration certificate with registrar of companies i.e. Certificate of Incorporation to have the proof of the registration date. So kindly consider this request.		Mandatory for the selected agency to register with Labour Department, Govt of Odisha, after receiving the LOI and before signing of the contract.
31	1.1 / 29	Average annual turnover of the last three financial years, i.e., FY 2018-19, 2019-20, 2020-21 Scoring Criteria • Rs. 50 crores to Rs 75 crores = 1 Marks • Rs. 75.01 crores to Rs. 100 crores = 3 Marks • Rs. 100.01 crores and above = 5 Marks	We request to you that the average annual turnover of last three financial year, i.e., FY 2018-19, 2019-20, 2020-21 Scoring Criteria Please reduce to • Rs. 20 crores = 3 Marks • > Rs. 20 crores = 5 Marks. It will help MSME companies like us to participate in this tender. Also It will help larger participation and competitive price to the department. So kindly consider this request.		Section 5.7.2.1.(1.1): Average annual turnover of the last three financial years, i.e., FY 2018-19, 2019-20, 2020-21 Scoring Criteria • Rs. 35.00 crores to Rs 60.00 crores = 1 Marks • Rs. 60.01 crores to Rs. 85.00 crores = 3 Marks • Rs. 85.01 crores and above = 5 Marks

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32	2.1 / 29	Experience of providing minimum of 400 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Government Establishment / Government Hospital / Government Laboratory / Government Clinic / Government Healthcare Facility etc at Central/ State/ District/ PSUs etc in the last 5 year	We are request to you that please add more category skilled / Unskilled staff for Government Establishment/ So kindly consider this request.		Section 5.7.2.2.(2.1): Experience of providing minimum of 250 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Government Establishment / Government Hospital / Government Laboratory / Government Clinic / Government Healthcare Facility etc at Central/State/District/ PSUs etc in the last 5 years <ul style="list-style-type: none"> •Minimum Staff Strength/Contract:250 •Minimum Contract Value: Rs. 25 Lakhs •Minimum Contract Period: 12 months Scoring Criteria <ul style="list-style-type: none"> •One contract of atleast 250 staff = 5 marks •Two contracts of atleast 500 staff = 10 marks •Three contracts of atleast 750 staff = 15 marks
33	2.2 / 29	Experience of providing minimum of 400 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Trust Hospital / Private Hospital/ Nursing Home/ PPP managed Urban PHC / Ambulance Services / Mobile Medical Units/ Laboratories & Diagnostic Centres /Clinic/ Ambulance Services/ Pharmaceutical Industry / Private Healthcare Consulting Services etc in the last 5 years	We are request to you that please add more category skilled / Unskilled staff for Government Establishment/ So kindly consider this request.		Section 5.7.2.2.(2.2): Experience of providing minimum of 250 experienced and certified clinical, paramedical/ healthcare human resources/staff* for Trust Hospital / Private Hospital/ Nursing Home/ PPP managed Urban PHC / Ambulance Services / Mobile Medical Units/ Laboratories & Diagnostic Centres /Clinic/ Ambulance Services/ Pharmaceutical Industry / Private Healthcare Consulting Services etc in the last 5 years <ul style="list-style-type: none"> • Minimum Staff Strength:250 • Minimum Contract Value: Rs. 25 Lakhs • Minimum Contract Period: 12 months Scoring Criteria <ul style="list-style-type: none"> • One contract of atleast 250 staff = 5 marks • Two contracts of atleast 500 staff = 10 marks • Three contracts of atleast 750 staff = 15 marks
					Section 5.3.i.5: Experience of providing minimum of 250 experienced and certified clinical, paramedical/ healthcare human resources/staff for Hospital (Government or Private) / Nursing Home/ Urban PHC / Ambulance Services / Mobile Medical Units/ Laboratories & Diagnostic Centres /Clinic/ Ambulance Services/ Pharmaceutical Industry / Healthcare Consulting Services etc (atleast for one contract/assignment) in the last 5 years <ul style="list-style-type: none"> • Minimum Staff Strength:250 • Minimum Contract Value:25 lakhs • Minimum Contract Period: 12 months
					Section 5.3.i.1: <ul style="list-style-type: none"> • Copy of Certificate of Incorporation • Registration Certificate • PAN No. • GST No. (updated GST Clearance along with Challan) • Service Tax
					* Sanitary workers, sweepers, security guards are excluded.