

Reply to the pre-bid Queries received from the intending tenderers and relating Addendum

Sl. No.	Query	Reply
1	That the Central Minimum Wages for the 'Watch & Ward' is different than that mentioned for security personnel in your said Tender document. You, therefore, are requested to let us know whether we should follow the Minimum Wages as mentioned in your Tender document or quote according to the latest notified Central Minimum Wages for Watch & Wards categories.	<p>It is to confirm that consistent with Gazette of India Notification issued vide S.O 188(E) dated 19.01.2017, the Security personnel under the contract would be treated as follows:-</p> <p style="text-align: center;">Unarmed Security Guard – Equivalent to Skilled Worker. Armed Security Guard –Equivalent to Highly Skilled Worker.</p> <p>Besides, the Security Supervisor would also be treated equivalent to Highly Skilled Worker with additional payment of Rs 100/- per day of deployment.</p> <p>The above is also consistent with order of CLC No. 1/38(6)2018-LS-II dated 29.09.2018.</p> <p>Please refer to the Addendum at Annex-II</p>
2	It is also mentioned in the Tender documents that the revised Minimum Wages shall be reimbursed by the Management but there is no mention of its effect on the statutory compliances and also please note the TDS of 2% on the revised amount shall get deducted from our monthly billing and therefore why should an Agency get reimbursement to that effect.	KoPT will also reimburse PF and ESI commensurate with the prevailing minimum wages notified by the appropriate Government along with the minimum wages. The contractor will be required to absorb all its cost and overheads within the fixed amount to be paid by the management as per clause 17.1(c) of the tender document.
3	That in the Tender documents it is also mentioned that, the Vendors are required to put their calculation only on the Minimum Wages mentioned and have to continue with the same rate for the next 3 (three) years; but as per our mention during the pre-bid meeting, the increment in the Minimum wages shall effect the TDS to a good extent and hence, we feel, that the % of Service Charge may be kept fixed but not the amount.	Not acceded to. The payment proposed against item-17.1(c) shall remain firm throughout the period of the contract.
4	That during the 3 (three) years of Tender period, the year 2020 is a leap year and hence the total number of days of services is 1096 days (i.e. 365 + 366 + 365) and NOT 365 * 3 years = 1095 days.	Noted. The provisions of the contract will be performed for all the days comprising the 3 year contract period.
5	During the pre-bid meeting it was also mentioned that, Casual Leave, Privileged Leave/Earn Leave & Festival Leave also falls under statutory compliances, but the same has no mention in your tender document. However, to cover all the above the total Annual Leave shall be 30 days in a year.	It is for the contractor to grant leave to its employees as per the agreement with their employees. For that matter, the contractor may have reserved strength to address the issues of absence / leave / Roster Off. KoPT will only pay according to the monthly man days actually deployed at each of the duty points.

6	Please note that National Holidays attract double payment but the same has no mention in your tender document.	Not acceded to. The tenderer in this regard may refer to Clause-27.1 of the tender document.
7	Please also note that since the deployment is of around 100 personnel per day therefore HRA also becomes statutory but the same finds no mention in your said tender document.	The tenderers may refer to clause-27.1 of the tender document.
8	4.81% Gratuity also falls under statutory compliances and the benefit of the same needs to be given to the security personnel in the form of terminal benefit on monthly basis. But there is no mention of the same in the Tender documents.	The tenderers may refer to clause-27.1 of the tender document.
9	Whether the service charge should calculate only on minimum wages or rate including other components (ESI, PF, BONUS, LEAVE)?	The bidding parameter as at clause-27.1 of the tender document stipulates that the percentage shall be quoted only on the minimum wages as applicable on the date of hosting of the tender document in the website of KoPT.
10	Additional manpower	There is no query.
11	Minimum wages mention on the tender paper is not matching the current watch and ward declaration by the Central Govt.	Please refer to the reply at (1) above.
12	As per BOQ Security personnel will be deployed but the rates considered by HDC is of Construction and Maintenance of Road Workers(Notification No.-1/38(3)/2018-LS-II) Whereas as per CLC there is a separate notification for Security Personnel(Notification No.- 1/38(6)/2018-LS-II)	Please refer to the reply at (1) above
13	As per the Tender Notice it is not clear that who will be liable if the Minimum Wages and another Statutory Components are revised?	Please refer to Clause-17.1 of the tender document which clearly provides the clarifications in respect to the query.
14	As per the Tender Notice Leave and NFH is not considered which needed to be considered for the fulfillment of Compliance as per West Bengal Shops and Establishment Act.	Please refer to the reply given in respect of the queries at 5 & 6 above.
15	As per the discussion on 27th Dec'18 with HDC team, the charge for Dock Entry Permit is Rs.11/- per person for 12 Hrs, but it is not mentioned in the Tender notice that this rate is fixed for coming 3 years and it will not be increased/decreased.	The rate is valid till validity of the existing Scale of Rates of Kolkata Port Trust. This may be revised upward / downward with the approval of the TAMP.
16	Can a common format of Power of Attorney be considered, or the format given in the Tender Notice need to be specifically followed?	The format given in the tender document is to be followed.
17	Who is liable for Bonus and Gratuity which are statutory payments?	Please refer to Clause-17.1 of the tender document which clearly provides the clarifications in respect to the query.

18	Keeping in view the requirement of expertise and risks involved for guarding the assets of various establishments, the Central Labour commissioner, New Delhi, has issued separate notifications for minimum wages in respect of Watch Ward categories besides Industrial Workers, Clubbing of Watch & Wards with Industrial Workers therefore needs to be reviewed.	Please refer to the reply at (1) above.
19	As per tender documents service charges are not inclusive of EPF & ESIC but TDS deductions are to be affected from our billings. You may kindly consider payment of service charges on total billings (less GST).	Please refer to the replies given under queries at 2 & 3 above.
20	The Watch Wards deployed inside the Haldia Dock Complex needs to be suitably compensated with applicable Hazardous Allowance.	KoPT will not separately pay any amount as hazardous allowance. However, the contractor may include any such expenditure if found required in his bid for recovering the overhead and other expenses as per clause-17.1(c) of the tender document.
21	As per Section 13 (b) of the Minimum Wages Act 1948 read in conjunction with Rule 23 of the Wages (Central) Rules, 1950, all Contract Workers are entitled for paid rest day. You may therefore consider the above provision.	Please refer to the reply under query 5 above.
22	The Hazardous Allowance for those deployed inside the Dock Complex be also considered.	Please refer to the reply under query 20 above.

Addendum**Tender no: Admn/S/36M/2019-21****&****E-Tender no. KoPT/ Haldia Dock Complex/Admn. Div/10/18-19/ET/333****Tender Subject :Tender for hiring of Armed & Unarmed Security Personnel for Security and Surveillance at different areas under Haldia Dock Complex, Kolkata Port Trust.**

Clause No	Existing Clause details as per Tender Document	Amended Clause
Annexure-III Clause no. 17.1(a)	<p>Payment shall be made strictly as follows :</p> <p>Minimum Wages for "deployment of armed, unarmed security personnel and security Supervisor for security & surveillance at different areas under Haldia Dock Complex" as applicable, as per the directives of the appropriate authority of Central Govt. as issued from time to time in this regard for the period of deployment. For the purpose of payment of minimum wages, each category of security personnel to be deployed shall be considered to be of the following category of skill:-</p> <p>Unarmed Security Guard – Equivalent to Semi Skilled Worker</p> <p>Armed Security Guard – Equivalent to Skilled Worker</p> <p>Security Supervisor – Equivalent to Highly Skilled Worker</p>	<p>Payment shall be made strictly as follows :</p> <p>Minimum Wages for "deployment of armed, unarmed security personnel and security Supervisor for security & surveillance at different areas under Haldia Dock Complex" as applicable, as per the directives of the appropriate authority of Central Govt. as issued from time to time in this regard for the period of deployment. For the purpose of payment of minimum wages, each category of security personnel to be deployed shall be considered to be of the following category of skill:-</p> <p>Unarmed Security Guard –Equivalent to Skilled Worker</p> <p>Armed Security Guard – Equivalent to Highly Skilled Worker</p> <p>Security Supervisor – Equivalent to Highly Skilled Worker (Additional amount of Rs.100/- per 8 hrs. shift over and above the minimum wages as applicable for a highly skilled worker shall also be paid)</p>

<p>Annexure III Clause no. 27.2</p>	<p>The minimum wages on which the contractors are required to quote the percentage in their price bid for each of the three categories of security personnel to be deployed under the contract are as follows:-</p> <table border="1" data-bbox="272 427 836 1025"> <thead> <tr> <th>SL No.</th> <th>Category of personnel</th> <th>Type of skill</th> <th>Rate of Minimum Wages (In Rs)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Unarmed Security Guard</td> <td>Semi Skilled</td> <td>437.00</td> </tr> <tr> <td>2</td> <td>Armed Security Guard</td> <td>Skilled</td> <td>527.00</td> </tr> <tr> <td>3</td> <td>Security Supervisor</td> <td>Highly Skilled</td> <td>617.00</td> </tr> </tbody> </table>	SL No.	Category of personnel	Type of skill	Rate of Minimum Wages (In Rs)	1	Unarmed Security Guard	Semi Skilled	437.00	2	Armed Security Guard	Skilled	527.00	3	Security Supervisor	Highly Skilled	617.00	<p>The minimum wages on which the contractors are required to quote the percentage in their price bid for each of the three categories of security personnel to be deployed under the contract are as follows:-</p> <table border="1" data-bbox="901 427 1501 1025"> <thead> <tr> <th>SL No.</th> <th>Category of personnel</th> <th>Type of skill</th> <th>Rate of Minimum Wages (In Rs)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Unarmed Security Guard</td> <td>Skilled</td> <td>527.00</td> </tr> <tr> <td>2</td> <td>Armed Security Guard</td> <td>Highly Skilled</td> <td>617.00</td> </tr> <tr> <td>3</td> <td>Security Supervisor</td> <td>Highly Skilled</td> <td>617.00</td> </tr> </tbody> </table>	SL No.	Category of personnel	Type of skill	Rate of Minimum Wages (In Rs)	1	Unarmed Security Guard	Skilled	527.00	2	Armed Security Guard	Highly Skilled	617.00	3	Security Supervisor	Highly Skilled	617.00
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<p>Annexure-VII (Note -1)</p>	<p>Applicable rate of Minimum Wages as on 14.12.2018 are as follows.</p> <table border="1" data-bbox="260 1169 855 1301"> <thead> <tr> <th>Sl. No.</th> <th>Categories of personnel</th> <th>Rate in Rs.</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>unarmed security guard</td> <td>437.00</td> </tr> <tr> <td>2</td> <td>armed security guard</td> <td>527.00</td> </tr> <tr> <td>3</td> <td>Supervisor</td> <td>617.00</td> </tr> </tbody> </table>	Sl. No.	Categories of personnel	Rate in Rs.	1	unarmed security guard	437.00	2	armed security guard	527.00	3	Supervisor	617.00	<p>Applicable rate of Minimum Wages as on 25.03.2019 are as follows.</p> <table border="1" data-bbox="885 1169 1513 1301"> <thead> <tr> <th>Sl. No.</th> <th>Categories of personnel</th> <th>Rate in Rs.</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>unarmed security guard</td> <td>527.00</td> </tr> <tr> <td>2</td> <td>armed security guard</td> <td>617.00</td> </tr> <tr> <td>3</td> <td>Supervisor</td> <td>617.00 *</td> </tr> </tbody> </table> <p>* Additional amount of Rs.100/- per 8 hrs. shift over and above the minimum wages as applicable for a highly skilled worker shall also be paid.</p>	Sl. No.	Categories of personnel	Rate in Rs.	1	unarmed security guard	527.00	2	armed security guard	617.00	3	Supervisor	617.00 *								
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Amendment in Schedule of Tender (SOT) of Tender Document

Schedule of Tender (SOT) Clause	Existing Clause details as per Tender Document	Amended Clause
i.	Last date of submission of EMD & Bid Document fee. 08.01.2019 up to 1400 hours	Last date of submission of EMD & Bid Document fee. 08.04.2019 up to 1400 hours
k.	Date of Starting of e-Tender for submission of on line Techno-Commercial Bid and price Bid at www.mstcecommerce.com/eprochome/kopt 01.01.2019 from 0930 hours	Date of Starting of e-Tender for submission of on line Techno-Commercial Bid and price Bid at www.mstcecommerce.com/eprochome/kopt 01.04.2019 from 0930 hours
l.	Date of closing of online e-tender for submission of Techno-Commercial Bid & Price Bid 08.01.2019 up to 1500 hours	Date of closing of online e-tender for submission of Techno-Commercial Bid & Price Bid 08.04.2019 up to 1500 hours
m.	Date & time of opening of Part-I (i.e. Techno-Commercial Bid). 08.01.2019 after 1530 hours Date of opening of Part II (i.e. Price Bid) shall be informed separately	Date & time of opening of Part-I (i.e. Techno-Commercial Bid). 08.04.2019 after 1530 hours Date of opening of Part II (i.e. Price Bid) shall be informed separately