

**Clarification to queries raised in the Pre bid meeting held on  
29 May 2017 in respect of the  
“Tender for Providing Security Services on Contract for IISc”  
(Tender No. R(CMC)CSS/2017/01 dated 18 May 2017)**

**Query 1: Is it mandatory for Payment of Bonus to security personnel deployed?**

**Response:** *Contract labourers working in educational institutions are not entitled for bonus. However it is left to the agency's policy. In case to be paid, it should be from the agency's account and IISc will not compensate towards payment of bonus.*

**Query 2: Number of paid National/other Holidays?**

**Response:** *In addition to the weekly-off, the security personnel deployed at Indian Institute of Science, Bangalore are eligible for 3 national holidays namely January 26<sup>th</sup>, August 15<sup>th</sup> and October 2<sup>nd</sup>. Those working on these holidays will be paid additional wages and it will be over and above the 26/27 shifts permissible in a month.*

**Query 3: Clarify if the Employer Contribution to PF is 13.61% or 13.16%?**

**Response:** *Employer's contribution to PF according recent GOI orders is 13.16% w.e.f. 1<sup>st</sup> April 2017.*

**Query 4: Can the attendance of the security personnel be obtained through Biometric system?**

**Response:** *At present manual marking / recording of attendance in each shift is in vogue.*

**Query 5: Can performance security deposit be deducted in installments from the running monthly bills?**

**Response:** *Not permissible.*