

## Tender Pre-bid clarification - Manpower Services

### Responses to General Queries

QUERY	RESPONSE
<p><b>“Either the Registered Office or one of the Branch office of the bidder should be located in Bangalore”</b></p> <p>1. Does it mean that those who have no office in Bangalore at the time of filing tender is not technically eligible?</p> <p>2. Can a bidder’s understanding for opening of office in Bangalore on award of contract be admitted for qualification?</p>	<p>At the time of filing tender the Registered Office or one of the Branch Office of the bidder should be located in Bangalore</p>
<p>What is the scope of leave with wages for all the listed category of Manpower, will the employee get the paid leave?</p>	<p>List of the holidays for the Contract laborers is announced by Contract Management Cell every year. Maximum of 10 holidays including 4 national holidays for the contract laborers, must be observed. Declared Holidays falling on Saturday, Sundays and declared holidays falling on staggered weekly off days will not be compensated. The wages is paid on the declared holidays however if the employee had worked on the said holiday, compensatory off is being provided and no extra wages is being paid</p>
<p>What is the scope of bonus for all the listed category of Manpower. Will the employee get the bonus on client scope?</p>	<p>Bonus will not be paid by IISc</p>
<p>What is the scope of gratuity for all the listed category of Manpower?</p>	<p>The scope of Gratuity will not arise as the contract is only for the period of 3 years renewable on yearly basis after review.</p>
<p>What is the provision of Uniform for all the category of Manpower (Mandatory / Non Mandatory)?</p>	<p>Not Mandatory</p>
<p>If uniform is mandatory for all the employee the cost consideration will be under which parameter / under who’s scope.</p>	<p>Not Applicable</p>
<p>The Highly skilled / Skilled person do not comes under ESIC clause. But page No.23 of 24 saying (The selected agency will be required to pay minimum wage as prescribed under the Minimum Wages Act of Central Government along with all such other statutory dues like ESI, EPF etc as notified by the Central Government from time to time. Kindly clarify the Employee Insurance Provision for Non ESIC Category.</p>	<p>Skilled staff category do come under the purview of the ESIC Clause however for the staff under Highly Skilled Category if ESIC is not applicable, it is under the purview of the contractor to provide medical/insurance cover to their staff on roll as per the norms and IISc will not provide any reimbursement of Insurance premium payment in this regard.</p>