

**REPLY TO BIDDER'S PRE-BID QUERIES****Subject :- Hiring Agency for providing Technical and Non-Technical manpower for City Gas Distribution project of Goa Natural Gas Pvt Ltd in North Goa****Tender No.:- GNGPL/C&P/T- 49 dated 15/03/2023**

| SL. No. | REFERENCE OF BIDDING DOCUMENT                          |                   |            |                                    | BIDDER'S QUERY  | GNGPL'S REPLY   |
|---------|--|-------------------|------------|------------------------------------|---|---|
|         | Sec No.  | Page No.          | Clause No. | Subject                            |   |   |
| 1       | Section-III :- Special Conditions of Contract (Part-I) | Page 59 of 156    | 1 - C      | Fixed Emoluments                   | According to Page No 59, It is mentioned that the applicable minimum wages does not provision of ESIC in the CTC. Please clarify.                     | If Gross salary is 21k & above, then employee is not eligible under ESIC  |
| 2       | Section-III :- Special Conditions of Contract (Part-I) | Page 58 of 156    | 1 - D      | Holiday and Working hours          | According to Page No 59, Four National Holidays Payment will be paid to the contractor but the same has not been included in the CTC. Please clarify. | Refer Page no.58, clause no.1-D for Holidays and Working hours:-<br><i>Quote</i><br>"The AGENCY shall deploy the required personnel to provide the requisitioned SERVICES on monthly basis, unless requisitioned for a shorter duration. <b>These personnel shall be entitled to one weekly off; to be scheduled by the AGENCY in consultation with the respective EIC of GNGPL, as well as Closed Office days as per the GNGPL Holiday List prescribed for the respective year.</b> "<br><i>Unquote</i><br>To further explain – contract staff will be eligible for Closed Holidays, as per GNGPL holiday list for the respective year, hence same is not part of CTC. |
| 3       | Section-III :- Special Conditions of Contract (Part-I) | Page 59 of 156    | 1 - C      | Fixed Emoluments                   | According to Page No 59, Professional Tax has not been included in the CTC. Please clarify.   | Professional Tax is direct tax deducted from gross salary by employer. Hence it is not part of CTC.   |
| 4       | Section-III :- Special Conditions of Contract (Part-I) | Page 62-65 of 156 | 5          | Instructions to Contractor/ Agency | According to Page No 65, It is mentioned that the applicable Insurance Policy does not provision in the CTC. Please clarify                           | All insurance polices are in the scope of the agency, hence the same is not part of CTC.<br>The Agency shall at its own cost and initiative take and maintain at all times until the closure of the Contract, insurance policies in respect of manpower engaged by it for providing services under this Contract  |

**Mr. Amit Gokhale**  
**Sr. Manager - Projects, GNGPL**

Note: Any addendum / corrigendum / clarifications shall be integral part of the Bidding Documents and shall be submitted by bidders duly signed &amp; stamped in their bid.