

**REPLIES TO PRE BID REPLIES FOR REQUEST FOR PROPOSAL FOR EMPANELMENT OF AGENCIES FOR SUPPLY OF IT MANPOWER  
NPCI/RFP/2015-16/HR/20 dated 13.01.2016**

S.No	Document Reference	Page No	Clause No	Description in RFP	Additional Remarks (if any)	NPCI Response
1	NPCI/RFP/2015-16/HR/20	8	3.1	Resource replacement in 03 months recruitment charges will not be reimbursed	We should get recruitment charges for every replacement..	No recruitment fees payable if candidate leaves in 3 months
2	NPCI/RFP/2015-16/HR/20	19	8.6/8.7	Resource deployment within a period of 4 weeks from the notification of PO	We would recommend the period should be 8 weeks.. From the date of PO	6 weeks from date of issue of PO
3	NPCI/RFP/2015-16/HR/20		Terms of Delivery	Background verification report	we would conduct police verification of the candidates	Yes the Vendor should Certify candidates details in format provided by NPCI
4	NPCI/RFP/2015-16/HR/20		8.7 : Penalty for default in Delivery	Non deployment of resources - @0.5 of total purchase value for each weeks delay beyond stipulated time subject to maximum of 5%	More clarity required	No change in RFP. If the resources are not deployed within the stipulated period (as clarified above), LD will be applicable.
5	NPCI/RFP/2015-16/HR/20	21	8.17	We need to extend contract for 06 month after completion contract period	Ideally after 3 years.. We would revise the prices for the extension as mutually agreed by two parties	Yes however in the interim Period i.e. for six months after 3 years completion period the same rates shall apply
6	NPCI/RFP/2015-16/HR/20	26	8.29 Replacement of Resource(s)	NPCI shall consider at its sole judgment that the Resource(s) provided by Bidder as unsuitable for the job for whatsoever reason, NPCI shall have the option either (1) to terminate the Purchase Order in part or as a whole or (2) to request Bidder for prompt replacement within 15 days at its cost.	Kindly do provide Replacement at 8 weeks	6 weeks
7	NPCI/RFP/2015-16/HR/20				Bidder would not be penalised for late delivery of resources... if after sharing the resources with NPCI.. Customer does not conduct interviews or revert with the update in 2 working days.	Agree
8	NPCI/RFP/2015-16/HR/20				What would be the percentage of the bifurcation to L1 and L2	Order will be split in the ratio of 60:40. In case either vendor is not able to provide required number of resources, NPCI will be free to place Order with the other vendor for the deficit.
9	NPCI/RFP/2015-16/HR/20				For DBA L2 cost should be revised by 80% ... as in the RFP it is mentioned experience of the candiadte shold be 8 to 10 years	No revision possible rates mentioned in the RFP shall prevail.
10	NPCI/RFP/2015-16/HR/20				In the commercial bid format.. The calculation is based on the notional value provided by NPCI... Can we change the value within Minimum and Maximum range for all categories of resources	Anyway it doesn't impact as Service Charge needs to be fixed by Vendor and Salary of resource is to decided by NPCI.
11	NPCI/RFP/2015-16/HR/20				The recuritment charges should be applicable for each year at the rate mentioned in the commercials for all the resources	No, it shall be paid once per resource
12	As per CVC Guide Line	9	4.2,Sr. No.6	Eligibility Criteria Rs.25 Crores?	As per CVC guide line turn over should be Maximum 30% of tender Estimate cost.	No change in RFP. Eligibility criteria of CVC is minimum for construction / electrical contracts
13	Preparation of BID	11	5.5	Prices would be exclusive of all taxes, duties levies, VAT/Sales Tax and fees whatsoever, except Octroi. Octroi, if any, will be paid additionally, at actual on production of receipt. However, the Taxes should be shown separately in the Price Schedule.	the table given does not have a column to mention the taxes. So please let us know how do we include the taxes in the Bid Price sheet.	Please refer to Annexure C2 - TCO for 97 Resources for 3 Years
14	Forfeiture of EMD	11	5.8	Failure to accept the order by the Selected Bidder within 14 days from the date of receipt of the Notification of Award makes the EMD liable for forfeiture at the discretion of NPCI. However NPCI reserves its right to consider at its sole discretion the late acceptance of the order by selected Bidder.	This seems one sided. What if the bidder has a genuine reason to fall out.	No change in RFP. There is no option to bidder to not accept the order
15	Order Cancellation	22	8.19	In case of order cancellation before acceptance of the service, any payment made by NPCI to the Bidder for the particular product and service would necessarily have to be returned to NPCI, at the option of NPCI, with interest @ 15% per annum from the date of each such payment. Further the Bidder would also be required to compensate NPCI for any direct loss incurred by NPCI due to the cancellation of the Purchase Order and any additional expenditure to be incurred by NPCI to appoint any other Bidder.	would request you to please elaborate on this point. As the client would be making payout to us for employee salary payment and service providers service fee.	No change in RFP as no advance payment is involved

16	Termination of Contract	22	8.20	For Convenience: NPCI by written notice sent to Bidder may terminate the contract in whole or in part at any time for its convenience giving three months prior notice. The notice of termination shall specify that the termination is for convenience the extent to which Bidder's performance under the contract is terminated and the date upon which such termination become effective. NPCI may consider request of the bidder for pro-rata payment till the date of termination.	It is unconstitutional to have one sided termination clause. 3 month notice period should be for either party.	No change in RFP
17	Section 9 - Technical requirement	29		CTC, for the purpose of calculating % of service charges as mentioned in the commercial bid format, shall include basic salary, HRA, Special Allowance, Conveyance, PF, ESIC, Leave Salary etc. but should exclude service tax and agency's administrative and any other charges as indicated above.	Need clarity whether the one time bonus & leave encashment given to the employee in a year needs to be part of the CTC or will NPCI pay this amount separately.	One Time Bonus is not required as per payment of Bonus Act as the resources are beyond Slab
18	Annxure I - Location wise service support details.	42		reference to the grid provided - no , address, No. of Hardware engineers, No. of Software Engineers.	We are an HR company and hence will not have hardware engineers & software engineers. But instead would have support function team. So please confirm do we mention the addresses of our office locations at the various cities and only mention no of our employees at these locations under software engineers.	Details required as per attached format only
19	Annexure C2 Commercial Bid Format	63	-	Commercial Bid Format	In cost of resource per year, do we incorporate all management cost, etc. ?	Service Charge / Management Charge is to be included in cost of resource per year as per Annexure C2
20	Section 7 - Bid Evaluation	17	7.4	Successful Evaluated Bidder	Do all levels of resources will be divided between 2 bidders after winning? How many resoruces will be devided between two bidders? Kindly provide the breakup.	Order will be split in the ratio of 60:40. In case either vendor is not able to provide required number of resources, NPCI will be free to place Order with the other vendor for the deficit.
21	Section 5 --Instruction to Bidders	11	5.6	Earnest Money Deposit	As per the clause 5.6 EMD of RS. 5 lakh in the form of BG is asked but in Annexure A1 page no. 30 it is mentioned Rs. 1 lakh. Please clarify on this what we have to consider 5 lakh or 1 lakh.	EMD is Rs 5.00 lac
22	Annexure L	57	-	The Agencies to provide complaine status to the following Laws/Acts	As per the Annexure L, what complaine/ document to be submitted to the NPCI. Is it a certificate from CA regarding all laws or we have to provide the current status only ? If possible please share the format.	The bidder may adopt its own format and report current status
23	3. Scope of work	7	3.1	Bidder needs to also ensure availability of required back end L3 level support for all the existing technologies used by NPCI (as listed below) and upgrade skillsets for upcoming technologies.	Please confirm whether L3 support is required as resident engineer at NPCI site or its an remote support.	It's a remote support which can be deployed at Vendor Site and on requirement may be called at NPCI site.
24	3. Scope of work	7	3.1	L3 Support to be provided without any charge in case of any requirement.	Please help to revise this clause as cost for L3 support on actuals as per case to case basis.	No change

25	3. Scope of work	8	3.1	Bidder needs to quote within CTC range given below	The salary differences between L1 resource, L2 Resource and Manager is very less . Manager's Salary needs to be revised for better	The CTC shall be decided by NPCI , the vendor has to confirm making available these resources within specified budget.
26	3. Scope of work	8	3.1	The successful bidder(s) shall deploy the resources within 4 weeks of receipt of firm communication in this regard.	Resource hiring and onboarding will minimum take 6 week'stime. Therefore please allow 6 week's time for deploying resurces	Agreed
27	3. Scope of work	8	3.1	The selected bidder(s) is (are) required to deploy resources as given below:	Please advice for which all locations these IT manpower is required and related bifurcation of No. of Resources per Location	Section 9 provides level wise details 75% resources shall be deployed across Hyderabad and Chennai
28	3. Scope of work	8	3.1	Bidder needs to quote within CTC range given below	Please advice how L1/L2/L3/L4/L5 bidder will be finaized. Is it with respect to each "Category of Resource/Designation" or on the overall project value?	It shall be on the Overall Project value not category wise
29	3. Scope of work	8	3.1	CTC range mentioned above is for per person per month and exact CTC will be decided by NPCI, while finalizing the candidates.	Please advice whether NPCI also will interview the candidates.	Yes , NPCI also shall interview the candidate before finalizing
30	3. Scope of work	8	3.1	CTC range mentioned above is for per person per month and exact CTC will be decided by NPCI, while finalizing the candidates.	As overall order value is linked to CTC of the manpower, please cancel the clause of "exact CTC will be decided by NPCI".	No Change
31	4. Eligibility Criteria	9	4.2	The bidder must have office in Mumbai and shall be in the business of providing manpower to various establishments for at least 5 years.	Please revise this criteria for three years	No revision possible as of now
32	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	19	8.7	a) If Bidder does not deploy the resources, as per the agreed scope of services with NPCI, or such authorized extension of delivery period as may be permitted in writing by NPCI, NPCI shall impose a penalty as given below: b) Non deployment of resources as above at NPCI - at the rate of 0.5% of the total PO value for each week's delay beyond the stipulated delivery period subject to a maximum of 5% c) In case the delay exceeds 10 days from the close of the stipulated delivery period of RFP, NPCI reserves the right to cancel the order without prejudice to other remedies available to NPCI. d) Without any prejudice to NPCI's other rights under the Applicable Law, NPCI may recover the liquidated damages, if any, accruing to NPCI, as above, from any amount payable to the bidder, as per this Agreement.	NPCI may impose a penalty only after they have sent written notice to Bidder with details of default in delivery and have also given 1 weeks time period for remedying the same in the said notice. Further, when penalty provision is provided, so over and above it no liquidated damages is applicable or fair.	No change in RFP.

33	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	20	8.12	Bidder to indemnify, protect and save NPCI and hold NPCI harmless from and against all claims, losses, costs, damages, expenses, action suits and other proceedings, (including reasonable attorney fees), relating to or resulting from any act or omission or negligence or misconduct of the bidder and its employees and representatives, breach of the terms and conditions of the agreement or purchase order, false statement by bidder, employment claims of employees of bidder, third party claims arising due to infringement of IPR, death or personal injury attributable to acts or omission of bidder, violation of statutory and regulatory provisions including labour laws, laws related to IT and IPR, breach of confidentiality obligations, breach of warranty. Indemnity would be limited to court or arbitration awarded damages. In case of damages, loss or liabilities suffered by NPCI arising out of claims made by its customers and/or regulatory authorities, indemnity would be unlimited.	Bidder will be liable and / or indemnify NPCI against claims, actions, etc where the act, omission, negligence, etc is only and solely attributable to the Bidder. Further, on happening of any such event, as contemplated in this clause, NPCI shall bring to notice of Bidder of any such event through a written letter with details of events and also provide 30 days time period for remedying the same.	No change in RFP
34	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	21	8.15	Bidder shall submit to NPCI periodic reports and documents at the scheduled intervals and the final report shall be delivered in CD form in addition to hard copies.	Please elaborate as to the kind of reports or documents are required to be submitted by Bidder.	Report on Employees deployed, Attendance , Leave , Attrition details, joining details, Tenure wise employee records etc. Basically all HR related details
35	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	22	8.18	The selected Bidder will be liable for all the deliverables. The Bidder's aggregate liability in connection with obligations undertaken under the PO, regardless of the form or nature of the action giving rise to such liability (whether in contract, tort or otherwise), shall be at actual and limited to the value of the contract/purchase order. Bidder's liability in case of claims against NPCI resulting from gross misconduct or gross negligence of the Bidder, its employees, contractors, and subcontractors or from infringement of patents, trademarks, copyrights or such other Intellectual Property Rights or breach of confidentiality obligations shall be unlimited.	Bidder will be liable only when such act is solely attributable to the Bidder. The Aggregate liability of Bidder in this Project / RFP / Agreement shall be limited to the total project value.	No change in RFP
36	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	21	8.16	a) NPCI reserves its right to cancel the order in the event of happening of one or more of the situations as mentioned in the Order Cancellation clause. b) Notwithstanding the existence of a dispute, and/or the commencement of arbitration proceedings, the Bidder should continue to provide the facilities to NPCI at the site. c) Reverse transition mechanism would be activated in the event of cancellation of the contract or exit by the parties prior to expiry of the contract. The Bidder should perform a reverse transition mechanism to NPCI or its selected vendor. The reverse transition mechanism would facilitate an orderly transfer of services to NPCI or to an alternative 3rd party / vendor nominated by NPCI. Where NPCI elects to transfer the responsibility for service delivery to a number of vendors, NPCI will nominate a service provider who will be responsible for all dealings with the Bidder regarding the delivery of the reverse transition services.	a.) NPCI may cancel the order on happening of any event mentioned in the said clause, provided they have notified Bidder through a written letter detailing out such event resulting into cancellation of order. Further, NPCI shall provide 30 days remedy period to NSE.IT in the said letter before taking any action. b.) Please elaborate on the terms that Bidder will continue providing facilities to NPCI site at the time of existence of dispute or arbitration proceedings. c.) Please elaborate on you reverse transmission mechanism model.	No change in RFP

37	RFP for Empanelment of Agencies for Supply of IT Manpower  Section 8 - Terms & Conditions	22	8.18	<p>The selected Bidder will be liable for all the deliverables.</p> <p>The Bidder's aggregate liability in connection with obligations undertaken under the PO, regardless of the form or nature of the action giving rise to such liability (whether in contract, tort or otherwise), shall be at actual and limited to the value of the contract/purchase order.</p> <p>Bidder's liability in case of claims against NPCI resulting from gross misconduct or gross negligence of the Bidder, its employees, contractors, and subcontractors or from infringement of patents, trademarks, copyrights or such other Intellectual Property Rights or breach of confidentiality obligations shall be unlimited.</p>	<p>Bidder will be liable only when such act is solely attributable to the Bidder. The Aggregate liability of Bidder in this Project / RFP / Agreement shall be limited to the total project value.</p>	No change in RFP
38	RFP for Empanelment of Agencies for Supply of IT Manpower  Section 8 - Terms & Conditions	22	8.19	<p>NPCI reserves its right to cancel the order in the event of one or more of the following situations, that are not occasioned due to reasons solely and directly attributable to NPCI alone;</p> <p>i. Delay in deployment of resources beyond the specified period as set out in the Purchase Order before acceptance of the product; or,</p> <p>ii. Serious discrepancy in the quality of service expected during deployment of resources.</p> <p>iii. If a Bidder makes any statement or encloses any form which turns out to be false, incorrect and/or misleading or information submitted by the bidder turns out to be incorrect and/or conceals or suppresses material information.</p> <p>In case of order cancellation before acceptance of the service, any payment made by NPCI to the Bidder for the particular product and service would necessarily have to be returned to NPCI, at the option of NPCI, with interest @ 15% per annum from the date of each such payment. Further the Bidder would also be required to compensate NPCI for any direct loss incurred by NPCI due to the cancellation of the Purchase Order and any additional expenditure to be incurred by NPCI to appoint any other Bidder.</p> <p>This is after repaying the original amount paid.</p>	<p>For any delays, error, defects, etc by the Consultant, NPCIL shall provide a written notice mentioning in detail the delay, defect, error, etc committed by Consultant and in such notice shall provide atleast 30 days cure period time to the Consultant to rectify or remedy such delay, defects, errors, etc. In case, if the cure period expires and the Consultant has not rectified such mistake, then only the said clause shall be applicable.</p>	No change in RFP
39	RFP for Empanelment of Agencies for Supply of IT Manpower  Section 8 - Terms & Conditions	22	8.2	<p>1.) NPCI by written notice sent to Bidder may terminate the contract in whole or in part at any time for its convenience giving 3 months prior notice. The notice of termination shall specify that the termination is for convenience the extent to which Bidder's performance under the contract is terminated and the date upon which such termination become effective. NPCI may consider request of the bidder for pro-rata payment till the date of termination.</p> <p>2.) NPCI at any time may terminate the contract by giving written notice to Bidder, if Bidder becomes bankrupt or insolvent. In this event, termination will be without compensation to Bidder, provided that such termination will not prejudice or affect any right of action or remedy that has accrued or will accrue thereafter to NPCI.</p> <p>3.) For Non-Performance: NPCI reserves its right to terminate the contract in the event of Bidder's repeated failures (say more than 3 occasions in a calendar year) to maintain the service level prescribed by NPCI.</p>	<p>NPCI may have right to terminate only for non-performance committed by Bidder due to reasons solely attributable to the Bidder and not otherwise. Further, the notice period shall be of atleast of 60 days period in case of Non-performance. Further, NPCI on termination of the contract for any of the reasons mentioned in the said clause shall pay the Bidder all the dues for the work done.</p>	No change in RFP

40	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	22	8.21	<p>Bidder agrees that it shall not be relieved of its obligations under the reverse transition mechanism notwithstanding the termination of the assignment.</p> <p>o Same terms (including payment terms) which were applicable during the term of the contract should be applicable for reverse transition services.</p> <p>o Bidder agrees that after completion of the Term or upon earlier termination of the assignment Bidder shall, if required by NPCI, continue to provide facility to NPCI at no less favourable terms than those contained in this RFP. In case NPCI wants to continue with Bidder's facility after the completion of this contract then the Bidder shall offer the same terms to NPCI. NPCI shall make such prorated payment for services rendered by the Bidder and accepted by NPCI at the sole discretion of NPCI in the event of termination, provided that the Bidder is in compliance with its obligations till such date. However, no payment for "costs incurred, or irrevocably committed to, up to the effective date of such termination" will be admissible. There shall be no termination compensation payable to the Bidder.</p> <p>o NPCI may make payments of undisputed amounts to the Bidder for services rendered till the effective date of termination. Termination shall be without prejudice to any other rights or remedies a party may be entitled to hereunder or at law and shall not affect any accrued rights or liabilities or either party nor the coming into force or continuation in force of any provision hereof which is expressly intended to</p>	<p>This clause is unreasonable and unfair. No obligations can be imposed on the Bidder or any party in any contract after termination, otherwise there remains no purpose of termination. No party can be forced to work on any conditions after termination.</p>	<p>No change in RFP</p>
41	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	24	8.22	<p>Neither Party shall have any liability to the other in respect of termination of this Agreement as a result of force majeure</p>	<p>In case of termination due to force majeure, NPCI shall pay all the dues to NSE.IT for the work done.</p>	<p>No change in RFP</p>
42	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	25	8.24	<p>Bidder shall undertake to observe, adhere to, abide by, comply with and notify NPCI about all laws in force or as are or as made applicable in future, pertaining to or applicable to them, their business, their employees or their obligations towards them and all purposes of this Contract and shall indemnify, keep indemnified, hold harmless, defend and protect NPCI officers / staff / personnel / representatives / agents from any failure or omission on its part to do so and against all claims or demands of liability and all consequences that may occur or arise for any default or failure on its part to conform or comply with the above and all other statutory obligations arising there from.</p> <p>Bidder shall promptly and timely obtain all such consents, permissions, approvals, licenses, etc., as may be necessary or required for any of the purposes of this project or for the conduct of their own business under any applicable Law, Government Regulation/Guidelines and shall keep the same valid and in force during the term of the project, and in the event of any failure or omission to do so, shall indemnify, keep indemnified, hold harmless, defend, protect and fully compensate NPCI and its employees/officers/staff/personnel/ representatives / agents from and against all claims or demands of liability and all consequences that may occur or arise for any default or failure on its part to conform or comply with the above and all other statutory obligations arising there from and NPCI will give</p>	<p>There is no requirement of such clause, as Bidder has always complied with, is complying with and will always comply to all the applicable laws.</p>	<p>No change in RFP</p>

43	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	25	8.26	<p>Bidder shall undertake to observe, adhere to, abide by, comply with and notify NPCI about all laws in force or as are or as made applicable in future, pertaining to or applicable to them, their business, their employees or their obligations towards them and all purposes of this Contract and shall indemnify, keep indemnified, hold harmless, defend and protect NPCI / officers/ staff/ personnel/ representatives/agents from any failure or omission on its part to do so and against all claims or demands of liability and all consequences that may occur or arise for any default or failure on its part to conform or comply with the above and all other statutory obligations arising there from.</p> <p>Bidder shall promptly and timely obtain all such consents, permissions, approvals, licenses, etc., as may be necessary or required for any of the purposes of this project or for the conduct of their own business under any applicable Law, Government Regulation/Guidelines and shall keep the same valid and in force during the term of the project, and in the event of any failure or omission to do so, shall indemnify, keep indemnified, hold harmless, defend, protect and fully compensate NPCI and its employees/officers/staff/personnel/ representatives/ agents from and against all claims or demands of liability and all consequences that may occur or arise for any default or failure on its part to conform or comply with the above and all other statutory obligations arising there from and</p>	There is no requirement of such clause, as Bidder has always complied with, is complying with and will always comply to all the applicable laws.	No change in RFP
44	RFP for Empanelment of Agencies for Supply of IT Manpower Section 3 - Scope of Work	7	3.1	The support would be required by NPCI over a period of three years spread over locations at Chennai, Hyderabad, Delhi and Mumbai. Bidder needs to also ensure availability of required back end L3 level support for all the existing technologies used by NPCI (as listed below) and upgrade skillsets for upcoming technologies. L3 Support to be provided without any charge in case of any requirement.	Can Backend L3 Support be provided from our NOC wherever and whenever possible.	No, L3 resource are required at each location due to business requirement. However they can operate from offsite
45	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	19	8.6	The resources should be deployed at the respective locations within a period of 4 weeks from date of receipt of the Notification of Award / Purchase Order. The selected vendor(s) has to submit the Background Verification Report, in the format approved by NPCI, in respect of each resource. The selected vendor(s) shall deploy the resources only after the Background Verification Reports have been accepted by NPCI. Such Reports have to be submitted and accepted, before any resources are replaced.	What would be the selection process for these manpower? Would NPCI also take the interviews of the candidates?	Once Vendor identifies the resource NPCI shall interview the candidate and provide a go ahead with a confirmation on CTC
46	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	19	8.6	The resources should be deployed at the respective locations within a period of 4 weeks from date of receipt of the Notification of Award / Purchase Order. The selected vendor(s) has to submit the Background Verification Report, in the format approved by NPCI, in respect of each resource. The selected vendor(s) shall deploy the resources only after the Background Verification Reports have been accepted by NPCI. Such Reports have to be submitted and accepted, before any resources are replaced.	Will there be selection process for the backup resources also	No change in the RFP

47	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	19	8.8	There shall be no increase in price for any reason whatsoever during the contract period i.e. 3 years from the date of acceptance of the Purchase Order	Resources unlikely to stay on for 3 years without any salary hikes	The Vendor has to factor in the increments to be provided over next three years while submitting the bid value
48	RFP for Empanelment of Agencies for Supply of IT Manpower Section 11 - Annexure K	44	Annexure K	Night shift resources	We need and approx count of resources expected to come in the night shift	However the vendor needs to factor in Night Shift allowance while submitting the quote / bid
49	RFP for Empanelment of Agencies for Supply of IT Manpower Section 12 - Annexure O	70	Annexure K	Resource Verification Details	Request you to please allow submission of this annexure post award of contract. For the meanwhile Bidder can provide HR declaration on company Letter Head stating that Bidder will perform Police Verification and give personal information of engineers post award of contract and request the period between PO and deployment of resources be increased to 8 weeks.	Background Verification Report has to be submitted before the resources are deployed.
50	RFP for Empanelment of Agencies for Supply of IT Manpower Section 8 - Terms & Conditions	26	8.29	NPCI shall consider at its sole judgment that the Resource(s) provided by Bidder as unsuitable for the job for whatsoever reason, NPCI shall have the option either (1) to terminate the Purchase Order in part or as a whole or (2) to request Bidder for prompt replacement within 15 days at its cost. In case any key resource wants to leave from service then Bidder shall take proper handover from the candidate before leaving the job so that NPCI operations shall not be affected	In case of replacement, what is the handover period required.	15 days replacement means Vendor has 15 days to complete the handover formalities
51	RFP for Empanelment of Agencies for Supply of IT Manpower Section 7 - Bid evaluation	17	7.4	NPCI proposes to empanel two bidders as the Agencies for supply of IT manpower and the Order would be split among the two empanelled Agencies. After completing internal approval processes, Bidder who has quoted the lowest will be declared as successful evaluated bidder or L1 Bidder and would be one of the Agencies for supply of IT manpower. The bidder who quoted the next lowest price, i.e. the L2 bidder would be empanelled as the other Agency for supply of IT manpower, provided the L2 bidder matches the price quoted by the L1 bidder. If the L2 bidder refuses to match the price quoted by the L1 bidder, the L3 bidder would be empanelled as the other Agency for supply of IT manpower, provided the L3 bidder matches the price quoted by the L1 bidder. NPCI reserves the right to empanel the L2 / L3 bidders, in case the L1 / L2 bidder, as the case may be, refuses to accept the Order or otherwise gets disqualified as per the terms of the RFP, provided the L2 / L3 bidder matches the price quoted by the L1 bidder.	For the 2 empaneled vendors, what is the ratio in which the resources will be distributed amongst the L1 and the L2 bidder.	As clarified above.
52	RFP for Empanelment of Agencies for Supply of IT Manpower Section 9 - Technical Requirements	21		Support Window	What would be the support window required for all the resources	Support Window is a Senior level resource for all products / services offered by NPCI at L3 level
53	RFP for Empanelment of Agencies for Supply of IT Manpower Annexure K	44		Night shift norms	Will need more details on the night shift norms, will there be separate night shift allowances.	All the allowances need to be considered within salary range and no separate night shift allowance shall be provided

54		8	Section 3.1	exact CTC will be decided by NPCI, while finalizing the candidates	what is the criteria for deciding the CTC by NPCI. If CMS is quoting CTC, then why should NPCI have to finalise it with candidates	The candidate shall be interviewed by NPCI and hence based on their Last drawn CTC NPCi shall take a call.
55	NPCI/RFP/2015-16/HR/20	21	8.15	The Bidder shall submit to NPCI periodic reports and documents at the scheduled intervals and the final report shall be delivered in CD form in addition to hard copies.	Please clarify scheduled interval for reports- Weekly/Monthly/Quartely	The reports can be Weekly , monthly as well as quarterly, New Joinee report, Attrition report, Attendance report, Leave report etc.
56	NPCI/RFP/2015-16/HR/20	19	8.6	Terms of delivery	4 weeks to deploy resources after award. Unlikely that background checks of all resources to be accepted by NPCIL within 4 weeks	6 weeks from date of issue of PO
57	NPCI/RFP/2015-16/HR/20	27	8.32	Facilities provided by NPCIL	Internet, intranet & LAN connectivity. What about the computers, printers, access cards to the facilities?	NPCI shall be providing the IT Assets / Facilities to deployed resources
58	NPCI/RFP/2015-16/HR/20	29	Section 9	The bidder has to provide replacement in case of any resource going on leave.	Is there a minimum amount of days of leave after which this replacement needs to be given. emergency leave can be taken by employee without preplanning	Back up / Bench needs to be managed by Vendor to ensure backfill.
59	NPCI/RFP/2015-16/HR/20	63	Annexure C2	Rate of tax - in % (category of tax(es) to be specified):	Can you give us an indicative Tax percentage?	Taxes shall be as per Government regulations /directives
60	NPCI/RFP/2015-16/HR/20	47	Annex K	Night shift resources	We need and approx count of resources expected to come in the night shift	Shall be decided upon finalization of Vendor
61	NPCI/RFP/2015-16/HR/20	69	Annex O	Caste asked in Reource verification sheet	Why is caste required in resource verification sheet	Its NPCI format , we may decide if required or not.
62	NPCI/RFP/2015-16/HR/20	20	8.12 Indemnity		Comment: Modifications required as under;  8.17: Indemnity would be limited to court or arbitration awarded damages and shall exclude indirect, consequential and incidental damages and compensation. However, in case of damages, loss or liabilities suffered by NPCI arising out of claims made by its customers and/or regulatory authorities, indemnity would be unlimited.- mark in red modification suggest by CMS	No change in RFP
63	NPCI/RFP/2015-16/HR/20	21	8.14 Accounting, Inspection and Auditing		Comment: Additions required as under; o An advance written notice of not less than 15 days needs to be giving by NPCI to CMS for conducting the audit for the documents related to the services rendered CMS to NPCI pursuant to this Contract ; o Audit shall be conducted during the normal business working hours and on the working days of CMS;	No change in RFP

64	NPCI/RFP/2015-16/HR/20	22	8.19 Order Cancellation		<p>Comment: Modifications required as under;</p> <p>NPCI reserves its right to cancel the order by giving an advance written notice of 30 days to the Bidder in the event of one or more of the following situations, that are not occasioned due to reasons solely and directly attributable to NPCI alone;</p> <p>i. Delay in deployment of resources / Certification beyond the specified period as set out in the Purchase Order before acceptance of the product; or,  ii. Serious discrepancy in the quality of service expected during deployment and Certification process. iii. If a Bidder makes any statement or encloses any form which turns out to be false, incorrect and/or misleading or information submitted by the bidder turns out to be incorrect and/or conceals or suppresses material information.</p> <p>In case of order cancellation, any payments made by NPCI to the Bidder in advance, (if any) for the particular service would necessarily have to be returned to NPCI with interest @ 15% per annum from the date of each such payment. Further the Bidder would also be required to compensate NPCI for any direct loss incurred by NPCI due to the cancellation of the Purchase Order and any additional expenditure to be incurred by NPCI to appoint any other Bidder. This is after repaying the original amount paid. The Bidder should treat the details of the documents as secret and confidential. Responses submitted by the bidder to this RFP represent a firm offer to contract on the terms and conditions described in the RFP document</p> <p>- mark in red modification suggest by CMS &amp; - mark in Blue request for Delete suggest by CMS</p>	No change in RFP
65	NPCI/RFP/2015-16/HR/20	22	8.20 Termination of Contract		<p>Comment: Additional clause pertaining to Termination right for the Bidder needs to be mentioned as under;</p> <p>"The Bidder may terminate this Agreement upon written notice to NPCI if NPCI commits a default or material breach under this Agreement and does not remedy the default or material breach within 30 days of notice from the Bidder".</p> <p>- mark in red modification suggest by CMS</p>	No change in RFP
66	NPCI/RFP/2015-16/HR/20	27	8.33 No Damage of NPCI Property		<p>Comment: Modifications required as under;</p> <p>Bidder shall ensure that there is no loss or damage to the property of NPCI while executing the Contract due to the acts and omissions of the Bidder. In case, it is found that there is any such loss/damage due to direct negligence/non-performance of duty by any personnel of the Bidder, the actual and proven amount of loss/damage so fixed borne by NPCI shall be recovered from Bidder.</p> <p>Below mentioned clause needs to be mentioned:  Neither party shall solicit/induce/entice away or endeavour to solicit/induce/entice away an employee of the other party who is directly involved with Agreement, for 5 years after such resource has ceased to be engaged for performance of services under this Agreement. Notwithstanding the foregoing, this restriction either party may hire (a) personnel who independently respond to indirect solicitation (such as general newspaper advertisements, employment agency referrals, and internet postings) not targeting the personnel of the other Party and (b) personnel who have separated or have been separated from the services of a party provided that the hiring Party did not solicit such separation</p> <p>- mark in red modification suggest by CMS &amp; - mark in Blue request for Delete suggest by CMS</p>	No change in RFP
67	NPCI/RFP/2015-16/HR/20		Annexure Z Non-Disclosure Agreement		NDA Required along with Technical BID?	Not required
68	NPCI/RFP/2015-16/HR/20		Database Administrator - Data Center		<p>Qualification - Bachelor degree in engineering with suitable qualifications in IT or related fields with similar in depth experience in handling office infrastructure.  &amp; Preferably with 8 - 10 years of relevant working experience in database administration. This Profile Salary/ CTC Expectation range is 60 to 75K Per Month?</p>	No change in RFP
69	NPCI/RFP/2015-16/HR/20		Work Week	Is the work week 5 days or 6 days		Its 5 days work week

70	NPCI/RFP/2015-16/HR/20	Page 8	CTC range mentioned above is for per person per month and exact CTC will be decided by NPCI, while finalizing the candidates.	Will the final CTC's be decided by NPCI for resources already on our muster? New hires would be interviewed and finalized based on NPCI discretion		If organisation already have resources available with them same CTC can work in case the CTC is acceptable and approved by NPCI with in range specified
71	NPCI/RFP/2015-16/HR/20	Page 29	The bidder has to provide replacement in case of any resource going on leave.	For how many days of leave should a back-up be provided. Assuming that back up will not be required for entitled quantum of annual/casual/sick leave of an employee		Backup needs to be maintained by Vendor
72	NPCI/RFP/2015-16/HR/20	Annexure K	Ability to work in Shifts / Weekends / Holidays	- What percentage of resources will be required to work in shifts / weekends/ holidays.		Shall be decided upon finalization of Vendor
				- What are the shift timings and regular shift/working hours?		24*7 Operations
73	NPCI/RFP/2015-16/HR/20	page 64	NPCI will issue Letter of intent to the successful bidder(s). Cost quoted above is for the purpose of identifying the successful bidder(s). Exact CTC will be decided by NPCI while	Assuming that we will have four weeks for deploying resources after issue of PO. Need clarification on the following with respect to interviews		We would like to understand if the Vendor is capable to provide suitable candidates within range specified for interview. Based on interview NPCi team shall take a call on final offer to the candidate.
				1. How much lead time will be included in the timelines?		6 Weeks from the date of release of PO to deploy the resource at NPCI site
				2. At which location will the interviews happen?		Interviews shall happen at respective locations i.e. Hyderabad , Chennai and Mumbai as per locational requirement we have offices operational at all locations.
				3. Is it mandatory to have F2F interviews or Skype/Telephonic interviews can be arranged.		F2F would be preferred however a call may be taken on skype interviews.
				4. Who will reimburse the travel and stay cost if incurred? Can that be part of the recruitment cost??		No further cost beyond the recruitment charges shall be payable.
		5. How many levels of interviews?		One / two level depending upon experience band i.e. L1 or Manager		
74	NPCI/RFP/2015-16/HR/20	Page 7		Is there an approximate number of hours expected for L3 support on an annual basis?		Shall be decided upon finalization of Vendor
75	NPCI/RFP/2015-16/HR/20	Page 19, Clause 8.8	There shall be no increase in price for any reason whatsoever during the contract period i.e. 3 years from the date of acceptance of the Purchase Order.	We are assuming this is for the service charges and not the CTC for resources		Correct however the vendor need to factor all the cost i.e. increments over next three year before bid submission.
				The support would be required by NPCI over a period of three years spread over locations at Chennai, Hyderabad, Delhi and Mumbai. Bidder needs to also ensure availability of required back end L3 level support for all the existing technologies used by NPCI	We understand and assume that the service charge will be fixed for 3 years but the CTC will be dependent on the resource and revised every year in consultation with your team.	As clarified above.
76	NPCI/RFP/2015-16/HR/20	Page No 29	All resources should be employees of the bidder. Over time charges - facilities (if any) to be accommodated by bidder only. Rates should be valid for the entire term of contract period.	Will salary hikes and appraisals be jointly conducted with the Vendor to decide on end CTC as market rates for some skillsets may not adhere to norms and may be dependent on the demand supply situation at that point in time.		As clarified above.
77		Section 9 Page 28	NPCI proposes to engage the services of External Agency to provide IT Manpower services to its internal staff across NPCI locations in Mumbai, Chennai, Delhi and Hyderabad	Location-wise break-up of resources to be deployed.		Candidates and their CTC will be decided by NPCI after interviews

78	NPCI/RFP/2015-16/HR/20	3.1	NPCI may increase or decrease strength of the resources at any or all the locations and / category given above	Recommended to keep cap of maximum increase or decrease up to 5% of tender quantity		No change in the RFP
79	NPCI/RFP/2015-16/HR/20	3.1	CTC range mentioned above is for per person per month and exact CTC will be decided by NPCI, while finalizing the candidates.	What is means of "exact CTC will be decided by NPCI, while finalizing the candidates." Requested to clarify in details		As the agency shall quote on prorata basis now. The actual CTC to be paid to each candidate shall be decided by NPCI during f2f interview.
80	NPCI/RFP/2015-16/HR/20	3.1	The successful bidder(s) shall deploy the resources within 4 weeks of receipt of firm communication in this regard.	Recommended to consider deployment of resource within 8 week of receipt of Purchase order		As clarified above.
81	NPCI/RFP/2015-16/HR/20	5.5	Prices would be exclusive of all taxes, duties levies, VAT/Sales Tax and fees whatsoever, except Octroi. Octroi, if any, will be paid additionally, at actual on production of receipt.  However, the Taxes should be shown separately in the Price Schedule	1- As per per this clause our understanding is that quoted price shall be exclusive Service tax, required confirmation on this 2- Separate column for tax is not provided in Price sedule , how to be shown separately in the Price Schedule. Requested clarification on this		1. Prices are exclusive of taxes. However, taxes have to shown separately in the commercial bid (2) As clarified above
82	NPCI/RFP/2015-16/HR/20	7.3	The bidder is required to quote the service charges in percentage terms for the notional CTC as per the CTC range for different categories of the resources as provided below plus recruitment charges, if any.	As per Table given in tender Notional CTC mentioned in column D is fixed or bidder can quote any amount the between the range of Minimum & Maximum CTC specified in column C. Requested clarity on the same		No change in the RFP
83	NPCI/RFP/2015-16/HR/20	8.2	The term of the Purchase Order would be 3 years. Within 30 days of receipt of the Purchase Order, the successful Bidder(s) shall execute the Contract with NPCI for a period of 3 years	Recommended modification in clause as under : The term of the Purchase Order would be 3 years. Within 8 week of receipt of the Purchase Order, the successful Bidder(s) shall execute the Contract with NPCI for a period of 3 years		No change in RFP
84	NPCI/RFP/2015-16/HR/20	8.4	The successful bidder(s) shall, within 14 days of receipt of Purchase Order, submit Performance Bank Guarantee equal to 10 % of the PO value valid for 3 years, with a claim period of 12 months from the date of expiry of the validity period of the Bank Guarantee (BG), as per statutory provisions in force. In case the successful bidder does not submit the PBG, NPCI shall withhold an amount equal to the value of the PBG from the payments due to the bidder. Successful Bidder will submit Performance Bank Guarantee as per NPCI format attached vide Annexure-A2 hereto.	Recommended modification as under : Bank Guarantee equal to 10 % of the PO value of 10% of the yearly amount will be submitted within 14 days of issue of the Letter of Acceptance. It shall be valid for the duration of a year and shall be renewed every year for the entire contract period year on year basis. .		No change in RFP

85	NPCI/RFP/2015-16/HR/20	8.5	<p>All taxes deductible at source, if any, at the time of release of payments, shall be deducted at source as per prevailing rates while making any payment.</p> <p>Purchase Order would be exclusive of all taxes, duties, charges and levies of State or Central Governments as applicable, etc. However, the bidder is required to mention the amount of taxes in the Commercial Bid. The benefits realized by Bidder due to lower rates of taxes, duties, charges and levies shall be passed on by the Bidder to NPCI</p>	<p>1-As per our understanding quoted price shall be exclusive taxes and same shall be paid extra at prevailing rate applicable at time of billing. Requested confirmation on the same.</p> <p>2- As requested above sl No. 4 there is no column / space specified in commercial bid to mentioned amount of taxes. It is requested to provide clarity on the same</p> <p>3-Regarding benefits realized due to lower rate of taxes Regarding benefit, As specified in clause No.5.5 Pg No.11 Price would be exclusive all taxes , hence it shall be applicable at prevailing rate of taxes at the time of billing . Request confirmation on the same</p>	Quoted price is exclusive of taxes. Tax details may be furnished in the Commercial Bid as clarified above.
86	NPCI/RFP/2015-16/HR/20	8.6	<p>The resources should be deployed at the respective locations within a period of 4 weeks from date of receipt of the Notification of Award / Purchase Order. The selected vendor(s) has to submit the Background Verification Report, in the format approved by NPCI, in respect of each resource. The selected vendor(s) shall deploy the resources only after the Background Verification Reports have been accepted by NPCI. Such Reports have to be submitted and accepted, before any resources are replaced</p>	<p>1-Recommended to consider deployment of resource within 8 week of receipt of the notification of award/Purchase Order.</p> <p>2- Requested to share scope of background of verification</p>	6 weeks from date of issue of PO. Format for submission of Background Verification Report attached as annexure to the RFP.
87	NPCI/RFP/2015-16/HR/20	8.7	<p>If the Bidder does not deploy the resources, as per the agreed scope of services with NPCI, or such authorized extension of delivery period as may be permitted in writing by NPCI, NPCI shall impose a penalty as given below:</p> <p>b) Non deployment of resources as above at NPCI - at the rate of 0.5% of the total Purchase Order value for each week's delay beyond the stipulated delivery period subject to a maximum of 5%</p>	<p>Recommended to impose penalty 0.5% of value of non deployment of resource. subject to a maximum of 5% of non deployment of resource.</p>	No change in RFP
88	NPCI/RFP/2015-16/HR/20	8.8	<p>There shall be no increase in price for any reason whatsoever during the contract period i.e. 3 years from the date of acceptance of the Purchase Order</p>	<p>As per our understanding Base price ( Without Tax) shall be fixed . Requested confirmation on this</p>	Yes Base Price without tax should be freed
89	NPCI/RFP/2015-16/HR/20	8.9	<p>NPCI has the right to place repeat Order with any of the empanelled vendor(s) for additional resources at the unit rates in respect of the category of resource(s), finalized as per the terms of the RFP, during the term of the Purchase Order / Contract</p>	<p>Recommended modification in the clause as under. NPCI has the right to place repeat Order with any of the empanelled vendor(s) for additional resources at the unit rates in respect of the category of resource(s), finalized as per the terms of the RFP, within 1 year from the date of issuance of 1st Purchase order.</p>	No change

90	NPCI/RFP/2015-16/HR/20	8.17	The bidder shall be required to consistently execute, in a successful and professional manner, the jobs assigned under this Contract, to the satisfaction of and as decided by the NPCI up to a period of three (3) years (completion period) reckoned from the date of commencement of the services and may be extended for further period on satisfactory performance by bidder. However even in case, the bidder is not interested to extend the Contract for a further period, bidder shall be essentially required to execute the work at least for next 6 month's period on the same rates and terms & conditions of the Contract. NPCI has right to alter (increase or decrease) the number of resources. NPCI has right to place repeat order to the bidder for any resources, mentioned in the Contract. The contract shall be co-terminus with the Purchase orders issued unless extended by NPCI.	In case of any extension of contract period, it would be recommended to consider revised quote and finalize with mutually agreed terms		Yes after 6 months from the end of completion period i.e. 3 years the mutual agreed rates may be agreed.
91		8.2	For Convenience: NPCI by written notice sent to Bidder may terminate the contract in whole or in part at any time for its convenience giving three months prior notice. The notice of termination shall specify that the termination is for convenience the extent to which Bidder's performance under the contract is terminated and the date upon which such termination become effective. NPCI may consider request of the bidder for pro-rata payment till the date of termination	Recommended to either remove this clause or compensate in such a manner so that bidder can meet statutory compliance to discharge resource deployed under this contract		No change in RFP
92	23	8.21	The Bidder agrees that after completion of the Term or upon earlier termination of the assignment the Bidder shall, if required by NPCI, continue to provide facility to NPCI at no less favourable terms than those contained in this RFP. In case NPCI wants to continue with the Bidder's facility after the completion of this contract then the Bidder shall offer the same terms to NPCI.	Recommended to consider mutually agreed terms between both the parties		At the end of 3 years of contract period, the terms can be discussed and mutually agreed upon, in case NPCI wishes to continue to engage the selected bidder(s). However, the mandatory 6 months of extension shall apply, in case the selected bidder(s) choose not to agree to extend the contract.
93	23	8.21	NPCI shall make such prorated payment for services rendered by the Bidder and accepted by NPCI at the sole discretion of NPCI in the event of termination, provided that the Bidder is in compliance with its obligations till such date. However, no payment for "costs incurred, or irrevocably committed to, up to the effective date of such termination" will be admissible. There shall be no termination compensation payable to the Bidder.	Recommended to consider compensation as per statutory guidelines to meet the legal, labour and other law compliance as this is Resource deployment contract		No change in RFP

94	32/33		Annexure A2 & Annexure A3 Format of Bank Guarantee	In both the format Bid Security and Performance Bank Guarantee mentioned. As per our understanding Annexure 2 for Bid security and Annexure 3 is for PBG. Requested confirmation on then same		Annexure A2 is for Bid Security or EMD in the form of Bank Gurantee (attached seperately). Annexure A3 is for the Performance Bank Guarantee (attached seperately)
95	30	Annex. A1	Bidder's Letter for EMD/Bid Security We have enclosed an EMD in the form of a Demand Draft No. _____ issued by the branch of _____ Bank, for the sum of Rs1 lakh (Rupees one lakhs only). This EMD is as required by clauses 5.7 of the Instructions to Bidders of the above referred RFP.	As per EMD Clause 5.6 there is EMD amount Rs 5 Laks however as per Annexure A1 amount mentioned Rs.1 Lakh. Requested to rectify the same		EMD is Rs 5.00 lac. The description / clause stands amended accordingly.
96	28	Section 9	NPCI proposes to engage the services of External Agency to provide IT Manpower Services to its internal staff across NPCI locations in Mumbai, Chennai, Delhi and Hyderabad.	Resources are not divided on the basis of location. Category of Resources and Quantity of Resources need to be addressed for each location.		As clarified above.
97	17	7.4	NPCI proposes to empanel two bidders as the Agencies for supply of IT manpower	In this case if two agencies empanelled how support of resources that need to be given will be divided among two bidders?		As clarified above.
98	17	Section 7	Section 7 Category of Resources table	Is Notional CTC the CTC to be given to the Engineer.? If not Do we consider any value within the range provided in column C "CTC Range".?		The Median value of the range can be considered while submitting the quote
99	16	Section 7	Section 7 Category of Resources	SLA for FMS support is not mentioned. SLA need to be clarified.		No change in the RFP
100	Annexure C2 Commercial Bid Format	63	-	Commercial Bid Format	In cost of resource per year, do we incorporate all management cost, etc. ?	Service Charge is the Management cost payable to vendor towards maintaining these resources
101	Section 7 - Bid Evaluation	17	7.4	Successful Evaluated Bidder	Do all levels of resources will be divided between 2 bidders after winning? How many resoruces will be divided between two bidders? Kindly provide the breakup.	As clarified above.
102	Section 5 --Instruction to Bidders	11	5.6	Earnest Money Deposit	As per the clause 5.6 EMD of RS. 5 lakh in the form of BG is asked but in Annexure A1 page no. 30 it is mentioned Rs. 1 lakh. Please clarify on this what we have to consider 5 lakh or 1 lakh.	EMD is Rs 5.00 lac. The description / clause stands amended accordingly.
103	Annexure L	57	-	The Agencies to provide complaince status to the following Laws/Acts	As per the Annexure L, what complaince/ document to be submitted to the NPCI. Is it a certificate from CA regarding all laws or we have to provide the current status only ? If possible please share the format.	As clarified above.
104	Annexure C2 Commercial Bid Format	63	-	Commercial Bid Format	Does the vendor have to quote the margin linked with the CTC or do we have to quote the margin seperately ?	Service Charge / Management Charge needs to be mentioned separately towards Vendors margin
105	Section 8	18		Terms and conditions	For fresh recruitment and backfill, we require 4 - 6 weeks time.	6 weeks of time allowed for deployment
106	Annexure - K Job Description and Responsibilities Matrix	44	-	Education and Experience	As mentioned in the educational & experience qualification, should the candiadate should be from any graduation stream apart from Engineering. Please clarify.	Educational qualifications and experience for each category of resources provided separately in annexure K