

Selection of firms for providing Staffing/ Temping Support to Samagra Shiksha

RfP No.: 130/C1/STS/EMIS/SS/2022

Corrigendum 2

Sl.	Pg. No. & Point No.	Existing Clause	Clarification/ Proposed Change	Revised Clause
1	Pg. No.27 & Point No.40 (2)	The Bidder(s) should have a minimum average turnover of at least Rs. 10 crore (audited) from staffing/ temping services in the previous three financial years (FY18-19, FY 19- 20, FY 20-21).	Requesting for average turnover 2 crores.	The Bidder(s) should have a minimum average turnover of at least Rs. 2 crores (audited) from staffing/ temping services in the previous three financial years (FY18-19, FY 19- 20, FY 20-21).
2	Pg. No.28 & Point No.40 (5)	Whether Earnest Money Deposit (EMD) for Rs. 1,00,000 /- (Rupees one lakh only) in the form of DD/ Bank Guarantee/ NEFT transfer in favour of – Tamilnadu Mission for Education for All – Samagra Shiksha.	EMD 1 Lakh Requesting exception for MSME and UDYAM registered concerns.	Whether Earnest Money Deposit (EMD) for Rs. 1,00,000 /- (Rupees one lakh only) in the form of DD/ Bank Guarantee/ NEFT transfer in favour of – Tamilnadu Mission for Education for All – Samagra Shiksha. Bidders with UDYAM Certificate shall be exempt from this requirement.
3	Pg. No.31 & Point No.3	Bidder shall submit proof of having carried out at least three projects in staffing/ temping services worth Rs. 25 lakh (excluding taxes) in India, in any one of the past three years as of March 31, 2022.	Bidder should have carried out 3 projects in staffing/ temping services out of which minimum 2 should be Government clients.	Bidder shall submit proof of having carried out at least three projects worth Rs. 25 lakhs each (excluding taxes) in India in staffing/ temping services, of which a minimum of 2 such services should be with the Government Agencies or Organisations , in any of the past five financial years (FY 17-18, FY 18-19, FY 19-20, FY 20-21, FY 21-22) as of March 31, 2022.
4	Pg. No.40 & pg. No. 41	We, the undersigned, offer to provide the services for [name of assignment] by your Request for Proposal dated [date]. Our attached Financial Proposal is for service charge/ commission which is as follows:		Please refer to the revised Form Fin-2; Summary of costs as mentioned in Annexure 2.
5	Pg. No.43 & Point No.8a	Minimum Graduate with at least 70% marks in Bachelors' degree/ Masters' degree/ professional courses such as CA/ ICWA/ CMA from a recognised university in India.		Minimum Graduate in Bachelors' degree/ Masters' degree/ professional courses such as CA/ ICWA/ CMA from a recognised university in India. Preference shall be given to candidates with professional courses.

Sl.	Pg. No. & Point No.	Existing Clause	Clarification/ Proposed Change	Revised Clause
6	Pg. No. 46 & Pg. No. 48, Point No.2	Proposal Evaluation: Firm credentials [60 Marks] Presentation [40 Marks]		Please refer to the revised scoring criteria as mentioned in Annexure 1.
7	Pg. No. 47, Point No.2	Relevant Experience: Over the last 5 years (FY 2017-18 onwards), the firm should have provided staffing/ temping services to other government departments/ government companies/ government entities with a minimum value of Rs. 1 crore per annum.	Reduce the project value to match the prequalification criteria.	Evaluation Criteria 2: Relevant Experience: Over the last 5 years (FY 17-18, FY 18-19, FY 19-20, FY 20-21, FY 21-22), the firm should have provided staffing/ temping services to other government departments/ government companies/ government entities with a minimum project value of Rs. 25 Lakh per project.
8	N/A	N/A	Is Consortium applicable for financial part?	A Consortium shall not be permitted for this engagement.

Extension of Submission Date

The revised date of submission of the bid (Bid Due Date) will now stand as **11 August, 2022 at 12:00 PM**. The bid opening date shall subsequently stand revised as **11 August, 2022 at 2:30 PM**.

ANNEXURE 1

Proposal Evaluation

Details of each evaluation criteria are as in the table below:

Sl.	Evaluation Criteria	Max Points	Proof required to be submitted	Criteria for Awarding Points
1	Tenure: How many years has the Bidder been providing staffing/ temping services.	20	Proof required: <ul style="list-style-type: none"> Work Order/ Engagement Letter/ Contract Agreement / Master Service Agreement and a Client Satisfactory Work certificate. 	No. of years providing this service: a) < 3 year – 6 points. b) 3 - 5 years – 14 points. c) > 5 years – 20 points.
2	Relevant Experience: Over the last 5 years (FY 17-18, FY 18-19, FY 19-20, FY 20-21, FY 21-22), the firm should have provided staffing/ temping services to other government departments/ government companies/ government entities with a minimum project value of Rs. 25 Lakh per project.	20	Proof required: <ul style="list-style-type: none"> Work Order/ Engagement Letter/ Contract Agreement / Master Service Agreement and a Client Satisfactory Work certificate. Completion Certificate from the client. The supporting documents furnished by the firm as proof of experience should clearly cover the key aspects (contract value, start/end date/ scope, etc.,) as per the prescribed evaluation criteria. 	The total number of projects: a) <4 projects – 5 points. b) 4-8 projects – 10 points. c) 9-12 projects – 15 points. d) > 12 projects – 20 points.
3	Point of contact in the Bidder's firm for identifying suitable personnel, handling replacements, grievance redressal etc. (CV of two employees of the bidder to be attached – one person with at least 10 years' experience.	20	Proof required: <ul style="list-style-type: none"> CV with details of all clients handled, size of clients, project duration, etc. 	No. of similar projects handled in the past 5 years by the nominated point of contact. [2 points per client; maximum 20 points].

Sl.	Evaluation Criteria	Max Points	Proof required to be submitted	Criteria for Awarding Points
4a	<p>Bidder's projects with private sector entities in staffing/ temping – where the scope of work included:</p> <ol style="list-style-type: none"> 1. Recruitment of individuals into regular and/ or contractual positions on the rolls of the bidder in all three types of assignments as shown in Clause 8 of Scope of Work. 2. Benefits and perks administration of these individuals – Leave, perks, variable pay etc. and their tax implications. 3. Handling of provisions and issues pertaining to these individuals related to Factory Act, Shops and Establishment Act, Bonus Act, Maternity Benefits Act, Contract Labour Act, etc. 4. Statutory registrations and compliance pertaining to these individuals – PF, ESI, Labour laws, Shops and Establishments, Bonus Act, Maternity Benefits Act, Contract Labour Act, etc. 	30	<p>The Bidders may submit up to 3 projects with Private Sector, with the scope of work covering all of the areas mentioned alongside.</p> <p>Projects are done with private sector entities (Up to 3 Projects):</p> <p>Proof required:</p> <ul style="list-style-type: none"> • Work Orders, Certificates of Completion, Letters of appreciation provided by clients acknowledging work. • Proofs submitted must include the scope as specifies in criteria 4.1 to 4.4. 	<p>Each project will be scored as follows:</p> <p>a. For each project that contains the items mentioned in 1 to 4 on the left side, 1 point will be accorded. Hence, each project can get a maximum of 4 points; maximum of 12 points for three projects.</p>
4b	<p>Bidder's projects with Govt. entities in staffing/ temping – where the scope of work included:</p> <ol style="list-style-type: none"> 1. Recruitment of individuals into regular and/ or contractual positions on the rolls of the bidder in all three types of assignments as shown in Clause 8 of Scope of Work. 2. Benefits and perks administration of these individuals – Leave, perks, 		<p>The Bidders may submit up to 3 projects with the Government sector, with the scope of work covering all of the areas mentioned alongside.</p> <p>Projects are done with Govt. entities (Up to 3 Projects):</p> <p>Proof required:</p> <ul style="list-style-type: none"> • Work Orders, Certificates of Completion, Letters of appreciation provided by clients acknowledging work. 	<p>Each project will be scored as follows:</p> <p>a. For each project that contains the items mentioned in 1 to 4 on the left side, 1 point will be accorded. Hence, each project can get a maximum of 4 points; maximum of 12 points for three projects.</p> <p>b. For each of the above projects carried out with Govt. of Tamil Nadu, the Bidder will get additional 1.5 points; subject to a maximum of 6 points.</p>

Sl.	Evaluation Criteria	Max Points	Proof required to be submitted	Criteria for Awarding Points
	<p>variable pay etc. and their tax implications.</p> <p>3. Handling of provisions and issues pertaining to these individuals related to Factory Act, Shops and Establishment Act, Bonus Act, Maternity Benefits Act, Contract Labour Act, etc.</p> <p>4. Statutory registrations and compliance pertaining to these individuals – PF, ESI, Labour laws, Shops and Establishments, Bonus Act, Maternity Benefits Act, Contract Labour Act, etc.</p>		<ul style="list-style-type: none"> Proofs submitted must include the scope as specifies in criteria 4.4. 	
5	ISO 9001:2015 or higher certifications.	10	<p>Proof required:</p> <ul style="list-style-type: none"> Proof of ISO 9001:2015 or higher certification to be provided. 	10 points for the certification.
	TOTAL	100		

Note: In light of the changes made to the technical evaluation criteria, the technical compliance sheets (FORM TECH 3) stand modified. Bidder shall be expected to incorporate the same into the template of FORM TECH 3 during the submission of the proposal.

ANNEXURE 2 - FORM FIN-2

SUMMARY OF COSTS

Sl.	Role	Maximum commission that can be charged (%)	Commission to be charged by bidder (%)
		[1]	[2]
1	Senior Level	8%	
2	Middle Level	6%	
3	Junior Level	4%	

Note:

- This commission is payable on the total salary paid by the bidder to the candidates selected to work for Samagra Shiksha. This commission will be payable upon submission of relevant documents such as salary slips, and evidence of bank account transfer to the employees including proof of payment of EPF, ESI and other statutory payments.
- The Authority reserves the right to verify the salary figures, their components, and the amount finally paid to the incumbent along with any deductions and seek responses from the bidders in case the details provided are unclear.
- The rate quoted in “[2]” above will be the basis for comparison across bidders. This rate should be entered in Form FIN-1. The Authority may empanel multiple bidders for different roles – Senior, Middle and Junior as may be required.
- The Authority reserves the right to seek clarifications in case variations in the above rate, are beyond explicable limits.

Authorized Signature:

Name & Designation of Signatory: