

Pre - Bid Queries for "Selection of an agency to design and implement organisation structure and HR processes required to achieve the stated goals and objectives of the Bihar Vikas Mission" - Right Management

S. No.	RFP Document	Reference Relevant clause(s) from RFP document	Questions/Clarification	Response
1			Since we have already submitted EMD for this tender, are we eligible for a waiver of EMD or do we need to resubmit a fresh EMD?	The EMD will have to be resubmitted. The previously submitted EMD alongwith the financial bid shall be returned to the respective bidders, and can be collected from the Member Secretary, Bihar Vikas Mission.

Pre - Bid Queries for "Selection of an agency to design and implement organisation structure and HR processes required to achieve the stated goals and objectives of the Bihar Vikas Mission" - T.M. Inputs and Services

S. No.	RFP Document	Reference Relevant clause(s) from RFP document	Questions/Clarification	Response
1	Section 2.3	Design and hold workshops for all District Magistrates, Principal Secretaries of all departments, Development Commissioner, Chief Secretary, Secretaries of the Cabinet and Chief Minister's office to get their feedback and suggestions in order to further refine the stated goals, key objectives and core values of the Bihar Vikas Mission	How many workshops are to be conducted?	Number of workshops should be decided by the bidder as a part of their methodology, but should be a regular feature and be organized on a continuous basis.
			How many members will attend each work-shop?	The number of members attending each workshop will depend on the methodology proposed by the bidder, but will not exceed 20 people in order to keep its nature interactive. All 38 District Magistrates and senior officials from their team, Principal Secretaries of all 44 departments and senior officials from their team, Development Commissioner and senior officials from his team, Chief Secretary and senior officials from his team, Secretaries of the Cabinet and Chief Minister's office and senior officials from their team need to be consulted.

			What is the expected duration of each workshop?	The ideal duration for each workshop should be 3-4 hours, but could be longer and will be finalized by the bidder in consultation with the Executive Committee.
			It is our understanding the BVM will provide for venues for workshops, accommodation along with food (if required) etc. for all the attendees. Kindly confirm the same	BVM shall provide for venues for the workshops. The cost associated, if any, with the participation of Government officials will be taken care of by the Mission.
2	Section 2.5	Conduct workshops for Gov. officials across relevant departments to communicate and internalize the core values, governance mechanisms and functioning of Bihar Vikas Mission	How many workshops are to be conducted?	Number of workshops should be decided by the bidder as a part of their methodology, but should be a regular feature and be organized on a continuous basis.
			How many members will attend each work-shop?	The number of members attending each workshop will depend on the methodology proposed by the bidder, but will not exceed 20 people in order to keep its nature interactive.
			What is the expected duration of each workshop?	The ideal duration for each workshop should be 3-4 hours, but could be longer and will be finalized by the bidder in consultation with the Executive Committee.
			It is our understanding the BVM will provide for venues for workshops, accommodation along with food (if required) etc. for all the attendees. Kindly confirm the same	BVM shall provide for venues for the workshops. The cost associated, if any, with the participation of Government officials will be taken care of by the Mission.
	Section 2.5	Conduct orientation and training sessions for members for the Program Management Unit and ensure smooth induction into their roles	How many orientation and training sessions are to be conducted?	The number of orientation and training sessions which will be required will depend on the solution provided by the bidder during the design phase

3			How many members will attend each orientation and training sessions?	The number of members attending each orientation/training session will depend on the methodology of the bidder and the number of people in the Program Management Units, but will not exceed 20 people in order to keep the sessions interactive. There are 5 levels of Project Management Units. More about the Mission can be accessed here http://csd.bih.nic.in/Upload/Circulars/1162016.pdf .
			What is the expected duration of each orientation and training sessions?	The duration should be decided by the bidder as a part of their methodology and can be finalized by the successful bidder in consultation with the Executive Committee.
			It is our understanding the BVM will provide for venues for workshops, accommodation along with food (if required) etc. for all the attendees. Kindly confirm the same.	BVM shall provide for venues for the workshops. The cost associated, if any, with the participation of Government officials will be taken care of by the Mission.
4	Section 5.1	The Bidder should have a minimum annual revenue of Rupees 30 Crores from pure-play HR Consulting during each of the last three declared financial years	The minimum annual revenue of Rupees 30 Crores is too high, restrictive and against the principal of fair competition. We request you to kindly amend the said clause to read as follows: The Bidder should have a minimum annual revenue of Rupees 15 Crores during each of the last three declared financial years Also request you to kindly define what is "pure-play HR Consulting"	The criteria will remain as per the RFP.

5	Section 5.1	The Bidder should have experience in projects with similar scope of work in India in the last five years, 3 projects with minimum value of Rupees 2 Crore from pure-play HR Consulting in last 5 years of which at least one project should be completed	In order to enable wider participation of HR Agencies in this RFP, we request you to kindly amend the said eligibility criteria to read as follows; The Bidder should have experience in projects with similar scope of work in India in the last five years, 1 project with minimum value of Rupees 15 Lakhs from HR Consulting / Organisation Development (OD) in last 5 years of which at least one project should be completed	The criteria will remain as per the RFP.
6	Section 5.2	The Bidder has to include all costs like Travel, Lodging and Boarding, Local Travel expenses, etc. incurred during the implementation and the Bihar Vikas Mission will not bear any additional costs on these.	The expenses for Travel, Lodging and Boarding, Local Travel expenses, etc. at this bid submission stage will only be an estimate and therefore we request that the same be not be included in the Financial Bid. The reimbursable can be paid on actual based on prior approvals.	The bidder must do a thorough analysis of the costs, and submit an all-inclusive bid. The Bidder has to include all costs like Travel, Lodging and Boarding, Local Travel expenses, etc. incurred during the implementation and the Bihar Vikas Mission will not bear any additional costs on these.
7	Section 6	The Applicant shall furnish as part of its Application, an Application Security (bid security) of amount INR 5,00,000 only (Rupees Five Lakh only) in the form of a Bank Draft issued by a Scheduled/ nationalized Bank in India, drawn in favour of the Member Secretary, Bihar Vikas Mission, payable at Patna.	TM Inputs & Services Private Limited is a Small Scale Enterprise registered under the MSMED Act 2006 and NSIC. TM Inputs is therefore exempted from furnishing Application Security (bid security) also referred to as "Earnest Money Deposit: (EMD)". As per the "Government of India Notification -Public Procurement Policy for Micro & Small Enterprises Order - 2012", Small Scale Enterprises registered with the District Industries Center and NSIC are exempted from Payment of EMD and Tender Fee / Cost of Bidding Document. Kindly confirm.	All bidding agencies must submit the EMD as mentioned in the RFP.
8			Is consortium bidding allowed? Can we submit a proposal jointly with a partner company? Kindly confirm.	Consortiums are not allowed.

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S. No.	RFP Document	Reference Relevant clause(s) from RFP document	Questions/Clarification	Response
1			<p>We also request you to let us know the response to our mail dated 19th April 2016, where in we have sought clarification regarding the Tender fee and the Application Security fee submitted earlier. Since the Validity for both is 3 months our request is if the same can be considered for the revised tender issued. In the event the same cannot be considered request you to Please return the same to us so that we can get the new Demand Draft issued for both Tender fee and Application Security.</p> <p>Do let us know the decision on the same for us to initiate the process of issuance of new DD.</p>	<p>The EMD and the tender fees will have to be resubmitted. The previously submitted EMD alongwith the financial bid shall be returned to the respective bidders, and can be collected from the Member Secretary, Bihar Vikas Mission.</p>
2	Section 2.3	Post completion of the design phase the bidder must begin the implementation phase immediately after, the gap not extending beyond 15 days.	We would request Bihar Vikas Mission to clarify / define what would entail completion of the design phase, so that there is clarity for all the stakeholders involved	Completion of the design phase is defined as sign-off on the design deliverables by the Executive Committee through the Member Secretary, Bihar Vikas Mission
3	Section 7	Bullet no. 1: Bihar Vikas Mission shall deduct 8% of the amount payable according to the bills raised by the Applicant at each payment milestone mentioned in the Bid document above which shall be payable to the Applicant upon successful completion of the project	We would request Bihar Vikas Mission to clarify / define what would entail successful completion of the project, so that there is clarity for all the stakeholders involved	<p>Successful completion of the project would have two components:</p> <p>1) Design phase deliverables 2) Implementation over a period of 12 months</p>

4	Section 7	<p>Bullet no. 4: The Selected Applicant would be subjected to penalty deduction from the Performance Security in case of unsatisfactory or delayed output against the deliverables mentioned above in the bid document</p>	<p>We would request Bihar Vikas Mission to clarify / define what would entail unsatisfactory output against the deliverables, so that there is clarity for all the stakeholders involved</p>	<p>Unsatisfactory output would be defined as delay in the output against the specified timeline/ or delivery of output which is not in conformation with the mentioned scope of work.</p> <p>To ensure quality, however, the Mission's decision would finally prevail with regard to defining "unsatisfactory output against the deliverable".</p> <p>The following exemptions will be considered:</p> <ol style="list-style-type: none"> 1. Any delay which is on account of force majeure or beyond the control of the company and is inevitable could be exempted from the penalty 2. Any foreseeable delay which has been prior informed within the specified timeline and approved by the concerned authority could be exempted from the penalty
5	Section 2	<p>2.2 Design robust HR manual including all HR processes and policies and setup a fully automated technology platform to manage all the HR processes effectively</p>	<p>Section 2.2 clearly defines the exception that Bihar Vikas Mission has with respect to the HR Processes, policies and requirements from the HR system. It however doesn't provide any information on the preferred deployment model.</p>	<p>The deployment of the automated system and discussion on the preferred model is to be done after the design phase.</p>
6	Section 2	<p>2.1 b) Develop clear job descriptions with key accountabilities, KPIs, skills, experience and qualifications for 1000-1500 roles envisioned for the Mission</p>	<p>We would request Bihar Vikas Mission to re-confirm if 1000-1500 is the no. of roles or the no. of people envisioned to be employed in BVM? In case of latter, the no. of roles will in all probability be less than 1000-1500 and hence, the job descriptions to be developed will also be lesser</p>	<p>The Bihar Vikas Mission envisions to employ 1000-1500 people. The number of unique roles could be lesser than the number of people employed, but will only be clear once the detailed organization structure is ready.</p>

7	Section 5	<p>1. Relevant Experience: Experience should be submitted according to the format suggested in Form 6: Bidder's Relevant Experience – Project Description Sheet (for each project to be submitted separately along with a Copy of Work Order, Copy of Completion Certificate (in case of completed project) and Contract to be attached) attached in the annexure</p>	<p>It is a common practice in consulting industry for clients to request the consulting organizations to sign non-disclosure agreements due to which the work order and contract for such projects are considered as confidential. In such cases, the concerned consulting organization cannot share the work orders and contracts with any outside parties. Also, it may not be possible to source the work orders and contracts for projects done globally, considering the tight timelines for submitting the BVM proposal. Thus, it is difficult to provide work order and contract for all projects included in the Relevant Experience criteria of Technical Proposal. While we will make sure that all relevant details required for eligibility criteria will be Submitted for the projects specified. For the technical evaluation criteria we will share the details as specified in the format Form 6 for all the projects where we can share the work order and value. for the ones we cannot share the work order and value we will mention it confidential and submit an undertaking. We will ensure all relevant details of the projects required for technical evaluation is there in the description of the projects.</p>	<p>The contracts and work orders bound by non-disclosure agreements can be submitted in a separate sealed envelope that shall be opened only in the presence of a representative of the respective bidder, and then sealed back again.</p>
8	Section 5.1	<p>2. CVs of personnel proposed by the Bidder: Project Manager (Should be present full time during design and implementation phase)</p>	<p>The main responsibilities of a Project Manager during Implementation Phase will be setting up the Implementation & Coordination office and finalizing implementation plan, updating the Committees and Mission Director on the implementation progress on a periodic basis and conducting workshop for key stakeholders. As these are not continuous activities, it will not amount to full-time utilization of the Project Manager. There are 5 full time HR consultants with a good mix of senior and junior resources which is more than required during implementation phase. Having a full time Project manager in addition to that will lead to not just inadequate utilization of the Project Manager's time but also result in additional financial cost for BVM (consulting fees, OPE etc.)</p>	<p>The clause will remain as per the RFP.</p>

9	Section 5.2	Form 8 - Item 3. cost of annual subscription of technology platform	The financial bod section 5.2 mentions that the cost of Technology platform needs to be submitted as a separate line item, however the same is mentioned in the form 8 s.no.3 and will create confusion. Hence we request that S.no. 3 be removed from the table	The cost of the technology platform should be submitted in a separate sealed envelope that will be opened post the selection of the successful bidder. The bidders must leave the item in S.No. 3 of Form 8 blank.

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S. No.	RFP Document	Reference Relevant clause(s) from RFP document	Questions/Clarification	Response
1	Section 2.1	Design Phase 2.1 b) Detail the governance structure to ensure swift decision-making and effective coordination between Bihar Vikas Mission and associated stakeholders	Please clarify on the associated stakeholders. Who are these stakeholders expected to be? Also, how many of these stakeholders are expected?	The associated stakeholders are the Chief Secretary, 44 government departments, 9 divisions, 38 district administrative units, including a few others.
2	Section 2.1	Design Phase 2.1 b) Developing coordination mechanisms with diverse stakeholders (Government departments, vendors, etc.)	Our understanding is that the coordination mechanisms need to be developed as part of the organization design, including clear accountabilities on interfaces between BVM and external stakeholders. Please validate if this understanding is correct.	Yes this is correct.
3	Section 2	Design Phase 2.1 b) Develop clear job descriptions with key accountabilities, KPIs, skills, experience and qualifications for 1000 – 1500 roles envisioned for the Mission	Based on our previous experience, our understanding is that Job Descriptions can be prepared for unique roles / jobs, and there can be multiple employees in BVM in the same roles / jobs. The unique roles shall be derived from the proposed organization structure for BVM. If such is that case, the job descriptions need not be 1000 – 1500. Please confirm if this understanding is correct.	The Bihar Vikas Mission envisions to employ 1000-1500 people. The number of unique roles could be lesser than the number of people employed, but will only be clear once the detailed organization structure is ready.

4	Section 2	Design Phase Design the recruitment system, processes and tools taking into account the requirements in different entities and at different levels (state, district etc.) in the organisation	What are the other entities that are expected to be studied? Please clarify.	The requirements of all the entities which come under the structure of BVM at different levels (departments at the state level, district administration at the district level, etc.) will need to be considered. More about the Mission can be accessed here http://csd.bih.nic.in/Upload/Circulars/1162016.pdf .
5	Section 2	Design Phase 2.3 Communicate with and incorporate feedback and suggestions of all relevant Government stakeholders on the proposed structure, core values and coordination mechanisms	How many such Government stakeholders / Departments are expected to be consulted, by the Consultant? Please clarify.	All 38 District Magistrates and senior officials from their team, Principal Secretaries of all 44 departments and senior officials from their team, Development Commissioner and senior officials from his team, Chief Secretary and senior officials from his team, Secretaries of the Cabinet and Chief Minister's office and senior officials from their team need to be consulted.
6	Section 2	Design Phase 2.3 a) Design and hold workshops for all District Magistrates, Principal Secretaries of all departments, Development Commissioner, Chief Secretary, Secretaries of the Cabinet and Chief Minister's office to get their feedback and suggestions in order to further refine the stated goals, key objectives and core values of the Bihar Vikas Mission	Please clarify on the number of workshops that are expected to be held.	Number of workshops should be decided by the bidder as a part of their methodology, but should be a regular feature and be organized on a continuous basis.

7	Section 2	Design Phase 2.3 a) Finalize the focus areas of various PMUs of the mission in sync with the feedback received from the government consultations	The finalization of these focus areas shall be done through workshops, which shall be conducted for finalizing the core values of BVM. Please confirm.	The feedback received from the workshops/government consultations should be incorporated while finalizing the focus areas of various PMUs of the departments at the state level and district administration at the district level.
8	Section 2	Design Phase 2.3 b) Present the draft of the stated goals, key objectives and values of the Mission to all the State – level government officials	Our assumption is that these presentations are different from the consultation workshops which are conducted for finalizing the focus areas of the various PMUs. Please confirm if this assumption is correct.	The presentations are different from the consultation workshops to be conducted.
			Also, please clarify on the approximate number of State government officials that are expected in these presentations. A typical healthy population for a workshop is 10 – 12 people. Also, please clarify on who in BVM will take the final decision on the various stakeholder and consultant inputs.	The Executive Committee of BVM will decide on the number of State Government officials to attend the presentations, and will have the final authority on all consultation/workshop related decisions.
9	Section 2	Post completion of the design phase the bidder must begin the implementation phase immediately after, the gap not extending beyond 15 days.	What construes “completion of design phase”? Please clarify.	Completion of the design phase is defined as sign-off on the design deliverables by the Executive Committee through the Member Secretary, Bihar Vikas Mission
10	Section 2	2.4 Monitor the implementation of designed roadmap against plan and facilitate removal of bottlenecks in implementation	Our understanding is that the roadmap referred here is the implementation road map designed by the consultant for implementing the modules designed in Phase 1. If this understanding is correct, the consultant would require BVM’s support in removal of bottlenecks in implementation.	BVM will provide support in removing bottlenecks in implementation.
11	Section 2	2.4 Ensure effective deployment, configuration and maintenance of the technology platform and troubleshoot in case of any issues	Please clarify on whether the automated HR processes need to have Payroll and Travel & Expense Reimbursements as part of its modules. Also, please provide the approximate number of employees that BVM is envisaging to recruit / be part of the organization, as the Annual Subscription. Financial quote for the software is directly proportional to the number of employees.	Automated HR processes will include payroll, travel , reimbursements along with everything else that can be automated. BVM is planning to recruit about 1000-1500 employees.

12	Section 2	2.5 Handhold the implementation of designed processes according to the pre-defined timeline to ensure that sustainable HR systems are in place	Please clarify whether BVM has already recruited people to whom the consultant can handhold the designed processes. If BVM has not yet recruited, the handholding exercise is dependent on the recruitment of people by BVM and poses a challenge for the consultant to complete handholding within 12 months after the design phase. Please clarify.	BVM has not recruited any employees so far. However, the process to recruit the first set of people is already underway. The HR team will be defined and decided upon during the design/implementation phase. The consultant will have enough time to complete the handholding exercise.
13	Section 3	Workshops with Government officials to collect feedback and recommendations	Our understanding is that these workshops are limited to discussions on core values and objectives for BVM, and does not extend to deliverables such as Job Descriptions, etc. Please confirm if this understanding is correct.	The workshops should cover consultations on all aspects of the design phase, including deliverables such as job descriptions.
14	Section 3	2.2 Detailed organisation structure down to district level · Secondary and primary research on PMUs and similar structures · Defined charter, roles, composition of governance structure · Job descriptions of all jobs · Critical competencies for all jobs · Grading for all jobs · Detailed manpower plan · Aligned reward philosophy and policy · Reward benchmarking report · Reward structure for all organisation employees · Identify technology platform to manage HR processes	Based on our experience in previous similar assignments, and based on the logic of delivery, we propose certain changes in the deliverable order (as shown below). Please confirm if the following changes are acceptable. 2.2 - Discussion of draft of designed key objectives with State-level officials and adoption of suggested changes / additions - Workshops with Government officials to collect feedback and recommendations - Cost impact analysis - Detailed organisation structure down to district level - Secondary and primary research on PMUs and similar structures Defined charter, roles, composition of governance structure - Job descriptions of all jobs - Critical competencies for all jobs - Grading for all jobs - Detailed manpower plan	The order remains the same as per the RFP.

		<p>2.3 Discussion of draft of designed key objectives with State-level officials and adoption of suggested changes / additions</p> <ul style="list-style-type: none"> · Workshops with Government officials to collect feedback and recommendations · Cost impact analysis · Aligned recruitment strategy and system · Aligned induction and onboarding / orientation program · Report detailing all policies and processes related to recruitment and onboarding · HR Manual with all policies & procedures · Scope of work – HR Automation 	<p>2.3</p> <ul style="list-style-type: none"> - Aligned reward philosophy and policy - Reward benchmarking report - Reward structure for all organisation employees - Aligned recruitment strategy and system - Aligned induction and onboarding / orientation program - Report detailing all policies and processes related to recruitment and on-boarding - HR Manual with all policies & procedures - Scope of work – HR Automation 	<p>The order remains the same as per the RFP.</p>
15	Section 3	<p>2.4 Functional Implementation & Coordination Office (comprising 5 full time consultants) – 12 months post approval of design phase deliverables</p>	<p>On Page 7, Section 2.4, the following has been mentioned: “Setup an Implementation & Coordination Office comprising 5 full time consultants with the Mission for a period of 12 months from commencement of the project in order to effectively carry out the implementation support and coordination needed to execute proposed solutions” Please clarify on the total duration expected for full time deployment of the 5 Consultants for the Implementation & Coordination Office.</p>	<p>The 5 consultants in the Implementation and Coordination Office should be deployed on a full-time basis for the entire duration of the implementation phase, i.e. 12 months. Section 2.4 of the RFP should be read as 'Setup an Implementation & Coordination Office comprising 5 full time consultants with the MIssion for a period of 12 months from the commencement of the Implementation Phase in order to effectively carry out the implementation support and coordination needed to execute proposed solutions'.</p>

16	Section 5	1. The Bidder should be registered in India under the Indian Companies Act 1956 and should be in operation in India for minimum of 5 years	The consultant was recently converted to a Limited Liability Partnership under the Ministry of Corporate Affairs, from a Company under the Companies Act. Please confirm if this is acceptable.	Limited Liability Partnerships are allowed to bid. The RFP criteria is modified to read as 'The Bidder should be registered in India under the Indian Companies Act 1956, or as a Limited Liability Partnership under the Limited Liability Partnership Act 2008, and should be in operation in India for a minimum of 5 years.'
17	Section 5	5.1 Eligibility Criteria 2. The Bidder should have a minimum annual revenue of Rupees 30 Crores from pure-play HR Consulting during each of the last three declared financial years	It is not possible to differentiate the annual revenue for Consulting Organizations between Consulting and pure – play HR Consulting. The Consultant can provide the Profit & Loss Statements for the firm as a whole. Please confirm if an additional self – declaration from the authorized signatory would suffice as proof in this regard.	The bidder is required to have a minimum annual revenue of Rupees 30 crores from pure-play HR consulting during each of the last three declared financial years. A letter from an authorized auditor verifying this, in addition to the annual revenue/profit-loss statements, should suffice.
18	Section 5	1 b) Comprehensive compensation database, comprising benchmarks from 200 or more companies across diverse sectors (database with higher number of benchmarks will be preferred)	This criteria for evaluation shall need to be judged on quality, and not on quantity of the benchmarks relevant to BVM. Also, consulting organizations with core Government / PSE experience will have access to Govt. pay scales and understanding of Public Sector/ Autonomous agency compensation. A hybrid understanding of govt. / PSE/ autonomous agencies/ private shall be desirable for BVM. A general database of compensation benchmarks may not be relevant for BVM. It is requested that this evaluation criterion be modified in line with the above.	The criteria remains the same as in the RFP. The number of people and the expanse of roles in BVM is huge and for this purpose it is important that the agency has and uses a database which is comprehensive comprising of benchmarks to choose from which will best fit the BVM structure.
19	Section 5	The weights given to the Technical and Financial proposals are: - Wt = 70% - Wf = 30%	It is requested to modify the evaluation criteria as shown below: - Wt = 80% - Wf = 20%	The weightages of the technical and financial proposals remain the same, as follows: Wt = 70% Wf = 30%

20			<p>There are no clauses that limit's the Consultant's liability. It is requested to add the following clause as part of the draft contract: "Notwithstanding anything contained in the contract, Bihar Vikas Mission agrees that the Selected Applicant shall not be liable to Bihar Vikas Mission, for any losses, claims, damages, liabilities, cost or expenses ("Losses") of any nature whatsoever, for an aggregate amount in excess of the fee paid under the contract for the services provided under the contract, except where such Losses are finally judicially determined to have arisen primarily from fraud or bad faith of the Selected Applicant . In no event shall the Selected Applicant , be liable for any consequential (including loss of profit and loss of data), special, indirect, incidental, punitive, or exemplary loss, damage, or expense relating to the services provided pursuant to this Contract."</p>	<p>No changes. The clause will not be added to the RFP.</p>
21	Section 7	<p>The Selected Applicant would be subjected to penalty deduction from the Performance Security in case of unsatisfactory or delayed output against the deliverables mentioned above in the bid document</p>	<p>Please clarify on what would be the acceptance period by BVM, for the deliverables submitted by the Consultant.</p>	<p>The deliverables need to be submitted as per the timelines mentioned in the RFP and shall be reviewed on an on-going basis.</p>
22	Section 7	<p>The Selected Applicant would be subjected to a payment deduction of 5% for every 15-day delay in the output against the delivery schedule which has not been discussed or approved by the relevant authority in Bihar Vikas Mission</p>	<p>As per general industry practice, the % of payment deduction for delay is 0.5% per week of delay, and capped to 5% of the contract value. Hence, it is requested that the clause be modified to: "The Selected Applicant would be subjected to a payment deduction of 0.5% for every week of delay in the output, capped to 5% of the contract value, against the delivery schedule which has not been discussed or approved by the relevant authority in Bihar Vikas Mission"</p>	<p>The Bihar Vikas Mission takes delays very seriously and in line with this, the mentioned clause remains the same.</p>

23	Section 6	The Applicant shall furnish as part of its Application, an Application Security (bid security) of amount INR 5,00,000 only (Rupees Five Lakh only) in the form of a Bank Draft issued by a Scheduled/ nationalized Bank in India, drawn in favour of the Member Secretary, Bihar Vikas Mission, payable at Patna.	The consultant had already submitted a Bid Security of the same amount earlier. Is the consultant required to submit a fresh Bid Security again?	The EMD will have to be resubmitted. The previously submitted EMD alongwith the financial bid shall be returned to the respective bidders, and can be collected from the Member Secretary, Bihar Vikas Mission.
24	Section 8	The Bidders should submit 2 printed copies of the proposal and a non-rewritable CD as a single file in PDF format containing the Technical and Financial Bid along with all annexures and forms/letters	Please clarify whether the Financial bid needs to be in the same CD as the Technical Bid, or in a separate CD.	The Financial and technical bids need to be submitted in different CDs. The RFP is modified to read as 'The Bidders should submit 2 printed copies of the proposal and two non-rewritable CDs (1 containing Technical bid and the other containing Financial Bid) along with all annexures and forms/letters'. The bidder should also submit the cost of the technology platform in an additional sealed envelope and CD.