

Pre-bid Conference for Engaging professional HR consultant for Competency mapping of 483 (JAG level & above) officers of Geological Survey of India.

Date : 12.03.2019.

The pre-bid meeting for **Engaging professional HR consultant for Competency mapping of 483 (JAG level & above) officers of Geological Survey of India** was held on 12.03.2019 with the following members from GSI side.

1.	Sri M. Raghupathy, DDG, IA & IGC, Kolkata
2.	Dr. Taraknath Pal, Director, GSITI, Hyd
3.	Dr. S. Ravi, Director, GSITI, Hyd
4.	Sri A. Srinivasu, EE(NFJAG),GSITI, Hyd.
5.	Sri P. Subrahmanyam, Stores Officer

- Domain Experts at Sl.No. 1 participated in the pre-bid through Video Conferencing from Kolkata.

The following one firm/agency participated in the pre-bid meeting :

1. M/s. Ernst & Young LLP, Hyderabad.

The queries raised by the bidders in pre-bid meeting held on 12.03.2019 & through mail and the clarifications of GSITI, Hyderabad for **Engaging professional HR consultant for Competency mapping of 483 (JAG level & above) officers of Geological Survey of India** are as follows :

Sl.No.	Query	Clarification
	M/s. Ernst & Young LLP, Hyderabad.	
1.	With respect to the assessments that are to be conducted, please indicate if all/any of the assessments need to be in-person or if virtual assessments (such as video and audio) may suffice?	All the assessments needs to be done in-person.
2.	In case the assessments have to be in-person, please indicate the various locations at which the assessments need to be taken place?	There are 6 places across India, as detailed below, where assessment needs to be done: 1.Hyderabad 2. Nagpur 3. Kolkata 4. Lucknow 5. Jaipur 6. Shillong However, the number of Officers in each place may vary.
3.	Please indicate if there is any flexibility on the duration of 4 months that is mentioned in the Tender document? Can the duration exceed 4 months?	No, the duration of successful completion with submission of all the documents related to the work is 4 months only.
4.	Is there an Assessor-to participant ratio that is mandated? i.e. Can a participant be assessed by one assessor only?	Multiple assessors, say atleast 3, should assess each Officer. And each team should contain one “technical expert”. GSI on its part will provide space and infrastructure only for assessment . All the other expenses like TA,DA, Boarding & Lodging is to be born by the Agency and accordingly they have to submit the bid.
5.	With respect to Point 8 of the expectations from the Consultant, what all are included in this- ‘Create a Competency based management system’	Competency based management system is to be created by the agency with the details as : 1. Individual wise 2. Organisation level wise(JAG/SAG/HAG) 3. Stream wise What is to be done to improve the competency with Short term (within 1 year) and long term (within 5 years) should also to be suggested.

Sl.No.	Query	Clarification
6.	Please indicate if functional competencies are also required to be created or not. Also indicate if technical competencies are required or not	The assessment should also include little bit of technical also. The different parameters, discipline wise, will be provided by GSI before issuance of Work Order.
7.	Please indicate if tenderer intends for the consultant to train internal resources (employees of GSI or GSI TI) on conducting assessments? If yes, please list down the things which the tenderer expects the consultant to train.	No. Assessment has to be made by the agency only.
		The Original marks/ stars sheets along with the soft copies are to be handed over to GSI and are to be treated as confidential.
		The total number of Officers i.e. 483 may vary by $\pm 10\%$.
	BOQ/Price bid :	In the BoQ/price bid, the consolidated cost for the whole work, including all costs, is to be quoted for 483 Officers. GST is also to be quoted in lumpsum for 483 Officers. However, the Bill will be passed as per the actual No. of Officers assessed. For arriving to the individual figure the following procedure will be followed. Total cost of 483 Officers/483 = Cost of 1 Officer. The corresponding GST will also be calculated like wise and added to the cost of 1 Officer.
	Experience:	All the Assessors should be atleast 20 years experience in their respective fields.
	M/s. People Power Queries received through mail	
1.	The qualification criteria for successful execution of atleast 2 contracts of Rs.20 Lakhs - is it for one single contract of Rs.20 Lakhs or is it for for all contracts combined.	It is for one single contract of Rs. 20.00 lakhs.
2.	EMD forfeiture - what could be the possible non-compliances leading to forfeiture of EMD ? Will non-qualification be considered a non compliance?	Non qualification will not be considered as non compliance. EMD is forfeited in case the tenderer withdraws his bid/ non execution of the work on awarding the contract and other conditions stipulated in the tender.