

32/1/2019-DSRD/Cons/DRIP Phase II and III
Central Water Commission
Central Project Management Unit
Dam Rehabilitation and Improvement Project
Phase II and Phase III

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Sl No.	Reference section	Page	Question	Answer
1	Short-listing criteria - Section II criteria (viii)	Page 9	Q: Is it possible to extend the notion of “permanent employment of firm for last three years” to the employment of a free-lance expert by the firm during the last three years in a full-time basis?	Not agreed
2	Annexure II table 1 : last column “No of years with the firm”	Page 12	Q: Is it possible to present an average for the employees or/and a range?	The bidder has to give the average experience of all the permanent employees as on date. The cumulative experiences of all the permanent employees are to be worked out and divided by total number of permanent employees
3	Annexure II table 2 : Annexure II table 2 : column “qualification”	Page 12	Q: What should be the content of this column: the name of degree of diploma of the expert or the description of field of expertise and competences, or both?	It shall be Annexure III, Table.2, the qualification refers to educational qualifications of core experts, wherein details about degree at Under Graduate level and onward qualifications may be given.
4	Annexure II table 2 : documents of Proof of permanent employee	Page 12	Q: Is it possible to present a letter of certification signed by Head of Human Resources?	In the case of private entity, a letter of certification signed by Head of Human Resources not accepted. The documentary proof of permanent employee include copies of Income Tax Returns (ITR), copies of appointment letter (if joined within 10 years) along with latest Payroll for May 2020, and Payroll for May 2017, ITA(Monthly Report about the employees of the Company) for May 2020, Tax Statement Declaration, copy of relevant document towards social security etc. In the case of government owned enterprises, the appropriate Certificate bearing details of concern expert signed by Head of HR Department of bidder, and notarised by Notary/Justice of Peace or equivalent. The bidder shall submit maximum documentary evidence to substantiate proof of permanent employment.