

Response to Pre-Bid Queries for RFP					
RFP Ref. No.		CPCM-05/2025-26 Dated 30th June 2024 GEM Bid No. GEM/2025/B/6396935			
RFP Name		Request for Proposal (RFP) for Appointment of agency for providing outsourcing Manpower service for Mumbai & Goa Region			
Sr. No.	Page No.	RFP Clause	Clause Description	Query	StockHolding Remarks
1	14	Scope of Work : I] Resource Requirement- Data Entry Operator/ Counter Assistant (Semi-skilled Category):	<b>Category of Data Entry Operators</b>	We request clarification on whether the category of Data Entry Operators will be considered under the <i>Skilled</i> category, given the scope of work mentioned in the tender.	No Change.
2		General	<b>Minimum Service Charge Concerns</b>	<p>The current minimum service charge prescribed on GeM (3.85%, if not mistaken) appears insufficient to justify the scope and responsibilities involved. We would like to suggest that Stockholding consider fixing a higher minimum vendor fee percentage.</p> <p>As you are aware, minimum wages are the same for all bidders. In order to become L1, all bidders are compelled to quote the minimum service charge, which may not be feasible for sustainable operations.</p> <p>Justification for Increasing the Minimum Service Charge:</p> <p>TDS Deductions: 1% is deducted towards TDS, which remains blocked for over a year and is only adjusted against corporate tax later.</p> <p>◦Recruitment Costs: No provisions are made for recruitment-related expenses, which arise as and when required.</p> <p>◦Administrative Overheads: The salaries of in-house staff managing payroll, monthly compliance, documentation, and onboarding are not factored into the current service charge.</p> <p>◦Bank Guarantee Costs: Interest-free bank guarantees are locked for the tender duration, incurring additional financial burden. Costs associated with obtaining BGs or security deposits should be considered.</p> <p>Example Illustration (based on current billing of less than ₹7 lakhs/month):</p> <p>◦Agency Revenue @ 3.85%: ₹26,950</p> <p>◦Less TDS @ 1%: ₹7,000</p> <p>◦Net Revenue: ₹19,950/month</p> <p>This amount is inadequate to cover even one staff member involved in managing payroll, recruitment, compliance, police verification, BG costs, and other miscellaneous tasks. The operational cost exceeds the revenue generated.</p>	No Change.
3	19	Performance Bank Guarantee (PBG)	<b>Suggestion on Bank Guarantee</b>	We request you to consider reducing the bank guarantee amount to 5% of the one-year contract value (with or without GST), as was permitted in the last tender. This would ease the financial burden on participating vendors.	No Change.