

**Reply to Pre bid Queries Dated 10.11.2021**

**TENDER NO : HOGPL/2021-22/C&P/017 Dated: 29.10.2021**

**SELECTION OF RECRUITMENT CONSULTANT FOR HPOIL GAS PVT LTD**

<b>Sl. No.</b>	<b>Bidder's Pre bid Queries</b>	<b>HOGPL Reply to Pre bid Queries</b>
1	Could you kindly give us a break down of each Unit Rate with regard to Basic / HRA / other allowances / PF / Leave / ESIC / WC / Bonus. This will help us better understand the components and the overall calculation.	Components of wages and consequent structure should be in line with industry norms and practices.
2	Would you cover any impact of revision of minimum wages during this contract.	(NO)Since we are hiring Engineers/Graduate/Post Graduate who are designated as Engineers/Executives not within the framework of Minimum Wages Act.
3	Kindly advise what insurance coverage is required and if there are any minimum stipulations for the same under each classification (life, medical).	Associates under the potential service provider shall be covered under Accident Insurance and Employees Compensation Policy/ESIC as applicable.

**Signature & Seal of Bidder**