

REPLY TO PRE BID QUERIES2 DATED:02.03.2026

PROVIDING EXPERIENCED NON-TECHNICAL MISCELLANEOUS MANPOWER SERVICES AT DIFFERENT LOCATION OF HPOIL GAS PVT LTD

TENDER NO. HOGPL/2025-26/C&P/039 DATE: 16.02.2026

Sl. No.	Ref Clause No.	Bidders Query	HOGPL Reply
1	General Query	Kindly clarify whether maternity benefit wages and the cost of replacement (reliever) during the maternity leave period shall be borne by the Contractor or reimbursed by HPOIL.	Cost of Reliever will be borne by contractor if exiting personnel is on maternity leaves, while wages will be paid for existing personnel.

Signature & seal of Bidder