

REPLY TO PRE BID QUERIES DATED:10.06.2025

TENDER FOR HIRING OF MANPOWER SERVICES AT HPOIL GAS PVT LTD AMBALA-KURUKSHETRA, HARYANA

TENDER NO. HOGPL/2025-26/C&P/002 DATE: 31.05.2025

Sl. No.	Ref Clause No.	Ref Clause Description	Bidders Query	HOGPL Reply
1	A. SCOPE OF WORK Clause No. 3 of Technical Volume	All personnels covered in SOR item no. 1, 2 & 4 must be trained in fire-fighting and Basic First aid procedures.	Could you please confirm if this training is mandatory and whether certification is required?	Trainings are mandatory along with certificates. Reason: All the employees are part of Emergency Response Plan. Further to it, Refreshal Trainings will be provided by HPOIL Gas
2	General Query		We seek clarification on whether our agency is required to provide Group Medical Insurance and Group Personal Accident Insurance at our own cost for employees working at the Ambala-Kurukshetra GA, Kolhapur GA, and the Mumbai Head Office of HPOIL. If so, kindly specify the minimum insured value per employee.	Refer Corrigendum 1
3	General Query		Could you please share the latest applicable minimum wage rates (Skilled/Semi-Skilled/Unskilled) for the aforementioned locations?	Minimum Wages Notification as per GOI Ministry of Labour, Chief Labour Commissioner(Central) effective 01-04-2025 attached for reference.
4	General Query		Availability of Existing Manpower: Is there existing manpower available at your premises for this project, or will we be required to recruit new personnel?	Yes, we have existing Manpower at project location which will continue to work in the same heirarchy and any new personnel/ replacement will be hired when required.
5	General Query		Group Medical Insurance Requirement: Does the tender mandate the provision of group medical insurance for the deployed manpower?	Refer Corrigendum 1
6	General Query		Salary and Budget Details: The tender documents do not specify salary details. Could you please provide information regarding the expected salary structure or the overall budget allocated for this engagement?	As per Minimum Wages (Central) under the Minimum Wages Act
7	General Query		We would like to understand if there is any existing manpower that might continue with the project or if we are expected to deploy an entirely new team.	Yes, we have existing Manpower at project location which will continue to work in the same heirarchy and any new personnel/ replacement will be hired when required.
8	A. SCOPE OF WORK Clause No. 5 of Technical Volume SECTION II : Clause No. 15 of Commercial Volume SECTION II : Clause No. 38 of Commercial Volume	<p>The contractor shall not make the company liable to reimburse the contractor for the statutory increase in the wage rates of the contract labor appointed by the contractor. Such statutory increase in the wage rates of contract labour shall be borne by the contractor. The bidder needs to quote considering the possible escalation in the wage rate during the tenure of the contract. It is being clarified that no change in the rates quoted will be accepted after the award of the work order.</p> <p>Prices quoted by the bidder shall be considered as firm and fixed during the entire execution of the contract and not subject to variation on any account (except statutory variation in GST)</p> <p>Bidder shall note that the quantities mentioned against each activity in Schedule of Rates are tentative and shall be used for evaluation purpose only. These quantities are subject to change based on actual requirement. The unit rates agreed with the bidders shall remain fixed and firm throughout contract period i.e. no price adjustment shall be allowed, except statutory variation.</p>	<p>Kindly clarify whether it is a fixed rate contract or the rates are subject to revision as and when there is an increase in the minimum wages as notified by the Central or State Government.</p>	Bidder to refer Clause No. 5 of section A. SCOPE OF WORK of Technical Volume.

9	SECTION I: 8.0 BIDDER EVALUATION CRITERIA (BEC) Clause No. 8.1.1 of Commercial Volume	Bidder should have successfully completed at least 02 (two) similar work as a main contractor during last 05 years reckoned from bid submission due date. Definition of Similar Work: Providing watch & ward or Manpower Services to any City Gas Distribution/Oil and Gas/Government/PSU company.	we are executing PNG O&M services Order and Meter Reading and billing distribution order . These are two different orders , are we eligible.Also kindly let us know any minimum value to be executed for the qualification of the said tender.	Bidder to refer Clause No. 8.1.1 of SECTION I: 8.0 BIDDER EVALUATION CRITERIA (BEC) of Commercial Volume.
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Signature & Seal of Bidder

File No.1/6(1)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. **01.04.2025** on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	181	167	165
Semi-Skilled/Unskilled Supervisory	198	181	168
Skilled/Clerical	215	198	181
Highly Skilled	237	221	198

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+181=514	303+167=470	300+165=465
Semi- Skilled/Unskilled Supervisory	364+198=562	335+181=516	307+168=475
Skilled/Clerical	395+215=610	364+198=562	334+181=515
Highly Skilled	438+237=675	407+221=628	364+198=562

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(K. Shekar)
Chief Labour Commissioner(C)

F.No.1/6(2)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2413(E) dated **28th July, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025;-

Rates of Variable Dearness Allowance for employees employed in employments in **Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate Mines and Magnetite Mines.**

Category of worker	Rates of V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	191	237
Semi-Skilled/Unskilled Supervisory	237	282
Skilled/ Clerical	282	328
Highly Skilled	328	366

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.04.2025 will be as under:-

Category of worker	Rates of wages including V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	350+191=541	437+237=674
Semi-Skilled/ Unskilled Supervisory	437+237=674	523+282=805
Skilled/ Clerical	523+282=805	610+328=938
Highly Skilled	610+328=938	683+366=1048

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(K. Shekar)
Chief Labour Commissioner(C)

F.No.1/6(3)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025;-

The rates of Variable Dearness Allowance for employees employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE, TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES.**

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	282	237	191
Semi-Skilled/Unskilled Supervisory	314	266	222
Skilled/Clerical	344	314	266
Highly Skilled	372	344	314

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 will be as under :-

Category of worker	Rates of wages including V.D.A. per day (in Rupees)		
	A Area	B Area	C Area
Unskilled	523+282=805	437+237=674	350+191=541
Semi-Skilled/Unskilled Supervisory	579+314=893	494+266=760	410+222=632
Skilled/ Clerical	637+344=981	579+314=893	494+266=760
Highly Skilled	693+372=1065	637+344=981	579+314=893

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(K. Shekar)
Chief Labour Commissioner(C)

F.No.1/6(4)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025;-

Rates of VDA for employees employed in loading and unloading in **(i) Goods sheds, Parcel Offices of Railways, (ii) Other Goods-Sheds, Go-downs, Warehouses and other similar employments ; (iii) Docks and Ports; and (iv) Passengers and Goods and Cargo Carried out at Airports (both international and domestic).**

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 to the employees shall be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	282
'B'	237
'C'	191

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2025 shall be as under:-

AREA	RATES OF WAGES PLUS V.D. A. PER DAY				
	Basic Wages (Rs.)		V.D.A. (Rs.)		Total (Rs.)
'A'	523	+	282	=	805
'B'	437	+	237	=	674
'C'	350	+	191	=	541

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(K. Shekar)
Chief Labour Commissioner(C)

No.1/6(5)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025;-

RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN “Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993”.

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	282
B	237
C	191

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2025 shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY			
	Basic Wages (Rs.)		V.D.A (Rs.)	Total (Rs.)
A	523	+	282	= 805
B	437	+	237	= 674
C	350	+	191	= 541

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(K. Shekar)
Chief Labour Commissioner(C)

File No.1/6(6)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2025:-

I. RATES OF VDA. for employees employed in **WATCH & WARD (without arms)** shall be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	344
B	314
C	266

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2025 to employees employed in **WATCH AND WARD (without arms)** shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY			
	Basic Wages (Rs.)		V.D.A. (Rs.)	Total (Rs.)
A	637	+	344	= 981
B	579	+	314	= 893
C	494	+	266	= 760

II. RATES OF VDA for employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF VDA PER DAY (in Rs.)
A	372
B	344
C	314

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2025 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF WAGES PLUS VDA PER DAY			
	Basic Wages (Rs.)		VDA. (Rs.)	Total (Rs.)
A	693	+	372	= 1065
B	637	+	344	= 981
C	579	+	314	= 893

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


(K. Shekar)
Chief Labour Commissioner(C)

File No.1/6/(7)2025 LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/03/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated **19th January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.4.2025;-

Rates of VDA for employees employed in “**STONE MINES**” shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01.04.2025
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs.194
(ii) Soft Soil with rock	Rs.287
(ii) Rock	Rs.380
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.155
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.1152
Above 1.5 inches to 3.0 inches	Rs.985
Above 3.0 inches to 5.0 inches	Rs.581
Above 5.0 inches	Rs.479

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.04.2025 to the employees employed in Stone Mines shall be as under:-

Category	Basic Wages	VDA	Total
1. Excavation & removal of over burden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs.351 +	Rs.194 =	Rs. 545
(ii) Soft Soil with rock	Rs.531 +	Rs.287 =	Rs. 818
(iii) Rock	Rs.703 +	Rs.380 =	Rs.1083
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283 +	Rs.155 =	Rs.438
3. Stone Breaking or Stone Crushing for stone size of category **			
	Basic Wages	VDA	Total
(i) 1.0 inch to 1.5 inches	Rs.2171 +	Rs1152 =	Rs.3323
(ii) Above 1.5 inches to 3.0 inches	Rs.1857 +	Rs.985 =	Rs.2842
(iii) Above 3.0 inches to 5.0 inches	Rs.1088 +	Rs.581 =	Rs.1669
(iv) Above 5.0 inches	Rs.893 +	Rs.479 =	Rs.1372

The workers employed on minimum guaranteed time rate of wages per day shall be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

* Per 2.831 cube meters (100 cubic feet)

** Per truck load of 5.662 cubic meters (200 cubic feet)


(K. Shekar)
Chief Labour Commissioner(C)