

Tender No.CHO(HR)/Manpower/ 29/16/2015

Date : 06.12.2017

Pre-Bid Meeting held on 05.12.2017

As per the clause No. 10 and 12(i) of the Tender document, a pre-bid meeting was held on 05.12.2017 at 3.00 PM at the 1st Floor Conference Room of SPMCIL Corporate Office. Representatives of the following prospective bidders were present :

- i. JPS Associates(P) Ltd.
- ii. Deloitte, Gurgaon (DTTILLP)
- iii. KPMG, Gurgaon

Representatives from Willis tower Watson joined late but their queries were also taken .

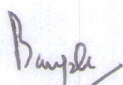
2. Sh. Sanjai Maheshwari, Addl. General Manager (F&A) , Sh. B. J. Gupta, Addl. General Manager (HR) convened the Meeting and replied to the queries of the representatives. Ms. Inderdeep Kaur, Asstt. Manager (HR) was also present in the Meeting.

3. Following queries raised during the pre-bid meeting are being clarified below:


S.No.	Query	Clarification
1	It has been mentioned in the Scope of work in Manpower Planning point No. "iii To analyse the executive strength department wise in comparison with the strength present in comparable PSUs (comparison with atleast two PSUs to be worked out)" Clarification was sought regarding definition of comparable PSUs	Comparable PSU refer to Mini-ratna Category-I PSU in manufacturing sector
2	Additional information regarding numbers of employees at each level	The details are annexed as Annexure A, B and C
3	It has been mentioned in the Eligibility criteria for the firm that "The Consultancy Company/ Firm should have at least 10 years of experience (year ending as on 31.03.2017) of undertaking similar assignments for Government departments/PSUs/Autonomous bodies related to manpower planning/ review of organization structure/ preparation of strategic training plan." Whether the experience refers to experience with Government/PSU/Autonomous bodies in India alone or the experience in Overseas Region can be considered.	Only the experience in Government departments/PSUs/ Autonomous bodies in the context of India will be considered for the purpose of determining Eligibility and for Evaluation

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6/12/17

4. There is no amendment in the Tender document only additional information is being provided which is annexed as Annexure- A, B and C.


Shri B.J. Gupta
Addl. General Manager (HR)

6/12/17


Shri Sanjai Maheshwari
Addl. General Manager (F&A)

Manpower Data as on 30.09.2017

NAME OF THE UNIT		1	2	3	4	5
		Executives	Supervisors	Workmen	Total	
ISP, Nashik	SPMCIL Employees	44	220	1835	2099	2099
	Govt. Optees	0	0	0	0	
CNP, Nashik	SPMCIL Employees	54	325	1834	2213	2213
	Govt. Optees	0	0	0	0	
SPM, Hoshangabad	SPMCIL Employees	81	191	877	1149	1152
	Govt. Optees	0	0	3	3	
BNP, Dewas	SPMCIL Employees	34	120	1008	1162	1216
	Govt. Optees	0	5	49	54	
SPP, Hyderabad	SPMCIL Employees	20	29	178	227	417
	Govt. Optees	0	6	184	190	
IGM, Hyderabad	SPMCIL Employees	24	38	359	421	424
	Govt. Optees	0	0	3	3	
IGM, Mumbai	SPMCIL Employees	22	40	738	800	801
	Govt. Optees	0	0	1	1	
IGM, Kolkata	SPMCIL Employees	23	46	1189	1258	1263
	Govt. Optees	0	0	5	5	
IGM, Noida	SPMCIL Employees	16	20	228	264	264
	Govt. Optees	0	0	0	0	
SPMCIL, Corporate	SPMCIL Employees	38	12	21	71	71
	Govt. Optees	0	0	0	0	
TOTAL	SPMCIL Employees	356	1041	8267	9664	9920
	Govt. Optees	0	11	245	256	
Total Employee		356	1052	8512	9920	

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**TOTAL NUMBER OF EXECUTIVES (Levelwise)
OF ALL NINE UNITS & CORPORATE OFFICE**

as on 30.09.2017

Cluster	Level	ISP	CNP	BNP	SPP	SPM	IGMH	IGMM	IGMK	IGMN	Corp. Off.	TOTAL
IV	E-8	1	1	1	1	1	1	1	1	1	0	9
	E-7	0	0	1	0	0	0	0	1	0	4	6
III	E-6	1	1	1	0	2	0	0	0	0	1	6
	E-5	2	2	1	0	1	1	2	0	0	2	11
II	E-4	2	3	0	0	3	1	1	0	1	3	14
	E-3	13	14	10	3	11	9	8	6	5	14	93
I	E-2	21	25	15	14	26	9	7	9	6	10	142
	E-1	4	8	5	2	37	3	3	6	3	4	75
TOTAL		44	54	34	20	81	24	22	23	16	38	356

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TOTAL NUMBER OF SUPERVISORS & WORKMAN

SPMCIL
30.09.2017

Annexure - C

30.09.2017															
Supervisors(Unionized)															
S. No.	Level		Grade Pay	ISP	CNP	BNP	SPP	SPM	IGM-Hyd	IGM-Kol	IGM-Mum	IGM-Noida	Corp. Off.	Total	
1	Supervisors (Unionized) (Excluding Staff working in Offices, Hospital, Dispensary, Estate)	S-2	4600	44	86	21	5	9	1	4	8	2	0	180	
2	Supervisors (Unionized) (Excluding Staff working in Offices, Hospital, Dispensary, Estate)	S-1	4200	88	181	31	11	46	11	13	14	6	0	401	
TOTAL				132	267	52	16	55	12	17	22	8	0	581	
1	Supervisors (Non-Unionized) (Excluding Staff working in Offices, Hospital, Dispensary, Estate)	S-2	14500-32600	5	10	16	1	0	0	1	7	1	5	46	
2	Supervisors (Non-Unionized) (Excluding Staff working in Offices, Hospital, Dispensary, Estate)	S-1	12300-25400	22	48	42	9	114	13	14	11	5	7	285	
TOTAL				27	58	58	10	114	13	15	18	6	12	331	
Staff(working in Offices, Hospital, Dispensary, Estate															
1	Staff		4600	20	0	8	3	6	1	0	0	1	0	39	
2	Staff		4200	41	0	7	6	16	12	14	0	5	0	101	
3	Staff		2800	25	6	1	1	15	5	5	9	7	8	82	
4	Staff		2400	30	16	3	10	23	23	44	38	11	10	208	
5	Staff		2000	9	4	23	3	9	1	20	20	5	3	97	
6	Staff		1900	8	5	0	2	13	3	30	21	8	0	90	
7	Staff		1800	104	14	10	25	9	1	38	41	1	0	243	
TOTAL				237	45	52	50	91	46	151	129	38	21	860	
Industrial Workmen															
1	Workmen	W-6	4200	151	85	88	22	6	32	50	22	8	0	464	
2	Workmen	W-5	2800	348	268	123	41	144	169	127	77	20	0	1317	
3	Workmen	W-4	2400	896	763	244	68	308	28	266	280	52	0	2905	
4	Workmen	W-3	2000	34	441	3	48	62	54	355	176	26	0	1199	
5	Workmen	W-2	1900	159	121	292	97	105	22	221	4	50	0	1071	
6	Workmen	W-1	1800	71	111	270	45	186	24	38	51	40	0	836	
TOTAL				1659	1789	1020	321	811	329	1057	610	196	0	7792	
Supervisors															
Supervisors															
				S-1	151	229	80	26	176	36	41	25	16	7	787
				S-2	69	96	45	9	15	2	5	15	4	5	265
				TOTAL	220	325	125	35	191	38	46	40	20	12	1052

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