

Bid Document/ बिड दस्तावेज़

Bid Details/बिड विवरण	
Bid End Date/Time/बिड बंद होने की तारीख/समय	08-02-2025 17:00:00
Bid Opening Date/Time/बिड खुलने की तारीख/समय	08-02-2025 17:30:00
Bid Offer Validity (From End Date)/बिड पेशकश वैधता (बंद होने की तारीख से)	180 (Days)
Ministry/State Name/मंत्रालय/राज्य का नाम	Ministry Of Petroleum And Natural Gas
Department Name/विभाग का नाम	Numaligarh Refinery Limited
Organisation Name/संगठन का नाम	Numaligarh Refinery Limited
Office Name/कार्यालय का नाम	Numaligarh Refinery Limited
क्रेता ईमेल/Buyer Email	buyer10.nrl.as@gembuyer.in

Bid Details/बिड विवरण	
Item Category/मद केटेगरी	Hiring of Consultants - Milestone/Deliverable Based - CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER Item 10 Project Planning and initiation; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSM.. , Hiring of Consultants - Milestone/Deliverable Based - Item 20 Training of internal Team; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As specified in scope of wo.. , Hiring of Consultants - Milestone/Deliverable Based - Item 30 Conduct PreADC seminar; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As specified in scope of work) , Hiring of Consultants - Milestone/Deliverable Based - Item 40 Conduct Pilot ADC; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As specified in scope of work) , Hiring of Consultants - Milestone/Deliverable Based - Item 50 Conducting in person ADC; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As specified in scope of wor.. , Hiring of Consultants - Milestone/Deliverable Based - Item 60 Creation of IDP dictionary; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As specified in scope of w.. , Hiring of Consultants - Milestone/Deliverable Based - Item 70 Customised reports presentation to mgm; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As specified ..
Contract Period/अनुबंध अवधि	3 Year(s)
MSE Exemption for Years of Experience and Turnover/ अनुभव के वर्षों से एमएसई छूट	No
Startup Exemption for Years of Experience and Turnover/ अनुभव के वर्षों से स्टार्टअप छूट	No
Document required from seller/विक्रेता से मांगे गए दस्तावेज़	Certificate (Requested in ATC),Additional Doc 1 (Requested in ATC),Additional Doc 2 (Requested in ATC),Additional Doc 3 (Requested in ATC),Additional Doc 4 (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer
Do you want to show documents uploaded by bidders to all bidders participated in bid?/	No
Bid to RA enabled/बिड से रिवर्स नीलामी सक्रिय किया	No
Type of Bid/बिड का प्रकार	Two Packet Bid

Bid Details/बिड विवरण	
Time allowed for Technical Clarifications during technical evaluation/तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय	2 Days
Evaluation Method/मूल्यांकन पद्धति	Total value wise evaluation
Financial Document Indicating Price Breakup Required/मूल्य दर्शाने वाला वित्तीय दस्तावेज ब्रेकअप आवश्यक है	Yes

EMD Detail/ईएमडी विवरण

Required/आवश्यकता	No
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ePBG Detail/ईपीबीजी विवरण

Required/आवश्यकता	No
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Limited Tender

Limited Tender Applicable	Yes
Reason for Limited Tendering	It will not be in public interest to procure the goods through advertised tender enquiry. Sufficient reasons for the same have been recorded in writing by the competent authority.
List of Seller Organization for participation	THOMAS ASSESSMENTS PRIVATE LIMITED, Ernst & Young LLP, MERCER CONSULTING (INDIA) PRIVATE LIMITED, SHL (INDIA) PRIVATE LIMITED, Hay Consultants India Private Limited, hay consultants india private limited

1. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.

Excel Upload Required/एक्सेल में अपलोड किए जाने की आवश्यकता :

PriceBreakup - [1738148104.xlsx](#)

Additional Qualification/Data Required/अतिरिक्त योग्यता /आवश्यक डेटा

Payment Terms:[1738137297.pdf](#)

Profile of Consultants:[1738139065.pdf](#)

Scope Of work:[1738148141.pdf](#)

Price Break Up Format:[1738148522.pdf](#)

This Bid is based on Quality & Cost Based Selection (QCBS) . The technical qualification parameters are :-

Parameter Name	Max Marks	Cutoff Marks	Qualification Methodology Document
experience of the firm (30 marks), team composition (30 marks) and quality of approach, methodology and execution plan (40 marks).	100	60	View File

Total Minimum Qualifying Marks for Technical Score: 60

QCBS Weightage(Technical:Financial):70:30

Presentation Venue:Venue will be intimated over mail in due time

Hiring Of Consultants - Milestone/Deliverable Based - CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER Item 10 Project Planning And Initiation; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSM.. (1)

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Consulting Category/ Stream	CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER Item 10 Project Planning and initiation
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Hiring Of Consultants - Milestone/Deliverable Based - Item 20 Training Of Internal Team; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As Specified In Scope Of Wo.. (1)

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Consulting Category/ Stream	Item 20 Training of internal Team
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Hiring Of Consultants - Milestone/Deliverable Based - Item 30 Conduct PreADC Seminar; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As

Specified In Scope Of Work) (1)**Technical Specifications/तकनीकी विशिष्टियाँ**

Specification	Values
Core	
Consulting Category/ Stream	Item 30 Conduct PreADC seminar
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़**Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी**

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Hiring Of Consultants - Milestone/Deliverable Based - Item 40 Conduct Pilot ADC; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As Specified In Scope Of Work) (1)**Technical Specifications/तकनीकी विशिष्टियाँ**

Specification	Values
Core	
Consulting Category/ Stream	Item 40 Conduct Pilot ADC
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER

Specification	Values
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Hiring Of Consultants - Milestone/Deliverable Based - Item 50 Conducting In Person ADC; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As Specified In Scope Of Wor.. (1)

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Consulting Category/ Stream	Item 50 Conducting in person ADC
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Hiring Of Consultants - Milestone/Deliverable Based - Item 60 Creation Of IDP Dictionary; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As Specified In Scope Of W.. (1)**Technical Specifications/तकनीकी विशिष्टियाँ**

Specification	Values
Core	
Consulting Category/ Stream	Item 60 Creation of IDP dictionary
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़**Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी**

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Hiring Of Consultants - Milestone/Deliverable Based - Item 70 Customised Reports Presentation To Mgm; HR Management &Capacity Building, Organization Change Management, CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER; No; Hybrid(As Specified .. (1)

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Consulting Category/ Stream	Item 70 Customised reports presentation to mgm
Consultant's Profile	HR Management &Capacity Building , Organization Change Management , CONSULTANT FOR CONDUCTING ASSESSMENT DEVELOPMENT CENTER
Proof of Concept (POC) Required	No
Deployment of Consultants/Resource	Hybrid(As specified in scope of work)
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	To be set as 1	Additional Requirement/अतिरिक्त आवश्यकता
1	Prem Kumar Pandey	785699,Numaligarh Refinery Limited, Chief General Manager (Commercial) PO-NRP, Numaligarh Warehouse office 03776-265562	1	N/A

Buyer Added Bid Specific Terms and Conditions/क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें

1. Generic

Buyer Organization specific Integrity Pact shall have to be complied by all bidders. Bidders shall have to upload scanned copy of signed integrity pact as per Buyer organizations policy along with bid. [Click here to view the file](#)

Disclaimer/अस्वीकरण

The additional terms and conditions have been incorporated by the Buyer after approval of the Competent Authority in Buyer Organization, whereby Buyer organization is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any eccentricity / restriction arising in the bidding process due to these ATCs and due to modification of technical specifications and / or terms and conditions governing the bid. If any clause(s) is / are incorporated by the Buyer regarding following, the bid and resultant contracts shall be treated as null and void and such bids may be cancelled by GeM at any stage of bidding process without any notice:-

1. Definition of Class I and Class II suppliers in the bid not in line with the extant Order / Office Memorandum issued by DPIIT in this regard.
2. Seeking EMD submission from bidder(s), including via Additional Terms & Conditions, in contravention to exemption provided to such sellers under GeM GTC.
3. Publishing Custom / BOQ bids for items for which regular GeM categories are available without any Category item bunched with it.
4. Creating BoQ bid for single item.
5. Mentioning specific Brand or Make or Model or Manufacturer or Dealer name.
6. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
7. Floating / creation of work contracts as Custom Bids in Services.
8. Seeking sample with bid or approval of samples during bid evaluation process. (However, in bids for [attached categories](#), trials are allowed as per approved procurement policy of the buyer nodal Ministries)
9. Mandating foreign / international certifications even in case of existence of Indian Standards without specifying equivalent Indian Certification / standards.
10. Seeking experience from specific organization / department / institute only or from foreign / export experience.
11. Creating bid for items from irrelevant categories.
12. Incorporating any clause against the MSME policy and Preference to Make in India Policy.
13. Reference of conditions published on any external site or reference to external documents/clauses.
14. Asking for any Tender fee / Bid Participation fee / Auction fee in case of Bids / Forward Auction, as the case may be.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller within 4 days of bid publication on GeM. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

All GeM Sellers / Service Providers are mandated to ensure compliance with all the applicable laws / acts / rules including but not limited to all Labour Laws such as The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972 etc. Any non-compliance will be treated as breach of contract and Buyer may take suitable actions as per GeM Contract.

This Bid is governed by the [General Terms and Conditions/सामान्य नियम और शर्तें](#), conditions stipulated in Bid and [Service Level Agreement](#) specific to this Service as provided in the Marketplace. However in case if any condition specified in General Terms and Conditions/सामान्य नियम और शर्तें is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

In terms of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws./जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध में भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते समय बिडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्यवाई का आधार होगा।

---Thank You/धन्यवाद---