

Pre-Bid clarifications -RFP for providing Security services at ICAI Bhawan Kasba, ICAI Bhawan Russel Street and Centre of Excellence Kolkata.

Prebid Meeting held on 12th June, 2025- 3.30p.m. Physical/Virtual

Sl. No.	Query Raised	Clarification/Response from ICAI
1	Applicability of ESI under the Schedule of Financial Bids	As per provisions of the Employees' State Insurance Act, 1948, all employees earning up to ₹21,000 per month (or ₹25,000 per month in case of persons with disabilities) are mandatorily covered under ESI. In cases where the employee's gross wages exceed the specified threshold, ESI coverage shall not be applicable. In such cases, the Agency shall be responsible for providing equivalent statutory coverage under the relevant Act, at its own cost.
2	Relieving Charges	No changes are proposed. The relieving charges are to be calculated as per the prescribed methodology. In instances where ESI is not applicable (as clarified above), it shall be omitted accordingly from the computation.
3	Wages for National Holidays	The Security Agency shall ensure uninterrupted services on all days, including on three National Holidays, namely Republic Day, Independence Day, and Gandhi Jayanti. Wages for such days shall be paid in accordance with the applicable provisions of the Central Government rules and notifications issued from time to time in this regard.
4	Labour Welfare Fund (LWF)	The Security Agency shall, at its own cost and initiative, fully comply with all applicable statutory provisions including but not limited to the Labour Welfare Fund Act, Minimum Wages Act, Contract Labour (Regulation and Abolition) Act, Payment of Bonus Act, Employees' Provident Funds and Miscellaneous Provisions Act, Employees' State Insurance Act, Payment of Gratuity Act, and other relevant legislations. The Agency shall be solely responsible for the discharge of all statutory obligations in relation to wages, allowances, leave entitlements, social security benefits, etc., of the personnel deployed at ICAI premises. ICAI shall bear no liability in this regard.
5	Applicable Wage Rates for Security Guards and Supervisors	The wage rates applicable shall be in accordance with the latest circulars/notifications issued by the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, Government of India. Specifically: <ul style="list-style-type: none"> • For Security Guards – rates under the category of "Watch and Ward (Without Arms)" (Atleast Skilled Standard) shall apply. • For Supervisors – rates under the category of "Watch and Ward (With Arms)" (Atleast Highly Skilled) shall be applicable.

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6	Rectification in EMD payable details	Demand Draft for EMD should be in favour of " SECRETARY, The Institute of Chartered Accountants of India", payable at KOLKATA instead of New Delhi as mentioned in Point 4 at the page 4 of Tender document

NB. THIS ADDENDUM SHOULD BE CONSIDERED AS PART OF ORIGINAL TENDER DOCUMENT AND NEEDS TO BE SIGNED BY ALL BIDDERS WHILE SUBMITTING