



CLARIFICATIONS

Procurement of Security & Search Services for SBP BSC, Head Office, Karachi (Package 1)

ITB No. GSD (Proc. II)/Security & Search Services/7708/2023

1. Concerning the Pre-Bid meeting¹ minutes (published on the SBP website and shared with participant bidders via email) of the captioned procurement, additional clarifications are being provided as follows;

#	Queries	Clarifications
1.	<p>While explaining the compliance of labour laws (page 31 of 76) payment of gratuity is mentioned which need clarity. In this regard, Section 15, Chapter IV (Gratuity & Family Pension) is reproduced below -:</p> <p><i>"Gratuity for qualified service of less than 10 Years but not less than 5 years if retirement is due to invalidation or if an employee dies in service , a gratuity shall be paid at the rate of 1 ½ months' pay for each complete year of service". Thus, as per this clause , Gratuity is NOT applicable to this contract which is only for 1 year , however , if the State Bank desires to pay gratuity even for 1 year , thereby meaning 13th salaries instead of 12 salaries (one being the gratuity) , in that case , guard will be paid : 25,000 / 12 = Rs. 2,083 which will be paid in addition to his wages on monthly basis."</i></p>	<p>Historically, all service providers have paid gratuity to their resources yearly, and we expect the same from the new service providers as well. Moreover, as per The Sindh Terms of Employment (Standing Orders) Act, 2015, even "a seasonal worker shall also be entitled to gratuity equal to one month of wages for each season." Whereas the duration of the subject contract would be three years (initially one year followed by an extension for two years on an annual basis).</p> <p>In addition, the earlier response addressed whether the Bank would provide any additional/ differential amount against gratuity. It was suggested that bidders must foresee all direct & indirect administrative/ operational/ related costs to avoid frustrations during the contract execution stage, merely arising out of low-cost stints.</p>
2.	<p><u>Clause 4 (Supervisory requirements Package 1)</u>. According to Bidding Documents Page 39 clause 4.1 supervisory services 24x7 will be provided to manage the general administrative/ security/ search/ related matters under the contract. We need clarity that if cost of 3x additional Supervisors are included in the total cost of the guards , the cost will be increased. However, if we promote a guard to act as a supervisor also in addition to his own duty, then cost of only supervisory allowance be included in the total cost of a guard which would be economical for State Bank. please advice whether we opt for employing 3 x additional supervisors and their cost be included in the bid or we may arrange the same within the existing arrangements through paying incentive to guards to act as supervisors as well .</p>	<p>The <u>security & search service points</u> are distinct from the <u>supervisory services</u> and substitution amongst mentioned categories is NOT allowed.</p>

¹ Pre-bid Meeting was held on **February 17, 2023 at 10:15 AM (PKT)** via Zoom Cloud Meeting Application.