

Clarifications on BHEL Tender for "Invitation to Bid for Project for conducting Assessment of Behavioural Competencies using Development Centre approach and Psychometric Tools"

Ref.

Tender No. AA/HR/NIC/BCA dated 17.10.2011

NIT- 10683

Upload date: 2.11.2011

S. NO.	Clause No. Of Tender Document	NATURE OF QUERY	CLARIFICATION GIVEN
1	-	i) Can the bidder opt for certain parts of the deliverables - or does one need to deliver on all the objectives together	i) Successful bidder has to necessarily deliver all the deliverables listed in the Tender document. There is no scope for bidding only for part of the deliverables.
	Clause 3.5 under Section-III (Scope of Work)	ii) Is the use of SHL Quick sift tool a necessary condition to be fulfilled for this assignment ? Or can other options be considered?	ii) Use of SHL Quicksift is mandatory since it has already been used for part of our population.
2	Clause 3.2 under Section-III (Scope of Work)	1) Is it mandatory to use Learning Style Inventory (LSI) as the tool for Development Centres? (Point 3.2 of the tender document)	It is clarified that the use of LSI for DC as well as SHL participants is mandatory. Also, use of SHL Quicksift Tool for non-DC participants is mandatory because we have been using these tools in the past and would like to maintain consistency in the assessment tools across the organisation.
	Clause 3.5 under Section-III (Scope of Work)	2) For executives not covered by Development Centres do we have to use SHL Quicksift tool? (Point 3.5 of the tender document)	
3	Clause 3.2 & 3.5 under Section-III (Scope of Work)	As you are aware these tools are not our tools so in this case would you allow for any consulting firm to use these tools or we would need their respective organisations to lead and deliver the tools for the project.	We expect the Consulting firm to use these tools for the BHEL project after obtaining the required approvals / licenses from the concerned organisations.
4	Clause 8.1(l) under Section-I (Instructions to Consultants)	Would the experience of acquired companies be valid for the purpose of this RFP. We had acquired a company 3 years ago. Would their credentials/ experience be valid?	Yes. If the company has been acquired by the consultant in the past , the experience of the acquired company can be considered as valid experience subject to our Tender terms and conditions. This is further subject to submission of documentary evidence by the consultant , as deemed fit by BHEL..

