

OIL INDIA LIMITED
(A Government of India Enterprise)
Plot No. 19, Sector 16A
Noida – 201301, Uttar Pradesh

This **Corrigendum No. 2 dated 22.10.2021** to Tender No. CLI8362P22 dated 27.09.2021 for “Engagement of Consultant for conducting Individual Development Plan (IDP) for Grade E, F, G & H Executives of OIL” is issued to notify followings:

a. Reply of OIL against Pre-bid queries is enclosed vide **Annexure-A**.

2.0 There are no changes in the original Tender published earlier. Prospective bidders are requested to take note of above.

Sr. Officer –C&P
For General Manager-C&P
For Chairman & Managing Director

Discussion of Pre Bid Queries against Tender No. CLI8362P22 dated 27.09.2021 for “Engagement of Consultant for conducting Individual Development Plan (IDP) for Grade E, F, G & H Executives of OIL”.

Pre Bid conference held on 21.10.2021

Queries of M/s. Deloitte Touche Tohmatsu India LLP

| Sr. No. | Tender Reference | Bidder's Query | OIL's Reply |
|---------|--|--|---|
| 1 | The Bids and all uploaded documents must be digitally signed using Class 3 digital (encryption enabled) certificate with Organizations Name (e-commerce application) as per Indian IT Act obtained from the licensed Certifying Authorities operating under the Root Certifying Authority of India (RCAI), Controller of Certifying Authorities (CCA) of India [except copies of the documents required in physical form] before the scheduled date and time for the tender closing. | Can you please confirm if both Online as well as Physical submission of tender required? | Bidder have to submit their bid online on OIL's E-tender portal and no physical bid shall be acceptable. However, you have to submit physical documents sought in the tender. |
| 2 | CONTRACTOR shall not subcontract, transfer or assign the contract, or any part under this contract, to any third party(ies). Except for the main services under this contract, CONTRACTOR may sub-contract the petty support services subject to COMPANY's prior written approval. However, CONTRACTOR shall be fully responsible for complete execution and performance of the services under the Contract. | Can we deploy faculties that are contracted with Deloitte who meet the qualification and experience criteria? We would provide the detailed profiles for Oil India to scrutinize & select. | Faculties engaged by the bidder on contractual basis and meeting the qualification and experience criteria of the tender maybe considered for evaluation. However, the bidder/ contractor shall be fully responsible for complete execution and performance of the services under the Contract. Any change/ addition of assessors with requisite qualification and experience at a later stage would require prior written approval from OIL. |
| 3 | Assessment Development Center (ADC) has been conducted and IDPs have been prepared for Grades E, F, G & H as under | Is it possible to share the sample IDPs for our reference so that we can estimate the level of fine-tuning required? | Will be shared with successful bidder |
| 4 | To fine tune IDPs in the 70:20:10 (70% at work; 20% through developmental relations and support; 10% through course work or other inputs) rule of learning and the IDPs should integrate all these elements. | What is the expected number of IDPs to be fine-tuned in year 1, 2 and 3? | Same as Number of participants |
| 5 | To fine tune IDPs in the 70:20:10 (70% at work; 20% through developmental relations and support; 10% through course work or other inputs) rule of learning and the IDPs should integrate all these elements. | Is this division of 70:20:10 based on estimated learning hours or volume of content? | Refer to standard 70:20:10 principle |

Annexure-A to Corrigendum No. 2 dated 22.10.2021 to e-Tender No. CLI8362P22 dated 27.09.2021

| | | | |
|----|---|--|---|
| 6 | To fine tune IDPs in the 70:20:10 (70% at work; 20% through developmental relations and support; 10% through course work or other inputs) rule of learning and the IDPs should integrate all these elements. | Does this require including elements that did not exist at all earlier in the IDP, to ensure that this rule of learning is broadly followed OR is it just converting existing elements to different formats? | Yes, it may include elements which are not the part of IDP |
| 7 | The IDPs to include the following (indicative): a) Action learning projects b) Reading c) Videos d) Training programs/MDPs e) Other interventions/self-initiatives f) Group training sessions | It is understood that Oil India would provide support in identifying action learning projects and create conditions for employees to be handed such projects. Please confirm. | Yes, wherever required to implement the action learning project |
| 8 | Tentative volume of work | 1. It is assumed that the number of IDPs to be fine-tuned in year 1, 2 and 3 is equivalent to the number of employees to be covered under the ADC exercise, provided in this table. Please confirm. 2. It is the same number of employees that will go through all the sessions defined in table 2.3. Please confirm. | Yes |
| 9 | Provision of reading materials (Hard copy & E-copy) and video contents for IDPs | Please confirm that Oil India is only looking at curating content, not creating any content from the vendor. | Bidder has to provide the reading material required for IDP |
| 10 | Online IDP tracking jointly with participant, reporting authority and faculty to provide developmental support (through email, phone call online engagement, etc.) | Please confirm that the requirement of email, phone call, online engagement is not expected through the online portal only. | Required for regular communication with the participant |
| 11 | The instant assignment is to fine tune the IDPs and to provide learning support to individuals to follow their IDP in the 70:20:10 rule of learning | Does Oil India currently have any Learning Management System or equivalent Technology platform that hosts and/or tracks the IDPs? | No |
| 12 | To provide support for implementation of IDP and monitoring of the same over a 9 month horizon for each individual | Can you please specify the exact requirements of the IDP platform? Does the platform also need to host the content around Action Learning projects, self learning interventions etc.? | It will be a standalone platform |
| 13 | To provide support for implementation of IDP and monitoring of the same over a 9 month horizon for each individual | Can we deploy technology vendor to assist with the IDP tracking platform? | Successful bidder will be responsible for providing the service |

Annexure-A to Corrigendum No. 2 dated 22.10.2021 to e-Tender No. CLI8362P22 dated 27.09.2021

| | | | |
|---|--|---|--|
| 14 | The IDPs to include the following (indicative): d) Training programs/MDPs | Are there any training programs/MDPs that Oil India have designed inhouse or partnered with external agencies? If yes would you be able to share details around these? | No |
| 15 | The tentative number of such executives to be covered under this exercise year wise is as under: | Would the executives undergoing IDP exercise across 3 years be same or these would be different executives? We are asking this to evaluate if some of the executives are rolling over in the next 2 years their IDP can be customized to include long term developmental goals as well. | Different participants every year |
| 16 | Creation of online IDP dictionary in bidder's portal for different grades which should contain developmental interventions for each of competencies in OIL's competency framework and the interventions should be relevant to the industry. | Can you please specify the portal details (Open source ERP solution or inhouse built) being used currently? This would help us evaluate the compatibility of content to be uploaded. | IDP platform will be standalone platform |
| Queries of M/s. Aon Consulting Pvt. Ltd. | | | |
| Sl. No. | Bidder's Query | | OIL's Reply |
| 1 | As part of the Evaluation of the Grade G/H level. Does Oil India expect physical in-person evaluation/tools or Virtual in-person evaluation/tools? | | Virtual In-person tool |
| 2 | Also, as part of the project can a firm only in Phase 1 & 2 and not participate in Phase 3. As there are a few places (group virtual training/facilitation sessions) where we don't provided certain service mentioned in the scope of work? | | Bidder has to provide all the services under scope of the work. Partial service is not allowed |