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TENDER DOCUMENT NO.IGL/ET2/CP/CC18986
SUPPLY, INSTALLATION, TESTING, COMMISSIONING, OPERATION AND COMPREHENSIVE MAINTENANCE OF 1200SCMH GAS ENGINE DRIVEN CNG COMPRESSOR PACKAGES

REPLY TO BIDDERS QUERIES

Sl. No.	Volume/Clause No.	Page No.	Clause No.	Subject	Clause	Bidder's Query	IGL Reply																																																				
1	Commercial Volume I	88 of 111	NOTE: 11	SOR	The Bidder shall be responsible for necessary contributions towards PF Family Pension, ESIC, Bonus etc. or any other statutory payments to Government Agencies as applicable under the laws. Minimum wage components (Basic+VDA, EPF, EDLI, Medical insurance, Leave, Bonus etc.) for semi-skilled labour per day shall be payable to workmen engaged for operations on actual basis.	We draw reference to the Ministry of Labour & Employment FAQs on the Labour Codes dated 30.12.2025 and the provisions of the Code on Social Security, 2020, which have been made effective from 21.11.2025. Please Refer serial no. 19 of https://www.labour.gov.in/static/uploads/2026/03/a4ccf4c6d97c4f1f36a6d83f8c64213d.pdf?v=20260620082854&utm Additional FAQs on Labour Codes (As on 16.03.2026) <table><tr><th>Sl. No.</th><th>Query</th><th>Reply</th></tr><tr><td colspan="3">Industrial Relations Code 2020</td></tr><tr><td>19</td><td>Is a fixed-term employee engaged for 11 months eligible for gratuity upon contract expiry? Is gratuity payable where a fixed-term employee exits before completion of the contracted tenure?</td><td>Fixed Term Employee (FTE) will be eligible for gratuity if he/she renders service under the contract for a period of one year (from start of contract).</td></tr></table> We understand that, wherever gratuity becomes statutorily payable under the applicable provisions, the corresponding gratuity cost shall be reimbursed by the Purchaser over and above the minimum wage components, including Basic + VDA, EPF, EDLI, Medical Insurance, Leave, Bonus, etc., specified in the tender. We understand that the statutory gratuity liability arising during execution of the contract shall be treated as an additional statutory cost and reimbursed separately on actual basis.	Sl. No.	Query	Reply	Industrial Relations Code 2020			19	Is a fixed-term employee engaged for 11 months eligible for gratuity upon contract expiry? Is gratuity payable where a fixed-term employee exits before completion of the contracted tenure?	Fixed Term Employee (FTE) will be eligible for gratuity if he/she renders service under the contract for a period of one year (from start of contract).	The payment of gratuity shall be in the Bidder's scope as per the applicable statutory provisions. Rest tender conditions shall prevail.																																											
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2	Commercial Volume I	80 of 111	3.1	SOR	<table><tr><th>3.1 (D1)</th><th>ITEMS FOR OPERATIONS (per shift of shift)</th><th>Unit</th><th>IGL Offered Rate (INR) (*)</th></tr><tr><td></td><td></td><td></td><td></td></tr><tr><td>3.1.1</td><td>Operation charges for 1st year for (HARYANA, UP & RAJASTHAN STATE) i.e., during Warranty period per shift of shift (18 packages X 3 shifts X 365 days = 19710 shifts)</td><td>Nos. of shifts</td><td>842.91</td></tr><tr><td></td><td>Operation charges for 1st year for (DELHI) i.e., during Warranty</td><td>Nos. of shifts</td><td>1073.2</td></tr></table>	3.1 (D1)	ITEMS FOR OPERATIONS (per shift of shift)	Unit	IGL Offered Rate (INR) (*)					3.1.1	Operation charges for 1st year for (HARYANA, UP & RAJASTHAN STATE) i.e., during Warranty period per shift of shift (18 packages X 3 shifts X 365 days = 19710 shifts)	Nos. of shifts	842.91		Operation charges for 1st year for (DELHI) i.e., during Warranty	Nos. of shifts	1073.2	Operation charges for HARYANA, UP & RAJASTHAN STATE is Rs. 842.91 per shift. We request purchaser to share the calculation to derive Rs. 842.91 per shift including special allowance. Operation charges for DELHI STATE is Rs. 1073.20 per shift. We request purchaser to share the calculation to derive Rs. 1073.20 per shift.	<table><tr><th colspan="6">Financial implication for hiring of machine operator for compressor packages</th></tr><tr><th>Description</th><th>Operator (Semi Skilled) in Delhi</th><th>Operator (Semi Skilled) in Haryana</th><th>Operator (Semi Skilled) in UP (Ghaziabad & GB Nagar)</th><th>Operator (Semi Skilled) in UP (Other Cities)</th><th>Operator (Semi Skilled) in Rajasthan</th></tr><tr><td>Minimum Wages (A)</td><td>₹ 838.96</td><td>₹ 645.41</td><td>₹ 579.19</td><td>₹ 522.69</td><td>₹ 297.00</td></tr><tr><td>Statutory Compliance Charges (PF, ESI, Bonus)</td><td>₹ 234.23</td><td>₹ 197.50</td><td>₹ 185.23</td><td>₹ 167.16</td><td>₹ 94.98</td></tr><tr><td>Special Allowance</td><td>Nil</td><td>Nil</td><td>₹ 78.49</td><td>₹ 153.06</td><td>₹ 450.93</td></tr><tr><td>Offered Minimum wages in SOR per shift</td><td>₹ 1,073.20</td><td>₹ 842.91</td><td>₹ 842.91</td><td>₹ 842.91</td><td>₹ 842.91</td></tr></table>	Financial implication for hiring of machine operator for compressor packages						Description	Operator (Semi Skilled) in Delhi	Operator (Semi Skilled) in Haryana	Operator (Semi Skilled) in UP (Ghaziabad & GB Nagar)	Operator (Semi Skilled) in UP (Other Cities)	Operator (Semi Skilled) in Rajasthan	Minimum Wages (A)	₹ 838.96	₹ 645.41	₹ 579.19	₹ 522.69	₹ 297.00	Statutory Compliance Charges (PF, ESI, Bonus)	₹ 234.23	₹ 197.50	₹ 185.23	₹ 167.16	₹ 94.98	Special Allowance	Nil	Nil	₹ 78.49	₹ 153.06	₹ 450.93	Offered Minimum wages in SOR per shift	₹ 1,073.20	₹ 842.91	₹ 842.91	₹ 842.91	₹ 842.91
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