



# PSB Alliance Private Limited

 Promoted by Banks

## Corrigendum 1

For

**Engagement Of Human Resource (HR) Consultant**

**RFP REF NO.: PSBA/TENDER/HR Cnslt/2022-23/004**

**Date: 12<sup>th</sup> September 2022**

## 1. Revised Clauses

In reference to the RFP for Engagement of HR Consultants vide Tender No. PSBA/TENDER/HR Cnslt/2022-23/004 dated 12/09/2022, the following clauses are amended:

#	Clause Reference	Original Clause	Revised Clause
1.	Section 4: Eligibility Criteria, Pt.4	<b>Supporting Document:</b> Copy of the audited balance sheet of the company for the consecutive last three financial years (2019-20,2020-21,2021-22)	<b>Supporting Document:</b> Copy of the audited balance sheet of the company for the consecutive last three financial years (2019-20,2020-21,2021-22)  <i>*Bidders may submit copy CA Certificate for the FY 2021-22 with the provisional/ unaudited figures. However, Bidders are required to submit an undertaking confirming that audited financials will be shared with PSB Alliance as and when audited.</i>
2.	Section 4: Eligibility Criteria, Pt. 5	<b>Supporting Document:</b> Copy of the audited balance sheet of the company showing turnover of the company for the consecutive last three financial years (2019-20, 2020-21, 2021-22)	<b>Supporting Document:</b> Copy of the audited balance sheet of the company showing turnover of the company for the consecutive last three financial years (2019-20, 2020-21, 2021-22)  <i>*Bidders may submit copy CA Certificate for the FY 2021-22 with the provisional/ unaudited figures. However, Bidders are required to submit an undertaking confirming that audited financials will be shared with PSB Alliance as and when audited.</i>
3.	Section 4: Eligibility Criteria, Pt.6	Consultant should not have been blacklisted by (the Central / any of the State Governments or any Financial Institutions in India as on date of RFP submission) any bank / institution in India.	Consultant should not have been blacklisted by (the Central / any of the State Governments or any Financial Institutions in India as on date of RFP submission) any bank / institution in India as on the date of submission of bid.
4.	Section 4: Eligibility Criteria, Pt.7	The bidder should have neither failed to perform on any agreement during the last three years, as, evidenced by imposition of a penalty by an arbitral or judicial pronouncement or awarded against the Vendor or its Affiliates/ Group companies/member firms, nor from any project or agreement	The bidder should have neither failed to perform on any agreement during the last three years in financial services industry, as, evidenced by imposition of a penalty by an arbitral or judicial pronouncement or awarded against the Vendor or its Affiliates/Group Companies/member firms, nor from any project or agreement nor had any agreement terminated for breach. In case of any such termination, it should

#	Clause Reference	Original Clause	Revised Clause
		nor had any agreement terminated for breach.	have been approved/ upheld by any court decree or arbitral award against the bidder to such effect.
5.	Schedule of Events – Tender Fees	Rs. 20,000/- (Rupees Twenty Thousand Only) in the form of a Demand Draft (DD) favouring PSB Alliance Pvt. Ltd. Payable at Mumbai.	Bidders can submit Tender Fees in the form of Demand Draft or NEFT as per the NEFT details provided below: 1. Payee Name: PSB Alliance Pvt. Ltd. 2. Bank Name: STATE BANK OF INDIA 3. Bank A/c No. 41204656705 4. IFSC Code: SBIN0001821 5. Type of A/c: Current A/c
6.	Schedule of Events- Last Date of Bid Submission	<b>Last date and time for Bid Submission-</b> 7 <sup>th</sup> October 2022- Up to 03.00 PM	<b>Last date and time for Bid Submission-</b> 15 <sup>th</sup> October 2022- 03:00PM

## 2. Revised Technical Scoring Criteria:

Particulars	Maximum Marks
<b>Proposed Team Profile and deployment</b> <ul style="list-style-type: none"> <li>Project Partner / leader should have a minimum experience of 20+ years in HR consulting in Indian BFSI / IT / GCC domain – 10 marks</li> <li>2 - 3 Team leaders / Managers to include Organization design lead, HR Policy and process lead, Talent Management Lead. They should have a minimum experience of 10+ years in HR Consulting in Indian BFSI / IT / GCC domain. – 10 marks</li> <li>At least 2 project team members to have a minimum experience of 3+ years in HR consulting in the BFSI / IT / GCC's – 10 marks</li> </ul> <p>Detailed resumes of the proposed team along with the qualifications to be furnished by the Bidder on the Company's letter head signed by the authorized signatory for the same.</p>	30
<b>Total</b>	

## 3. Revised Project Timelines:

The Company envisages the overall engagement of the consultant to be completed within a period of 14 weeks from the date of commencement of the engagement. The consultant is expected to provide the company the following deliverables as per the timelines defined below:

#	Deliverables	Activity Completion Timelines
1.	Current state assessment	T + 2 weeks
2.	Gaps in the HR policies and procedures - HR policies and procedures that the Company should ideally have but do not exist	T + 2 weeks
3.	Recommendations on the new organization structure along with bands, levels, roles and responsibilities along with peer	T + 5 weeks

#	Deliverables	Activity Completion Timelines
	benchmarks Discussions, presentation and finalization of the recommended	
4.	organization structure along with bands, levels, roles and responsibilities	T + 6 weeks
5.	Recommend level-wise compensation, perquisites, bonus structure in line with Industry along with benchmark / peer data	T + 8 weeks
6.	Gaps along with suitable and substantiated recommendations on the reviewed policies and procedures	T + 10 weeks
7.	New policies and procedures as per the gaps observed in Section No. 2	T + 11 weeks
8.	Technology interventions and roadmap including an overall budget estimate for implementing / improving the HR IT landscape	T + 12 weeks
9.	Presentations to the internal management, committees and board.	On-going basis
10.	Incorporate all approved recommendations and finalize the new structure, compensation, policies and procedures	T + 13 weeks
11.	Project closure and knowledge transfer	T + 14 weeks

**T** – Denotes the date of commencement of the engagement