

METROPOLITAN TRANSPORT CORPORATION (CHENNAI) LIMITED

Addendum / Corrigendum II to RFP

Subject: Consultancy Services for Developing a Business Plan for Service Transformation of MTC (Chennai) Ltd. – August 2020

Clause	As given in RFP Document	To be read as
Section 3: Clause 3.5 – Key Professionals – Page 35	Financial Specialist Degree in Financial Management. More than 12 years’ experience in a public services and infrastructure advisory role is desirable. Experience of working with public transport agencies on their financial management, business models of procurement, alternative funding and financing models, is desirable.	Financial Specialist Post Graduate Degree in Finance /MBA (Finance) or equivalent /CA/CFA More than 12 years’ experience in a public services and infrastructure advisory role is desirable. Experience of working with public transport agencies on their financial management, business models of procurement, alternative funding and financing models, is desirable.
Clause 3.3.3(i) – Page 32	Develop a medium term (5-year) business plan towards achieving the long-term vision that incorporates the service improvement needs and the financial outlook for MTC-in line with the framework developed in Task 2.4.2 and the following activities:	Develop a medium term (5-year) business plan towards achieving the long-term vision that incorporates the service improvement needs and the financial outlook for MTC-in line with the framework developed in Task 3.3.1 and the following activities:

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S.No 18 – Data Sheet- Page 28	<p>Technical Proposal Scoring:</p> <table border="1" data-bbox="331 220 1258 847"> <thead> <tr> <th data-bbox="331 220 405 312">S. No.</th> <th data-bbox="405 220 1144 312">Parameter</th> <th data-bbox="1144 220 1258 312">Max. Marks</th> </tr> </thead> <tbody> <tr> <td data-bbox="331 312 405 365">I.</td> <td data-bbox="405 312 1144 365">Applicant Qualification</td> <td data-bbox="1144 312 1258 365">20</td> </tr> <tr> <td data-bbox="331 365 405 418">1)</td> <td data-bbox="405 365 1144 418">Experience in Relevant Assignments</td> <td data-bbox="1144 365 1258 418">15</td> </tr> <tr> <td data-bbox="331 418 405 703"></td> <td data-bbox="405 418 1144 703"> a) Relevant assignments undertaken on public transport planning during the last 10 years – 7.5 marks b) Relevant assignments on business plan/business models and financial planning for public bus systems/restructuring of state transport undertakings during the last 10 years - 7.5 marks </td> <td data-bbox="1144 418 1258 703"></td> </tr> <tr> <td data-bbox="331 703 405 756">2)</td> <td data-bbox="405 703 1144 756">Country Experience</td> <td data-bbox="1144 703 1258 756">5</td> </tr> <tr> <td data-bbox="331 756 405 847"></td> <td data-bbox="405 756 1144 847">Similar assignments executed in the transport sector in India</td> <td data-bbox="1144 756 1258 847"></td> </tr> </tbody> </table>	S. No.	Parameter	Max. Marks	I.	Applicant Qualification	20	1)	Experience in Relevant Assignments	15		a) Relevant assignments undertaken on public transport planning during the last 10 years – 7.5 marks b) Relevant assignments on business plan/business models and financial planning for public bus systems/restructuring of state transport undertakings during the last 10 years - 7.5 marks		2)	Country Experience	5		Similar assignments executed in the transport sector in India		<p>Technical Proposal Scoring:</p> <table border="1" data-bbox="1272 220 2150 1166"> <thead> <tr> <th data-bbox="1272 220 1346 347">S. No</th> <th data-bbox="1346 220 2040 347">Parameter</th> <th data-bbox="2040 220 2150 347">Max. Marks</th> </tr> </thead> <tbody> <tr> <td data-bbox="1272 347 1346 400">I.</td> <td data-bbox="1346 347 2040 400">Applicant Qualification</td> <td data-bbox="2040 347 2150 400">20</td> </tr> <tr> <td data-bbox="1272 400 1346 453">1)</td> <td data-bbox="1346 400 2040 453">Experience in Advisory Assignments</td> <td data-bbox="2040 400 2150 453">15</td> </tr> <tr> <td data-bbox="1272 453 1346 1023"></td> <td data-bbox="1346 453 2040 1023"> a) Advisory assignments undertaken on public transport planning during the last 10 years – 5 Marks <i>(1 Assignment – 2 Marks, 1 additional mark for every additional assignment thereafter)</i> b) Advisory assignments on Strategic Road Map/ business plan/business models and financial planning for Rail/Metro/public bus systems/restructuring of public transport undertakings during the last 10 years - 10 Marks <i>(1 Assignment – 4 Marks, 2 additional mark for every additional assignment thereafter)</i> </td> <td data-bbox="2040 453 2150 1023"></td> </tr> <tr> <td data-bbox="1272 1023 1346 1075">2)</td> <td data-bbox="1346 1023 2040 1075">Country Experience</td> <td data-bbox="2040 1023 2150 1075">5</td> </tr> <tr> <td data-bbox="1272 1075 1346 1166"></td> <td data-bbox="1346 1075 2040 1166">Advisory assignments executed in the transport sector in India</td> <td data-bbox="2040 1075 2150 1166"></td> </tr> </tbody> </table>	S. No	Parameter	Max. Marks	I.	Applicant Qualification	20	1)	Experience in Advisory Assignments	15		a) Advisory assignments undertaken on public transport planning during the last 10 years – 5 Marks <i>(1 Assignment – 2 Marks, 1 additional mark for every additional assignment thereafter)</i> b) Advisory assignments on Strategic Road Map/ business plan/business models and financial planning for Rail/Metro/public bus systems/restructuring of public transport undertakings during the last 10 years - 10 Marks <i>(1 Assignment – 4 Marks, 2 additional mark for every additional assignment thereafter)</i>		2)	Country Experience	5		Advisory assignments executed in the transport sector in India	
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Form Tech – 2 - Page 55	List down experience in relevant assignments as per the Technical Proposal Scoring matrix given in Data Sheet.	List down experience in advisory assignments as per the Technical Proposal Scoring matrix given in Data Sheet																																				
Clause 3.5 – Key Professionals	1. Team Leader –cum- Transport Specialist - Degree in Civil Engineering field with Masters in Traffic/ Transport Engineering or Planning	1. Team Leader –cum- Transport Specialist - Masters in Traffic/ Transport Engineering or Planning																																				

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Data Sheet, Point no. 17, Pg. No 26	<p>Minimum Eligibility Criteria</p> <p>Applicants who have completed at least 1(one) similar project in India or elsewhere in last ten years or 2(Two) similar ongoing projects in India or elsewhere in last 10 years along with necessary proof shall be qualified for evaluation and scoring of Technical Proposal. Ongoing projects shall be considered as experience subject to receipt of 80% of the project fee by the applicant. In this regard, applicant shall enclose a certificate from the client/employer or certificate from its Statutory Auditor certifying the percentage of fee received for such assignment.</p> <p>*Similar Project– Advisory Assignments for Business Planning/ Planning of Public Transport systems / Restructuring of Public Transport Undertakings</p>	<p>Minimum Eligibility Criteria</p> <p>Applicants who have completed at least 1(one) similar project in India or elsewhere in last ten years or 2(Two) similar ongoing projects in India or elsewhere in last 10 years along with necessary proof shall be qualified for evaluation and scoring of Technical Proposal. Ongoing projects shall be considered as experience subject to completion of 80% of work assigned/receipt of 80% of the project fee by the applicant. In this regard, applicant shall enclose a certificate from the client/employer or certificate from its Statutory Auditor certifying the percentage of fee received for such assignment.</p> <p>*Similar Project– Advisory Assignments for Strategic Road Map or Business Planning of Public Transport System/ Public Transport Planning / Restructuring of Public Transport Undertakings</p>
Clause 1.10.5 – Page 14	<p>The Proposals must be properly signed by the authorized representative (the “Authorized Representative”) as detailed below:</p> <p>a. By a partner, in case of a partnership firm and/or a limited liability partnership; or</p> <p>b. By a duly authorized person holding the Power of Attorney, in case of a Limited Company/Private Limited Company or a Corporation; or</p> <p>c. By the Authorised Representative of the Lead Member, in case of Consortium; or</p> <p>d. By a person authorized through a General or Specific Board Resolution for signing proposals; Certified True Copy of such resolution in the hands of a Director of the Company shall be submitted for this purpose.</p> <p>A copy of the Power of Attorney certified under the hands of a partner or director of the Applicant and notarised by a notary public in the form specified in Section 4 shall accompany the Proposal.</p>	<p>The Proposals must be properly signed by the authorized representative (the “Authorized Representative”) as detailed below:</p> <p>a. By a partner, in case of a partnership firm and/or a limited liability partnership; or</p> <p>b. By a duly authorized person holding the Power of Attorney, in case of a Limited Company/Private Limited Company or a Corporation; or</p> <p>c. By the Authorised Representative of the Lead Member, in case of Consortium; or</p> <p>d. By a person authorized through a General or Specific Board Resolution for signing proposals; Certified True Copy of such resolution in the hands of a Director of the Company shall be submitted for this purpose.</p> <p>The power of attorney, if applicable should be certified under the hands of a partner or director of the Applicant and notarised by a notary public in the form specified in Section 4 and shall accompany the Proposal.</p>

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Clause 3.4 – Page 34	<p>Timeline and Payment Schedule</p> <p>The Consultant is expected to submit the following deliverables:</p> <table border="1" data-bbox="324 336 1267 1158"> <thead> <tr> <th>S.No</th> <th>Stage of Report</th> <th>Timeline (In Weeks)</th> <th>Payment (%)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Inception Report including the approach and work plan for the project</td> <td>Within 2 weeks of signing contract</td> <td>5%</td> </tr> <tr> <td>2.</td> <td>Interim report 1 covering tasks 1 and 2 of the project</td> <td>Within 8 weeks of signing contract</td> <td>25%</td> </tr> <tr> <td>3.</td> <td>Interim report 2 covering task 3 of the project</td> <td>Within 14 weeks of signing contract</td> <td>25%</td> </tr> <tr> <td>4.</td> <td>Draft Final Report, including all tasks of the project</td> <td>Within 20 weeks of signing contract</td> <td>25%</td> </tr> <tr> <td>5.</td> <td>Final report</td> <td>Within 24 weeks of signing the contract</td> <td>20%</td> </tr> </tbody> </table>	S.No	Stage of Report	Timeline (In Weeks)	Payment (%)	1.	Inception Report including the approach and work plan for the project	Within 2 weeks of signing contract	5%	2.	Interim report 1 covering tasks 1 and 2 of the project	Within 8 weeks of signing contract	25%	3.	Interim report 2 covering task 3 of the project	Within 14 weeks of signing contract	25%	4.	Draft Final Report, including all tasks of the project	Within 20 weeks of signing contract	25%	5.	Final report	Within 24 weeks of signing the contract	20%	<p>Timeline and Payment Schedule</p> <p>The Consultant is expected to submit the following deliverables:</p> <table border="1" data-bbox="1267 336 2150 1209"> <thead> <tr> <th>S.No</th> <th>Stage of Report</th> <th>Timeline (In Weeks)</th> <th>Payment(%)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Inception Report including the approach and work plan for the project</td> <td>Within 2 weeks of signing contract</td> <td>5%</td> </tr> <tr> <td>2.</td> <td>Interim report 1 covering tasks 1 and 2 of the project</td> <td>Within 6 weeks from approval of Inception Report</td> <td>25%</td> </tr> <tr> <td>3.</td> <td>Interim report 2 covering task 3 of the project</td> <td>Within 6 weeks from approval of Interim Report 1</td> <td>25%</td> </tr> <tr> <td>4.</td> <td>Draft Final Report, including all tasks of the project</td> <td>Within 6 weeks from approval of Interim Report 2</td> <td>25%</td> </tr> <tr> <td>5.</td> <td>Final report</td> <td>Within 4 weeks from approval of Draft Final Report</td> <td>20%</td> </tr> </tbody> </table>	S.No	Stage of Report	Timeline (In Weeks)	Payment(%)	1.	Inception Report including the approach and work plan for the project	Within 2 weeks of signing contract	5%	2.	Interim report 1 covering tasks 1 and 2 of the project	Within 6 weeks from approval of Inception Report	25%	3.	Interim report 2 covering task 3 of the project	Within 6 weeks from approval of Interim Report 1	25%	4.	Draft Final Report, including all tasks of the project	Within 6 weeks from approval of Interim Report 2	25%	5.	Final report	Within 4 weeks from approval of Draft Final Report	20%
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Page 26 – Data Sheet Point 17	Minimum Eligibility Criteria: An Applicant or member of Consortium which has earlier been blacklisted or debarred by the Government of India, Government of Tamil Nadu, any other Governments, any PSU of Central Government or State Government or any other Public Sector or	Minimum Eligibility Criteria: An Applicant or member of Consortium which has earlier been blacklisted or debarred by the Government of India, Government of Tamil Nadu, any other Governments, any PSU of Central Government or State Government or any other Public																																																

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	Multilateral Agency shall not be eligible to submit an Application, either individually or as member of a Consortium, if such bar subsists as on the Proposal Due Date. The Applicant or the member of Consortium shall be required to furnish an affidavit that there is no such bar imposed and existing as on the proposal due date as per format provided.	Sector or Multilateral Agency shall not be eligible to submit an Application, either individually or as member of a Consortium, if such bar subsists as on the Proposal Due Date. The Applicant or the member of Consortium shall be required to furnish an affidavit that there is no such bar imposed and existing as on the proposal due date as per format provided.
Form PQ 2 – S.No.4 (iv) - Page 41	Has the Applicant or any member of the consortium been blacklisted by any Government department/Public Sector Undertaking in the last five years? Yes/No	Has the Applicant or any member of the consortium been blacklisted by any Government department/Public Sector Undertaking in the last five years and such bar subsists as on the proposal due date for this RFP? Yes/No
Page 48 - FORM PQ - 6: Financial Capacity of Applicant (to be enclosed by the Sole Applicant or Lead Member of the Applicant\$)	Revenue from Advisory Services and Net Worth to be furnished for 2017-18, 2018-19, 2019-20. Applicant to enclose Audited Balance Sheet and Profit & Loss account for last 3 years	Revenue from Advisory Services and Net Worth to be furnished for 2017-18, 2018-19, 2019-20. Applicant to enclose Audited Balance Sheet and Profit & Loss account for last 3 years. (If, audited statements are not available for 2019-20, then applicant may submit a declaration to this effect on the letter head of the applicant/lead member and submit the audited statements for 2016-17)
Page 47 - FORM PQ-5: Minimum Eligibility Experience	Kindly attach Project Description Sheet(PDS) as per format given in FORM TECH-3 and Relevant Proofs (For completed Projects - Completion Certificate, For Ongoing Projects - Work Order/LOA/Agreement Copy/Engagement Letter Certificate with Work in Process (WIP) certificate from the client/employer or proof of Fee received certificate from its Statutory Auditor certifying the percentage of fee received for each of the above mentioned projects.	Kindly attach Project Description Sheet(PDS) as per format given in FORM TECH-3 and Relevant Proofs (For completed Projects - Completion Certificate, Or Statutory Auditor certificate certifying 100% receipt of professional fees , For Ongoing Projects - Work Order/LOA/Agreement Copy/Engagement Letter Certificate with Work in Process (WIP) certificate from the client/employer or proof of Fee received certificate from its Statutory Auditor certifying the percentage of fee received for each of the above mentioned projects.

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Page 55 - FORM TECH- 2: Summary of Applicant's Experience	Enclose description of applicant's experience mentioned above as per format given in FORM TECH:-3 along with relevant proof (For completed Projects - Completion Certificate, For Ongoing Projects - Work Order/LOA/Agreement Copy/Engagement Letter Certificate with Work in Process (WIP) certificate from the client/employer or proof of Fee received certificate from its Statutory Auditor certifying the percentage of fee received for each of the above mentioned projects).	Enclose description of applicant's experience mentioned above as per format given in FORM TECH:-3 along with relevant proof (For completed Projects - Completion Certificate, Or Statutory Auditor certificate certifying 100% receipt of professional fees, For Ongoing Projects - Work Order/LOA/Agreement Copy/Engagement Letter Certificate with Work in Process (WIP) certificate from the client/employer or proof of Fee received certificate from its Statutory Auditor certifying the percentage of fee received for each of the above mentioned projects
Page 56 - FORM TECH- 3: Applicant's Experience	For completed assignments: Completion certificate from client	For completed assignments: Completion certificate from client, Or Statutory Auditor certificate certifying 100% receipt of professional fees
Page 56 - FORM TECH- 3: Applicant's Experience	Signature of the authorized representative of Applicant	Signature of the authorized representative of Applicant
Form Tech 7 – Page 61	2. The CV shall be signed in by both the Personnel concerned and by the Authorized Representative of the Applicant firm along with the seal of the firm.	2. The CV shall be signed in by both the Personnel concerned and by the Authorized Representative of the Applicant firm along with the seal of the Applicant or only by the Authorized Representative of the Applicant along with the seal of the applicant accompanied necessarily by an e-mail confirmation from the key personnel. 3. E-mail confirmation should contain the Name of the Key Professional, RFP No., Name of the Assignment, Name of Client, and position for which he/she is proposed along with certification as follows: Certification: i. I am willing to work on the assignment and I will be available for entire duration of the project as required. ii. I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications and my experience.

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Clause 3.5 – Key Professionals – Page 36	* The curriculum vitae of the key professionals shall be duly signed by concerned personnel	* The curriculum vitae of the key professionals shall be duly signed by concerned personnel or email confirmation from the key professionals shall be submitted containing details as required in Note No.3 of Form Tech -7
FORM PQ -1 Point No 13 at Page 38	13. I/We further certify that no investigation by a regulatory authority is pending either against us or against our affiliates or against our CEO or any of our Directors/Managers/employees.	13. I/We further certify that no investigation by a regulatory authority is pending either against us or against our Associates or against our CEO or any of our Directors or equivalent/Proposed key professional for this assignment referenced to their official representation with us
Form Tech -1: Point No 11 at Page 53	11. I/We further certify that no investigation by a regulatory authority is pending either against us or against our Associates or against our CEO or any of our Directors/Managers/employees.	11. I/We further certify that no investigation by a regulatory authority is pending either against us or against our Associates or against our CEO or any of our Directors or equivalent/Proposed key professional for this assignment referenced to their official representation with us.
Section 3 3.5 Key Professionals: 1. Team Leader –cum-Transport Specialist Page 35	More than 15 years’ experience in the transport sector is desirable.	Minimum 15 years’ experience in the transport sector is required.
Section 3 3.5 Key Professionals: 2. Public Transport Systems Specialist Page 35	More than 12 years’ experience in Public Transport systems and services is desirable.	Minimum 12 years’ experience in Public Transport systems and services is required.

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Section 3 3.5 Key Professionals: 3. Financial Specialist Page 35	More than 12 years' experience in a public services and infrastructure advisory role is desirable.	Minimum 12 years' experience in a public services and infrastructure advisory role is required .
Section 3 3.5 Key Professionals: 4. Institutional Development Specialist Page 35	More than 12 years' experience in institutional and regulatory aspects in public services and infrastructure sector is desirable.	Minimum 12 years' experience in institutional and regulatory aspects in public services and infrastructure sector is required .
Section 1 1.19 Substitution of Key Personnel Page 20	1.19.1 The Authority expects all the Key Personnel specified in the Proposal are to be available during implementation of the Scope of Work mentioned in this RFP. The Authority will not consider any substitution of Key Personnel except under compelling circumstances beyond the reasonable control of the Consultant such as retirement, death, medical incapacity among others, of key professional. Such substitution shall be limited to a maximum of two Key Personnel other than Team Leader subject to equally or better qualified and experienced personnel being provided to the satisfaction of the Authority. Any subsequent substitution of key personnel would call for reduction of remuneration by 10% of the remuneration of the personnel so replaced for the remaining period. Substitutions undertaken at the time of contract negotiations shall be counted while calculating the number of substitutions under this clause. Requests by Consultant for replacement of Team Leader shall not be considered and inability of consultant to deploy Team Leader for the assignment will be grounds for termination by the Authority.	1.19.1. The Authority expects all the Key Personnel specified in the Proposal are to be available during implementation of the Scope of Work mentioned in this RFP. The Authority will not consider any substitution of Key Personnel except under compelling circumstances beyond the reasonable control of the Consultant such as retirement, death, medical incapacity among others, of key professional. Such substitution shall be limited to a maximum of two Key Personnel other than Team Leader subject to equally or better qualified and experienced personnel being provided to the satisfaction of the Authority. Any subsequent substitution of key personnel would call for reduction of remuneration by 10% of the remuneration of the personnel so replaced for the remaining period. Substitutions undertaken at the time of contract negotiations shall be counted while calculating the number of substitutions under this clause. Requests by Consultant for replacement of Team Leader may be considered by the authority for situation beyond the reasonable control of the consultant and allowed based on merits of the case so determined by the Authority, subject to equally or better qualified and experienced

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		personnel being provided to the satisfaction of the Authority. The Authority may impose, at its discretion, reduction of remuneration of upto 20% of the applicable remuneration of the Team Leader for the remaining period. Inability of consultant to deploy Team Leader for the assignment will be grounds for termination by the Authority.
Section 1: 1.10.12 – Page 16	The proposals (Technical Proposal) will be opened by the Authorised Representative of the Authority as per schedule mentioned in Clause 1.4. It may be noted that the Financial Proposal shall be opened in the presence of the shortlisted Applicants Representative who choose to attend.	The proposals (Pre-Qualification Proposal) will be opened by the Authorised Representative of the Authority as per schedule mentioned in Clause 1.4. It may be noted that the Financial Proposal shall be opened in the presence of the shortlisted Applicants Representative who choose to attend.
Section 5: Draft Contract Clause 3.4 - Modification - Page 73	Modification of the terms and conditions of this Contract, including any modification of the scope of the Services or of the Contract Price, may only be made by written agreement between the Parties.	Modification of the terms and conditions of this Contract, including any modification of the scope of the Services or of the Contract Price, may only be made by written agreement between the Parties. Such modifications will be finalised based on mutual agreement between the selected consultant and authority and as per procedure laid out under the Tamil Nadu Transparency in Tenders Act, 1998 and RULES 2000 and as amended there on.
Section 5: Draft Contract Clause 8.4 - Payment for Additional Services - Page 80	Payment for Additional Services: For the purpose of determining the payments due for additional services as may be agreed under relevant clauses for modification in this contract.	For the purpose of determining the remuneration and other expenses due for additional services as may be agreed under Clause 3.4, a breakdown of the lump-sum price is provided at Appendix E.
Section 5: Draft Contract Form of Contract - Page 65	Appendix E: Cost Estimate	Appendix E: Summary of Costs, Breakdown of Remuneration and Breakdown of other Expenses

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Section 5: Draft Contract SC – 5.7 Page 86	In case of joint venture or Consortium, the policy should be in the name of joint venture / consortium entity and not by the individual partners of the joint venture/consortium	In case of Consortium, the Lead member shall ensure that the sum total of insurance of individual partners shall be as per the requirement of the contract.
Section 5: Draft Contract SC – 5.7 Page 86	Professional Liability Insurance including coverage for errors and omissions caused by Consultant’s negligence, breach in the performance of its duties under this Contract from an Insurance Company permitted to offer such policies in India, for a period of three years beyond completion of Consultancy Services commencing from the Effective Date	Professional Liability Insurance including coverage for errors and omissions caused by Consultant’s negligence, breach in the performance of its duties under this Contract from an Insurance Company permitted to offer such policies in India, for a period of one year beyond completion of Consultancy Services commencing from the Effective Date.
Section 5: Draft Contract GC – 6.2.1 Page 79	The Client will not normally consider substitutions except for reasons beyond the reasonable control of the Consultant such as retirement, death, medical incapacity among others of key professional. Similarly, after award of contract the Client expects all the proposed key professional to be available during implementation of the contract. The Client will not consider substitutions during contract implementation except under exceptional circumstances up to a maximum of 2 Key personnel other than Team Leader and that too by only equally or better qualified and experienced personnel. Any subsequent replacement of key personnel would call for reduction of remuneration by 10% of the remuneration of the personnel so replaced for the remaining period. Substitutions undertaken at the time of contract negotiations shall be counted while calculating the number of replacement substitutions under this clause. Request by Consultant for replacement of Team Leader shall not be considered and inability of consultant to deploy Team Leader for the assignment will be grounds for Termination by Client.	The Client will not normally consider substitutions except for reasons beyond the reasonable control of the Consultant such as retirement, death, medical incapacity among others of key professional. Similarly, after award of contract the Client expects all the proposed key professional to be available during implementation of the contract. The Client will not consider substitutions during contract implementation except under exceptional circumstances up to a maximum of 2 Key personnel other than Team Leader and that too by only equally or better qualified and experienced personnel. Any subsequent replacement of key personnel would call for reduction of remuneration by 10% of the remuneration of the personnel so replaced for the remaining period. Substitutions undertaken at the time of contract negotiations shall be counted while calculating the number of replacement substitutions under this clause. Requests by Consultant for replacement of Team Leader may be considered by the authority for situations beyond the reasonable control of the consultant and allowed based on merits of the case so determined by the Authority, subject to equally or better qualified and experienced personnel being provided to the satisfaction of the Authority. The Authority may impose, at its discretion, reduction of remuneration of upto 20% of the applicable remuneration of the Team Leader for the remaining

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Managing Director
Metropolitan Transport Corporation (Chennai) Ltd.