

CLARIFICATION TO TENDER: N° 01

“Provision of Interim staff support services”

ENISA P/30/11/ADM

Questions & Answers

Q1:	<p>Paragraph 2.8: Please clarify that in the estimated maximum annual contract value of 200,000.00€ you have considered the actual (2012) tax costs for employees (νέα φορολογικά δεδομένα του εργαζομένου καθότι άλλαξαν για το έτος 2012 σε κατ' ελάχιστον 5000€, γεγονός το οποίο μειώνει το καθαρό εισόδημα των εργαζομένων αυξάνοντας παράλληλα το μηνιαίο κόστος μισθοδοσίας τους).</p> <p><i>(rough translation of greek text: “New workers tax regime which have changed for the 2012 tax year with the tax free threshold now €5,000 which reduces the income of the worker and increases the monthly gross costs of their salary.”</i></p>
A1:	<p>Yes we confirm that all taxes have been considered.</p>
Q2:	<p>Do you have included in the estimated maximum annual contract value a contractor's fee?</p>
A2:	<p>Yes we confirm</p>
Q3:	<p>Please explain in paragraph 2.6.2 about the 24hours contractor's responding to ENISA requests (do you mean sending cv's already recruited and available or just proposing Cv's and having some days in order to check availability of candidates)</p>
A3:	<p>This concerns the availability of CV's only</p>