

Indian Institute of Management Raipur
GEC Campus, Sejbahar, Raipur – 492015, Chhattisgarh
Phone: 0771- 2474700/702 /703/704, Fax: 0771 – 2474701

(Web Site: www.iimraipur.ac.in)



TENDER DOCUMENT
FOR HIRING OF MANPOWER

BID DOCUMENT

Engagement of agency for providing man-power for IIM RAIPUR

Sealed competitive bids (in two bid system) are invited by the Director, IIM Raipur from reputed and registered service providers/firms for providing manpower to the IIM Raipur on outsourcing basis depending upon the requirements of IIM Raipur from time to time as per the terms and conditions set forth in the following paragraphs. The Services of manpower agency would be required initially for a period of one year, extendable two years with mutual consent further subject to satisfactory compliance of terms and conditions of the contract.

A) Qualifying Criteria:- The agency should meet the following criteria for evaluation of bids:-

1. Only registered and bona-fide Service Providers/Agencies having experience of at least three years of supplying manpower service to the Ministries/Departments/Govt. Organizations/Public Sector Undertakings/Corporate Sector/Autonomous Bodies/Educational Institutes etc. are eligible to apply. The documentary proof of registration must be attached. The Agency should also attach satisfactory performance certificates issued by Government Ministries/Departments etc. in support of its having rendered satisfactory services to such departments/Institutions, etc. during the last three years.
2. The Agency must be registered with the ESI, EPF, Service Tax authorities and must be in possession of Permanent Account Number (PAN). The documentary proof in these regard should be attached. The Agency should also produce Income Tax clearance certificate (ITCC) for the last three years and Sales Tax Certificate/VAT/ Service Tax.
3. The Agency must have recorded a minimum turnover of Rs. Fifty Lakh in each of the last three years through execution of contractual services of such manpower. The Agency should attach financial statements for the last three years to corroborate their claim of turnover.
4. There should be no legal suit/criminal case pending or contemplated against the Company, Proprietor or any of its Directors (in the case of Pvt. Ltd. Company) on grounds of impropriety or for violation of any of the laws in force. The Agency must enclose declaration to this effect at the time of submission of bid.
5. The bidder should have provided a minimum of 20 persons or more as manpower on outsource against single- order on monthly basis.

B) Quality & Size of manpower:

**QUALIFICATION AND EXPERIENCE PRESCRIBED FOR VARIOUS WORKERS /
MANPOWER**

Categories	Eligibility
UN-SKILLED Helper, Mali, Peon, Office Attendants , Electrician Helper*, Plumber Helper*, Manual Labour *, Sweeper * , Carpenter Helper* etc.	Preferable 8th Standard Pass. * Previous experience of at least one year in relevant job in any Government/ Private organization of repute.
SEMI-SKILLED Electrician, IT Lab Attendant , Plumber, Senior Mali / Supervisor, Electric Meter Reader, Carpenter	Minimum 12th Standard Pass. Certificate of Vocational training/ license (for technical job) wherever applicable. Having worked as an unskilled person for 3 years in any Government Organization. Or A Person should be at least 10th Passed and have knowledge to read and write English with 5 Years' experience in public/ private/ central/ state government offices/ institute for non-technical
SKILLED Clerk Driver Data Entry Operator Mechanic / Electrician or any other technical job	Clerk: Minimum Graduate from any recognized university. Proficiency of typing speed not less than 35 wpm. Experience in Data Entry in MS Office. Proficient in Drafting, Accounting and Preparation of Bill etc. Having five years' experience in clerical job. Driver: Minimum 12th Standard pass from any recognized Board. ITI or Vocational training in diesel or motor mechanic. Five years' experience in driving heavy duty vehicles. Data Entry Operator: Minimum Graduate from any recognized University. Should Possess qualification of BCA or DCA. Mechanic / Electrician / Technical Job: ITI / Diploma/Graduate degree in science. Professional certificate with 3 years' experience in relevant filed in Government Organization in case of diploma & graduate and five years for ITI Certificate holder.

Note: Tentative requirement of manpower:

UN-SKILLED – 10 Nos. , Semi-Skilled-5 Nos., Skilled-02 Nos.

The above requirement is only tentative and may vary depending upon the volume of work, functional requirements etc. Any additional requirement/variation of manpower including qualifications shall be communicated to the Agency at the sole discretion of IIM Raipur which will be final and binding as and when the need arises during the period of contract.

C)Submission of bills

The Agency will make payment to the staff on a monthly basis by the 7th of each month in the individual bank accounts of the outsourcing staff and need to provide a proof of the same by 10th of the month. The Agency will submit the invoice/claim to the IIM Raipur on a monthly basis duly supported by proof of disbursement of salary to the staff, in triplicate for payment. The payment to the Agency shall be released within 15 days from the date of receipt of invoice provided the claim of the Agency is found to be in order from all angles. The Tax-deducted at source and such other taxes /levies as are required by law to be deducted shall be deducted from the charges payable to the Agency. The Agency shall furnish details of disbursement made to the staff indicating the amount of remuneration received from the IIM Raipur against each individual, amount deducted on account of statutory deductions such as ESI/EPF etc., as employee's share and net amount paid to each individual duly supported by details of payments made to the contractual staff before presenting claim for the next month. The proof of payment of statutory obligations such as ESI, EPF etc. and any other applicable taxes must be furnished by the Agency indicating the names of the employees and the amount deposited in respect of each, failing which subsequent payment to the Agency shall be withheld.

D) Terms & conditions:

1. The General terms and conditions are mentioned at Annexure I.
2. Tender fee of Rs 500/- (non-refundable) is required to be paid in shape of demand draft favoring, “Indian Institute of Management Raipur” payable at Raipur.
3. Based on the requirement of each job, the candidates recommended by the Agency for engagement/deployment will be decided by IIM Raipur and decision of the IIM Raipur will be final in this regard. In case IIM Raipur in its discretion finds any deployed person as not desirable and not suitable for whatever reasons will be at the sole discretion of the IIM Raipur and upon so being notified by IIM Raipur, the Agency shall be liable to withdraw such person (s) forthwith and substitute by a person(s) acceptable to IIM Raipur.
4. The personnel shall be available for work on all office days (Monday to Saturday) from 8.30 a.m. to 6.00 p.m. However depending upon the exigencies of work, the personnel may be required to work late beyond office hours or on closed holidays.
5. There will be a provision of 15 days leave (including 08 days casual leave and 07 days leave on the pattern of Earned Leave) in a calendar year (in addition to the gazette holidays applicable in IIM Raipur) subject to prior sanction. No carry forwarding of any type of leave beyond a year is permissible. No other kind of paid leave will be permitted.
6. The personnel deployed under this contract shall maintain proper office decorum. They shall not disclose any secret official information to any unauthorized person.
7. The persons employed by the Contractor will not indulge in any unlawful or illegal activities which are against the interests of the IIM Raipur.
8. The service provider shall be responsible for all injuries and accidents to person employed by him /her. The worker shall be insured against personal accidents arising out of and during course of their duties.
9. In the event of injury, illness or accidents to any worker, IIM Raipur will not be liable to pay any compensation. The insurance cover shall include the liability under the Workmen Compensation Act.
10. The service provider shall in no case pay its employee less than the minimum mandatory rates per day in accordance with the Minimum wages fixed by Central Government and a record of that should be kept in a register , which may be made available for examination to IIM Raipur as and when demanded.
11. The workers employed by the Contractor shall be his sole employees and IIM Raipur shall not have any relation whatsoever with employees of the Contractor. He will be fully responsible for their acts, conduct and any other liability.
12. The Agency will be responsible for complying with the obligations under the Labour Laws in respect of minimum wages and various other provisions for all its employees deputed to work for IIM Raipur. The contractor should pay the exact amount faithfully to the outsourced personnel without any additional deduction other than stipulated. Violation of this shall attract a warning at first instance and may lead to termination or recurring instances.
13. IIM Raipur shall have no liability whatsoever towards any other personnel or equipment of the Agency. All statutory requirements for the workmen are to be borne by the Agency and shall be the sole responsibility of the Agency.
14. The Agency shall not sub-contract the services of personnel sponsored by them.

15. IIM Raipur reserves the rights to award the contract/work in full or in parts to any Agency and also terminate the contract/work at any stage if the performance of the Agency is found to be Not Satisfactory.
16. IIM Raipur is not bound to accept the lowest quotation and/or assign any reasons for rejecting any or all the bids. The lowest quoted bids may not fetch award of contract if the Committee is not convinced with the details and proofs submitted by the vendors.
17. The bidder is required to deposit Rs.50,000/- (Rupees Fifty thousand only) in the form of Demand Draft drawn from nationalized bank in favour of "IIM Raipur" payable at Raipur as bid security /EMD along with the bid. The bid security /EMD (without any interest) shall be returned to the unsuccessful bidders after the Notification of award of contract. The bids not accompanied by bid security shall be summarily rejected.
18. The Successful Agency will be required to deposit Performance Bank Guarantee/ DD from Scheduled Bank equivalent to 10 % of yearly contract value or Rs. 100000/- (Rupees One lakh only) whichever is lower on the award of contract. The Performance Bank Guarantee /DD from Scheduled Bank should be valid up to 3 months beyond the date of expiry of the contract.
19. In case of any loss, theft, sabotage etc. caused by or attributable to any of the personnel deployed by the Agency, the IIM Raipur shall have the right to claim the damages from the Agency.
20. The Contract shall keep the Institute indemnified through a fidelity bond of Rs. 100000/- (Rupees One lakh only) issued by a reputed insurance company against loss caused to the Institute employees deployed by the Contractor at various points. The contractor will be liable for paying for any loss caused to the Institute. In case any employee of the Contractor so deployed enters into dispute of any nature whatsoever it will be the sole responsibility of the Contractor concerned to contest the same. In case Institute is also made party and is required to counsel fee and other expenses shall be paid to the Institute by the Contractor. Further, the contractor shall ensure that no financial or other legal liability of any nature comes on the Institute in this respect.
21. The Institute shall have the right to adjust, readjust or deduct any of the amounts as aforesaid from the payment to be made to the Contractor under this Contract or out of the Security deposits of the Contractor.
22. In case of any deficiency in services by staff so deployed on contract basis, provide lesser number of manpower than the minimum required or in the case of disobedience by the staff so deployed on duty, the Director, IIM Raipur or any other officer authorized by him shall be at liberty to impose penalty as may be deemed fit up to Rs. 10000/- (Rupees ten thousand only) for each such occasion after giving him an opportunity of being heard in person. The decision of the Director, IIM Raipur shall be final and binding on the contractor.

23. **Termination of The Contract:-**

The contract may be terminated in any of the following contingencies:

- a) On the expiry of the contract period, without any notice;
OR
- b) On giving one month's notice at any time during the currency of services, in case the services rendered by the Contractor are not found satisfactory and in conformity with the general norms and the standard prescribed for the services;
OR
- c) On assigning of the contract or any part thereof or any benefit or interest therein or there under by the Contractor to any third person for sub-letting the whole or a part of the contract to any third person, without any notice.
OR
- d) On Contractor being declared insolvent by the competent Court of Law without any notice;

OR

- e) In case the Contractor is not interested to continue the contract subject to the condition that the Contractor shall give minimum three months notice. If the Contractor does not give the requisite notice as mentioned before, then his security deposit shall be forfeited and Bank Guarantee shall be encashed in proportion to the period falling short of the specified notice period;

“Provided that during the notice period for termination of the contract, in the situation contemplated above, the contractor shall keep on discharging his duties as before till the expiry of notice period”.

24. In the event or exigencies arising due to the death, infirmity, insolvency of the Contractor or for any other reason or circumstances, liabilities thereof the contract shall be borne by the following on such terms and conditions, as the Director, IIM Raipur may further deem fit in public interest or revoke the contract, namely:
- a) Legal heirs, in case of sole proprietor
 - b) Next partners, in the case of company of firm
 - c) Otherwise the Director, IIM Raipur shall reserve the right to settle the matter accordingly to the circumstances of the case, as he/she may think proper.
25. No party shall be allowed to be represented by the lawyer during any investigation enquiry, dispute or appeal.
26. The Courts at Raipur only shall have the jurisdiction for the purpose of this agreement.
27. In the event of any dispute or difference arising out of or in any way touching or concerning this agreement whatsoever (except as to matter the decision of which is specifically provided under this contract) the same shall be referred to the sole arbitration of the Director, IIM Raipur or his nominee on mutual agreement between both the parties.
28. The award of such Arbitrator shall be final and binding on the parties. In the event of such arbitrator to whom the matter is originally referred is being transferred or vacating his/her office or resigning or refusing to work or neglecting his/her work or being unable to act for any reason whatsoever the Director, IIM Raipur shall appoint another person to act as Arbitrator in place of the outgoing Arbitrator in accordance with the above said terms of the agreement and the person so appointed shall be entitled to proceed with the reference from the stage at which it was left by his/her predecessor. The Arbitration and Conciliation Act, 1996, which came into force on 25.01.1996, shall deem to apply to arbitration proceedings. The venue of the arbitration shall be Raipur.
29. The Contractor shall provide the copies of the relevant records during the period of contract or otherwise even after the contract is over when ever required by IIM Raipur.
30. The contractor will be responsible for opening individual PF account of the employee if he does not have one and provide him with PF passbook and ESI Card. He needs to deposit the proof of depositing employee's contribution towards EPF/ESI etc. of each employee every month along with bills.
31. The contractor will be responsible for providing necessary documents and will bear the expenditure incurred on the same e.g. purchase of Non-judicial stamp paper etc. for furtherance of agreement with IIM Raipur.

F. Technical Bids:

The technical bids are to be submitted in a separate sealed cover super scribing “Technical bids for hiring manpower at IIM Raipur”. The envelope must contain the following:

- i) Required format (Annexure-II). All the documents enclosed should be arranged and submitted in the same serial order as they appear on the Technical bid.
- ii) Tender fee of Rs. 500/- (Rupees One thousand only) in the shape of demand draft favoring. IIM Raipur payable at Raipur.
- iii) EMD/Bid security of Rs. 50,000/- (Rupees Fifty Thousand only) in the shape of demand draft favoring the IIM Raipur payable at Raipur.

G. Financial Bids:

The financial bid is to be submitted in a separate sealed cover super scribing “Financial bid for hiring of manpower at IIM Raipur”.

- i) The rates are to be quoted in the prescribed format of financial bid (Annexure - III)
- ii) Overwriting or erasing in the bid document shall render the same invalid.
- iii) The financial bid shall be valid for a period of not less 120 days after the deadline for submission of bids.

H. Submission and Evaluation of Bids:

- i) The technical bids and financial bids are to be submitted in **separate sealed covers**. Both these covers may then be put inside a bigger sealed cover super scribing “**Bid for hiring of manpower**” and submitted to “The Chief Administrative Officer, GEC Campus, Sejbahar, Indian Institute of Management, Raipur (C.G),492015” through registered post/speed post/in person.
- ii) All the pages submitted in the bids along with the attached documents should be signed by the appropriate authority from the bidder side along with the seal of the contractor/firm.
- iii) **The last date for submission of bids in the IIM Raipur is 02nd March 2016 up to 3:00pm.** The technical bids shall be opened on the same day at 04:00 pm. in the **Conference Room of IIM Raipur, at Raipur** in the presence of representatives of the firms who may also be present if they so wish at the time of opening of bids.
- iv) The technical bids would be evaluated by a Tender Committee. The bids which do not contain the information as desired or are not supported by necessary documents including bid security/tender amount will be treated as non responsive and will not be evaluated. Those bids only will be evaluated which are determined to be substantially responsive and meet the requirements set forth by the Institute.
- v) Those bidders only whose technically responsive bids as recommended by the Committee would be intimated about the date and time for opening of financial bids. The financial bids of the technically responsive bids only would then be opened on the decided date and time in the presence of representatives of the firms who may also be present if they wish at the time of opening of bids.

General Terms and Conditions

1. That, services of the manpower provided by the contractor to the IIM Raipur shall be initially for a period of one year commencing from the award of contract and may be extended further by another year subject to satisfactory performance and compliance of all terms and conditions of agreement which will be signed by both the parties within 7 days of issue of letter of award. The cost of stamp paper etc. will be borne by the Agency. Subsequent extension on satisfactory performance will be at the sole discretion of IIM Raipur.
2. The contractor alone shall exercise the control over the personnel deputed and beyond the terms and conditions stipulated herein; the personnel shall be governed by the rules and regulations of the contractor.
3. That, the contractor will submit a copy of Appointment Letter along with Bio-data to the Institute as and when the person is deployed at IIM Raipur for and up to the period of duration of his contract with the Institute.
4. That, the contractor will submit the EPF/ESI account of each individual employee appointed on outsource basis showing therein the total deposit of EPF/ESI account in a particular financial year of the Institute for information.
5. That, it is further understood and agreed between the parties that any changes in the payments structure viz ESI, PF, Bonus, gratuity and service tax etc. as per the change in the law are recoverable from the client within the said statutory provisions of law. The service providers will be raising bill to IIM Raipur accordingly. Institute will have all rights to recover the amount paid in excess due to change in statutory provisions if any.
6. The Contractor shall abide by and follow all the Local and Central Laws strictly.
7. That, all the payments to be made for the services provided by the contractor shall be made directly to the contractor who will raise the bills accordingly on monthly basis. No payments shall be made directly to the personnel so deputed by the contractor.
8. That, the rates to be paid to the contractor should not be less than Minimum Wages Act and other rules and regulations as applicable and notified from time to time in the official gazette/ Govt. of India.
9. That the rates entered into between the contractor and IIM Raipur for the purpose of supplying the aforesaid services on outsource basis can be revised by mutual agreement during the currency of this contract of revisions of rates as applicable in case of Govt. of India.
10. That, the contractor shall make sure that the manpower so provided by them shall be with Photo identity card issued by the agency. These cards are to be constantly displayed and their loss reported immediately.
11. The personnel shall observe such timings as are prescribed by IIM Raipur from time to time. In the absence of any specific times having been provided for by IIM Raipur normal office timings shall be followed. In case on certain occasion the office needs to be operated over time, no over time shall be payable.
12. That, the contractor shall be liable for meeting all the statutory requirements as provided by the Acts governing labour laws i.e. Payment of Wages Act 1936, Contract labour (Regulation & Abolition) Act 1970, Minimum wages Act, Employees Provident funds (EPF) Act 1952, Employee State Insurance Act including EDLI, Payments of Bonus Act 1965, Payment of Gratuity Act 1972, private

Security Agencies (Regulations) Act 2005, National, Casual, Annual Festival, Maternity, Leave Acts as applicable and as amended from time to time or any other rule framed there under from time to time by the Central or State Government and or any authority constituted by or under any Law, for the category of persons deployed by contractor. The rates so allowed to and paid to contractor shall include all such statutory liabilities and no excess amount shall be paid by IIM Raipur.

13. There will be a provision of 15 days leave (including 08 days casual leave and 07 days leave on the pattern of Earned Leave) in a calendar year (in addition to the gazette holidays applicable in IIM Raipur) subject to prior sanction. No carry forwarding of any type of leave beyond a year is permissible. No other kind of paid leave will be admissible to the deployed manpower.
14. That, the outsourcing agency would be responsible for maintenance of the leave record of the personal engaged by the agency. The leave applications of the outsourcing manpower would be forwarded to the outsourcing agency and the agency would be responsible to keep record of their leave and follow the relevant rules raise the bill accordingly.
15. That it will be the full responsibility of the contractor to deposit the statutory liabilities as applicable as per rule to the concerned department of the Central / State Government or the controlling agency, duly furnishing a copy to IIM Raipur.
16. That, IIM Raipur shall not be liable for any default on the part of the contractor on his failure to fulfill the statutory requirements and the liability shall be the contractor's alone.
17. That no accommodation, any other allowance over and above the amount given to the personnel so employed shall be provided for by IIM Raipur under this agreement. IIM Raipur is at liberty to change this clause as and when needed.
18. That the contractor shall be responsible for any loss or damage caused or suffered by IIM Raipur on any account of negligence of the personnel supplied for by the contractor. This shall include any physical, financial and vicarious losses. Loss or damage caused to any property of IIM Raipur by any act or omission on the part of contractor's employees/ personnel shall be borne by the contractor. In the eventually or such occurrence of loss or damage, the enquiry shall be made by the officers of the contractor in consultation with the officer of IIM Raipur. The decision of the Director IIM Raipur shall be treated as final in this regard after the said enquiry.
19. That the bio-data of each personnel so provided for the outsourcing shall be supplied to IIM Raipur along with a copy of police verification upon the identity and the testimonials of qualifications etc. Before changing any personnel so provided prior information shall be given to IIM Raipur.
20. An attendance register shall be maintained by the contractor for all the personnel deputed by him, who shall mark attendance daily at beginning and at the end of completion of the duties in the IIM Raipur office and the payment, shall be made to the contractor on the basis of attendance register.
21. That in case of any disciplinary inquiry to be conducted against any delinquent personnel provided for by the Contractor to IIM Raipur, the same shall be held by the Officer of the Contractor, in consultation with the Director of the IIM Raipur.
22. That in case of any dispute arising out of this agreement between the contractor and IIM Raipur, the same shall be referred to the sole arbitration of the concerned officer as appointed by the Director IIM Raipur, who may him/her self take cognizance of the matter or depute/ nominate any officer of the said Institute or any other person who's decision shall be final and binding between the parties. Such arbitrator shall give a seasoned award. An officer of IIM Raipur, in case he/she is nominated, as the sole arbitrator shall cease to be so in case he resigns, retires, suspended or his/her services are terminated or otherwise cease to be an officer Institute. A new arbitrator shall be nominated by the Director IIM Raipurin such as eventuality. Supply of services, personnel (manpower) shall however continue to be supplied by the contractor under the terms of this agreement. The submission of any dispute to the arbitrator shall not prejudice the rights of the contractor in any manner whatsoever.
23. That the courts covering the area of IIM Raipur only shall have jurisdiction to entertain, try and to decide any dispute arising out of this contract/ agreement.

24. That this agreement can be terminated by either party on giving prior notice in writing (without assigning any reason) as per corresponding terms of termination of contract.
25. The persons provided by the contractor for the services mentioned above shall be the employees of the contractor for all intents and purposes and that the persons so deployed shall remain under the control and administration of the contractor and in no case, a relationship of employer and employee between the said employee and the IIM Raipur shall accrue/ arise implicitly or explicitly.
26. It is further agreed that the personnel so employed by the contractor and deputed in the office of IIM Raipur shall have no right to employment against any post of the Institute (IIM Raipur). It is further agreed that their services are being taken on a purely contractual basis/ outsource basis and IIM Raipur reserves the rights to do away with the agreement as and when so required without assigning any reason.
27. The Contractor will abide by all the terms and conditions stated herein and directions given to him from time to time as per the need of the hour.

Sd/-
Chief Administrative Officer
(Admin)

TECHNICAL BID

1. Name of the Service Provider/Agency
2. Address with Telephone/Fax No. E-mail
3. Contact person's name
4. Essential details:
 - i) Registration
 - ii) Sales Tax Clearance/VAT
 - iii) EPF registration
 - iv) ESI registration
 - v) PAN/TIN No.
 - vi) Labour License No.
 - vii) Experience certificate for the last two years to the effect that there is no litigation pending against the Agency
5. Turnover details for the last three years (supporting document Income Tax return to be enclosed)
6. Details of staff employed by the Agency for its business operations (category wise)
7. Whether the firm has any legal suit/criminal case pending against it for violation of EPF/ESI/Minimum Wages Act or other laws (give details). The Agency must enclose a certificate indicating that there is no criminal/legal suit pending or contemplated against them.
8. List of clients with address and details of contact person.
9. Copy of work order at least one similar annual contract executed successfully and client's completion certificate in the past three financial years in the premises of Govt. Depts. / Public Sector Undertakings etc. (please attach)

We hereby certify that the information furnished above is correct & true to the best of our.

Dated:

Signature of authorized signatory
along with seal

- Note:** (i) Relevant attested documents to be submitted in support of above points.
(ii) Absence of any such document(s) may render the tender as invalid.

FINANCIAL BID

To
 The Director
 Indian Institute of Management Raipur
 Sejbahar-492015

Sub: Submission of Quotation for Supply of Skilled / Semi-Skilled/ Unskilled manpower for various services

Sir,

We hereby submit the quotation for various categories of manpower required by IIM Raipur as under:

1	2	3	4	5	6	7	8	9	10	11
Sl.No	Type of Manpower	Minimum Wage	EPF	ESI (If applicable)	Bonus	Workmen's Compensation	Leave	Sub Total	Service Charge (in %) in percentage of Sub total	Remarks
1	Skilled									
2	Semi- Skilled									
3	Un -Skilled									

Note:

1. Service Tax and Education Cess to be paid extra as applicable.
2. The tenderer should quote manpower charges in financial bid strictly in accordance with the minimum wages as decided by the Central Govt. If the rates quoted found below the minimum wages, tender will be rejected.
3. The rate will be revised solely based on the revision of minimum wages as notified by GOI from time to time.
4. Rate in Column No.3 basic Minimum Wage + VDA as notified by GOI (Central Government) from time to time. Minimum wage
5. Column No. 4, 5 & 7 as per Rule / Act.
6. Column No. 6 as per GOI Rule.
7. Payment to the manpower Service Provider will be made as per actual deployment based on requirement/ working days of the Institute.
- 8. Break up of payment structure must be provided by tenderer along with financial bid.**
9. Rate of Service Charges quoted should be realistic keeping all the aspects in view. A separate sheet should be enclosed (with the Price Bid) giving detailed breakup and justification of quoted Service Charges.

Seal and Sign of Tenderer