

National Highways & Infrastructure Development Corporation Ltd.

(An organization of the Ministry of Road Transport & Highways; Govt. of India)

Branch Office: - 1st Floor, 5th Mile, M.P.Golai, 1st Floor, Opposite Mount Zion School Kidzee,
Gangtok, Sikkim-737102. Phone No. :- +91-3592-231063.

Dated: October 16th, 2015

No.:- NHIDCL/BO-SKM/Estt.-1/2015-16/03; dt. 16/10/2015

TENDER DOCUMENT

For providing PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar(Fulltime) & Safaiwala (Part time) etc.(un-skilled, semi- skilled and skilled) manpower services to the office of the General Manager(Projects) National Highway & Infrastructure Development Corporation Limited, Branch office – Gangtok, Sikkim

Manpower Agency

Last date and time for submission of Documents: **01:00 P.M. on 02.11.2015**

Date and time for opening of Technical Bid of Tender Documents: **01:15 P.M. on 02.11.2015**

Date and time for Opening of Financial Bid of Tender Documents: **03:00 P.M. on 02.11.2015**

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NOTICE INVITING TENDER

Sealed tenders on behalf of the National Highways & Infrastructure Development Corporation Limited, Branch Office – Gangtok, Sikkim are invited under **Two Bid System** i.e. **Technical Bid** and **Financial Bid** from reputed, experienced and financially sound Manpower Companies/Firms/Agencies for providing manpower services for a period of **One Year**, from the date of award of contract, which is extendable as per requirement. However, number of Personnel may vary from time to time on the discretion of the company.

2. Interested Companies/Firms/Agencies may submit tender documents complete in all respect along with Earnest Money Deposit (EMD) 10,000/- (Rupees Ten Thousands only) and other requisite documents on or before 02.11.2015 by 01:00 P.M. to the office of **General Manager(Projects), NHIDCL**, at above mentioned address. *No tender shall be entertained after this deadline under any circumstances whatsoever.*

3. Complete Tender Document can be downloaded from the website of the NHIDCL (www.nhidcl.com).

General Manager (Projects)
NHIDCL,Sikkim,

Copy to:

1. All Notice Board
2. IT Cell – for display in web-sites of National Highway and Infrastructure Development Corporation Limited.

SCOPE OF WORK AND GENERAL INSTRUCTIONS FOR TENDERERS

1. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim requires reputed, well established and financially sound Manpower Companies/Firms/Agencies to provide PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar (Fulltime) and Safaiwala (Part time) etc. (un-skilled, semi- skilled and skilled) manpower assistance to its Office.
2. The Contract will be for a period of 1(**one**) **year** from the date of award of contract. The period of contract may be further extended or curtailed /terminated at any time before expiry of one year period depending upon requirement of Company.
3. The Company has requirement of service of **PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar (Fulltime) and Safaiwala (Part time) as per the guidelines of the Company.** The requirement of the Company may increase or decrease during currency of contract.
4. The interested Companies/Firms/Agencies may submit the tender document complete in all respects along with Earnest Money Deposit (EMD) of Rs. 10,000/- (Rupees Ten thousand only) in the form of Demand Draft /Pay Order drawn in the favour of **The General Manager (Projects), National Highways & Infrastructure Development Corporation Limited** payable at **Gangtok, Sikkim** and other requisite documents in a sealed cover addressed to the General Manager(Projects),NHIDCL, 5th Mile, M.P.Golai, 1st Floor Opposite Mount Zion School Kidzee, Gangtok, Sikkim-737102. The last date and time for receipt of tenders is 01:00 P.M. on 02.11.2015.
5. The various crucial dates relating to “ Tender for Providing PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar (Fulltime) and Safaiwala (Part time) etc. (un-skilled, semi-skilled and skilled) manpower to the National Highways & Infrastructure Development Corporation Limited ”Gangtok, Sikkim are cited as under:
 - (a) Last date and time for submission of Quotation (Technical & Financial, in **SEPARATE** (sealed covers): 01:00 P.M. on 02.11.2015
 - (b) Date and time for opening of Tender Bids : 01:15 P.M. on 02.11.2015
 - (c) Date and time for opening of Financial Bids : 03:00 P.M. on 02.11.2015
 - (d) Likely date for deployment of required manpower: **16.11.2015.**
6. The tenders have been invited under two bid system i.e. Technical Bid and Financial Bid. The interested agencies are required to submit two separate sealed envelopes super scribing “Technical Bids for providing PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar (Fulltime) and Safaiwala (Part time)etc. (un-skilled, semi- skilled and skilled) manpower to the General Manager (Projects), National Highways & Infrastructure Development Corporation Limited”, Gangtok, Sikkim & “Financial Bid for providing PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar (Fulltime) and Safaiwala (Part time)etc. (unskilled, semi-skilled an skilled) manpower to the General Manager (Projects) National Highways & Infrastructure Development Corporation Limited” Gangtok, Sikkim. Both sealed envelopes should be kept in a third envelope super scribing “Tender for providing PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar (Fulltime) and Safaiwala (Part time) etc. (unskilled, semi- skilled and skilled) manpower services to the General Manager (Projects), National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim”.

7. The Earnest Money Deposit (EMD) of Rs. 10,000/- (Rupees Ten thousand only), refundable (without interest) should be necessarily kept in the sealed cover containing technical Bid of the agency in the form of Demand Draft/Pay Order Drawn in the favour of **“The General Manager (Projects), National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim”**, failing which the tender shall be rejected summarily.
8. The tendering Companies/Firms/Agencies are required to enclose photocopies of the following documents along with the Technical Bid, failing which their bids shall be summarily/out-rightly rejected and will not be considered any further:-
 - (a) Registration certificate.
 - (b) Copy of PAN/GIR card.
 - (c) Copy of IT return filed for the last three financial years.
 - (d) Copies of the EPF and ESI certificates.
 - (e) Copies of the Service Tax registration certificate.
 - (f) Proof of annual turnover of the firm for the last 3 years.
9. Conditional bids shall not be considered and will be out rightly rejected in the very first instance.
10. All entries in the tender form should be legible and filled clearly. If the space or furnishing information is insufficient, a separate sheet duly signed by the authorized signatory may be attached. No overwriting or cutting is permitted in the Financial Bid Form. In such cases, the bidder shall be summarily rejected. However, corrections if any, in the Technical Bid Application must be signed by the person authorized to sign the tender bids.
11. The Technical Bid of tenders shall be opened at **01:15 P.M. on 02.11.2015** and Financial Bids shall be opened on the schedule date and time **(03:00 P.M. on 02.11.2015 in the office of General Manager (Projects), NHIDCL, 5th Mile, Tadong, 1st Floor, Opposite Mount Zion School Kidzee, Gangtok, Sikkim-737102** in the presence of the authorized representative of the Companies/Firms/Agencies (if any), who are present on the spot at that time.
12. Joint venture of companies are not admissible to bid.
13. The Company reserves the right to amend or withdraw any of the terms & conditions contained in the Tender Document. The **Competent Authority** of the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim reserves the right to reject any or all the tenders without giving any notice or assigning any reason. The decision of the National Highways & Infrastructure Development Corporation Limited, Sikkim in this regard shall be final and binding on all.

TECHNICAL REQUIREMENT FOR THE TENDERING
COMPANY/FIRM/AGENCY.

1. The tendering manpower Company/Firm/Agency should fulfil the following technical specifications and furnish attested copies of documents evidencing compliance with the specifications:-
 - (a) The manpower Company/Firm/Agency should be registered with the appropriate registration authority.
 - (b) The Company/Firm/Agency should have at least three years' experience in providing manpower to reputed Private Companies/Public Sector Companies/Banks and Government Department etc. proof of which should be enclosed with the technical bid.
 - (c) The Company/Firm/Agency should be registered with Service Tax Department.
 - (d) The Company/Firm/Agency should be registered with appropriate authorities under Employees Provident Fund and Employees State Insurance Act.
 - (e) Copy of PAN card/IT return.
 - (f) Proof of working with Ministries/Government officers/organizations for 3(**three**)**years** and the number of persons deployed by the agency each year in the **last 3 years**.
 - (g) Certificate of annual return form CA. **The Annual Turn Over of the company should not be less than Rupees 10 lakhs.**
2. Attested copies of the documents indicating compliance with the above specifications/requirements should be kept in the sealed envelope containing Technical Bids.

TECHNICAL REQUIREMENT FOR PA/STENO,OFFICE ACCOUNTANT, OFFICE ASSISTANT,DATA ENTRY OPERATORS etc. TO BE DEPLOYED BY THE SUCCESSFUL COMPANY/FIRM/AGENCY IN THE NATIONAL HIGHWAYS & INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED, GANGTOK, SIKKIM BRANCH OFFICE WITH PROPER DOCUMENTARY PROOF.

As per guidelines issued by the NHIDCL authority vide order no. **NHI/HR/29 dt.27th March, 2015**. The staff should have the following -

(i) PA/Steno-2nos.

a) Essential Qualification:-

- Matriculation or equivalent Examination of recognized University /Board.
- Shorthand Speed: 80 wpm (Hindi or English).
- Transcription speed of 30 wpm (English) or 25 wpm (Hindi) on computer.
- Three years' experience in relevant field (secretarial assistant)
- Good working knowledge of MS-Office.

(b) Desirable Qualification:-

- Degree from a recognized university
- Diploma/Certificate in Office Management/Secretarial Practice or equivalent/similar qualifications from Govt. polytechnic or other reputed institutions.

(ii) For Office Accountant- 1 no.

(a) Essential Qualifications:-

- Degree in Commerce.
- Five Years Working Experience in Commercial Accounting.

(b) Desirable Qualifications:-

- Degree in Commerce with 1st Division (60% Marks).
- Pass in Intermediate Examination of the Institute of Chartered Accountants of India (ICAI) or Institute of Costs and Works Accountants of India (ICWAI).

(iii) For Office Assistant -1 no.

(a) Essential Qualifications:-

- Degree from a recognized university/ institute.
- Two years Working Experience in relevant field.

(b) Desirable Qualifications:-

- At least 6 months certificate course in computer application, internet, MS-Office etc. and well versed in the field of Administration and establishment.

iv) Data Entry Operators-2 nos.

- a) He/she should be Matriculation or equivalent Examination of Recognized University/Board and minimum 18 year of age completed.
- b) He/she should shorthand speed of 80 wpm and typing speed of 40 wpm in English
- c) He/she should be well conversant with the working of the computers and knowledge of MS word is essential. Knowledge of LAN function, MS excel and MS Power Point application is preferable.
- d) He/she should submit Character Certificate from two Group "A" or class- I Gazetted Officer of the Central Government/ State Government.
- e) His/her antecedents should have been got verified by the agency from the local Police authorities.
- f) He/she should have preferably 2 years' experience of in reputed Public/Private Institution/Central/State Government Offices.

TECHNICAL REQUIREMENT FOR, MULTI-TASKING STAFF, CHOWKIDAR (FULL TIME) AND SAFAIWALA (PART TIME) ETC. TO BE DEPLOYED BY THE SUCCESSFUL COMPANY/FIRM/AGENCY IN THE NATIONAL HIGHWAYS & INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED, GANGTOK, SIKKIM BRANCH OFFICE WITH PROPER DOCUMENTARY PROOF

i) Multi-Tasking Staff (MTS) - 2nos.

- a) He/she should be preferably 8th class pass and minimum 18 years of age completed.
- b) He/she should be physically fit for doing all types of Multi Tasking Staff jobs.
- c) He/she should submit Character certificates from two Group "A" /Class-I Gazetted officers of the Central Government /State Government.
- d) His/her antecedents should have been got verified by the agency from the local police authorities.
- e) He/she should have preferably 2 years working experience in reputed Public/Private institution /Central /State Government offices.

ii) Chowkidar (Full time) & Safaiwala (Part-time) - 1no. each

- a) He/she should be preferably minimum 18 years of age completed.
- b) He/she should be physically fit for doing all types of Chowkidar /Safaiwala related jobs.
- c) He/she should submit Character certificates from two Group "A" /Class-I Gazetted officers of the Central Government /State Government.
- d) His/her antecedents should have been got verified by the agency from the local police authorities.
- e) He/she should have preferably 1 years working experience in reputed Public/Private institution /Central /State Government offices.

APPLICATION-TECHNICAL BID

For providing PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff(MTS), Chowkidar (Full time) & safaiwala (Part time)etc. (un-skilled, semi -skilled and skilled) manpower Services to National Highways & Infrastructure Development Corporation Limited., Gangtok, Sikkim Branch Office

1. Name of Tendering Company/Firm/Agency
(Attach certificate of registration)

2. Name of proprietor/Director of Company/Firm/Agency:
3. Full Address of Regd. Office:

Telephone No.
FAX No. E-
Mail Address

4. Full address of Operating Branch:

Telephone No.
FAX No.
E-Mail Address

5. (a) Banker of Company/Firm/Agency
(Full Address)
(attach certified copy of statement
of A/c for the last three years)
(b) Telephone Number of Banker

6. PAN/GIR No.
(Attach attested copy)
7. Service Tax Registration No. if any
(Attach attested copy)
8. E.P.F. Registration Number, if any
(Attach attested copy)
9. E.S.I. Registration Number, if any
(Attach attested copy)
10. Financial turnover of the tendering Company/Firm/Agency for the last three Financial Years with documentary proof thereof. (Attach separate sheet if space provided is insufficient)

Financial Year	Amount (Rs. Lakhs)	Remarks, if any
2011-12		
2012-13		
2013-14		

11. Give details of the major similar contracts handled by the tendering Company/Firm/Agency during the last three years in the following format:

Sl. No.	Details of client along address, telephone and FAX numbers	Amount value Of Contract (Rs. in Lakhs)	Duration of Contract	
			From	To
1.				
2.				
3.				

(If the space provided is insufficient, a separate sheet may be attached)

12. Additional information, if any

(Attach separate sheet, if required)

Signature of authorized person

Date:
Place:

Name:
Seal:

DECLARATION

1. I,.....Son/Daughter/Wife of Shri..... signatory of the agency/firm mentioned above, is competent to sign this declaration and execute this tender document:
2. I have carefully read and understood all the terms and conditions of the tender and undertake to abide by them:
3. My agency has not been blacklisted/debarred from participating in tender of any Ministry/Department of Government of India and Government of India undertaking in the last Three Years.
4. The information/documents furnished along with the above application are true and authentic to the best of my knowledge and belief. I/we am/are well aware of the fact that furnishing of any false information/fabricated document would lead to rejection of my tender at any stage besides liabilities towards prosecution under appropriate law:

Signature of authorized person (s)

Date:
Place:

Name:
Seal:

APPLICATION – FINANCIAL BID

For providing PA/Steno, Office Accountant, Office Assistance, Data Entry Operators, Multi-Tasking Staff (MTS), Chowkidar(Full time) & safaiwala (part time) etc. (un-skilled, semi- skilled and skilled) manpower Services to the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim

1. Name of tendering Company/Firm/Agency:
2. Details of Earnest Money Deposit: Rs.10,000/-(Rupees Ten Thousands Only)
D.D/P.O. No.:
Date:
Drawn Bank:
3. All the PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff, (MTS), Chowkidar(Full time) & safaiwala (part time) etc. (un-skilled, semi-skilled and skilled) deployed in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim will be paid their wages on monthly basis by the Company/Firm/Agency through individual bank accounts opened at **Syndicate Bank, Gangtok, Sikkim** and the photocopies of disbursed cheque/documents, along with proof of receipt thereof by the workers will be submitted to the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim branch office before the end of each month. National Highways & Infrastructure Development Corporation Limited Gangtok, Sikkim branch shall verify the actual payment of statutory payments periodically and if not satisfied shall withhold the payments due to the service provider in addition to other legal action.
4. Rates are to be quoted in accordance with the Minimum Wages Act, 1948 as applicable in the State of Sikkim/ Central Government. The agency will have to furnish an Affidavit that it is in complying with all statutory liabilities relating to taxes, payment of minimum wages and other statutory liabilities.
5. Rate per person/per month for PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff(MTS), Chowkidar (Full time) & safaiwala (part time) etc. (un-skilled, semi- skilled and skilled) (8 hours excluding ½ hour lunch) is applicable as for state of Sikkim/Central Government Minimum Wages rates (inclusive of minimum wages, plus all statutory payments such as EPC, Service tax showing the individual components. The administrative and service charges to be charged by the service provider to be quoted separately) with following break-up:

Sl. No.	Component of Rate	Amount in Rs. per person/per Month
i.	Daily Wage Rate including existing Dearness Allowance (in accordance with Minimum Wage Act, 1948)	Not to be quoted by the bidder. Minimum wage rate fixed by Govt. of Sikkim/Central Government from time to time would be paid.
ii.	Employees Provident Fund @ % of 1 (if applicable)	Not to be quoted by the bidder. Rule framed by EPFO from time to time would be paid.
iii.	Employees State Insurance @ % of 1 (if applicable)	Not to be quoted by the bidder. Rule framed by the ESIC from time to time would be paid.
iv.	Service Tax Liability @% of	Not to be quoted by the bidder. Rule framed by Customs and Excise department from time to time would be paid.
v.	Contractors Adm./Service Charge/Any other liability/charges (pl. Indicate)	

Signature of authorized person (s)

Date:
Place:

Name:
Seal:

Notes:

1. The Administrative /Service Charge/ Any other liability/charges (mentioned in para 5 (v) above) to be charged by the service provider to be quoted separately which will be the indicator of selection of L-1 bidder. **The amount so quoted should include liabilities viz. Office uniforms (2 sets for each Multi-Tasking Staff (MTS), Chowkidar & Safaiwala etc. (un-skilled, semi-skilled and skilled), bonus (if any), of contractor towards deputed PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi Tasking Staff , (MTS), Chowkidar(Full time) & safaiwala (part time) etc. (un-skilled, semi - skilled and skilled) and also include expenses towards their day to day stationery/administrative work/duties.**
2. **In cases where the bidder has submitted “NIL” Charge/Amount over and above the minimum wages, the bid shall be treated as unresponsive and will not be considered in terms of the provision of Ministry of Finance, Department of Expenditure OM NO. 29(1)/2014-PPD dated 28th January, 2014.**
3. The payment shall be made on conclusion of the calendar month only on the basis of number of working days for which duty has been performed by each manpower.

General Terms and conditions of contract

1. The contract may be extended, on the same terms and conditions or with some addition/deletion/modification, for a further specific period mutually agreed upon by the successful service providing Company/Firm/Agency and National Highways & Infrastructure Development Corporation Limited., Gangtok, Sikkim Branch.
2. The contracting Company/Firm/Agency shall not be allowed to transfer, assign, pledge or sub-contract its rights and liabilities under this contract to any other agency without the prior written consent of this Company.
3. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch at present, is in requirement of manpower on urgent basis. The requirement of the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch may increase or decrease during the period of initial contract also and the bidder would have to provide additional manpower, if required on the same terms and conditions.
4. The bidder will be bound by the details furnished by him/her to the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim while submitting the tender or at subsequent stage. In case, any document furnished by him/her is found to be false at any stage, it would be deemed to be breach of terms of Contract making him/her liable for legal action besides termination of contract.
5. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch reserves right to terminate the contract during initial period also after giving three days notice to the contracting agency in case of breach of terms of contract.
6. **Duly authorized representative of Bidders will be allowed to participate in the bidding process on production of authorization letter.**
7. National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch ask for documentary evidence in respect of payment of statutory liabilities as and when required.
8. Service provider will pay the minimum wages to the persons deployed through individual bank account opened at **Syndicate Bank, Gangtok, Sikkim.**
9. Participating firm need not indicate minimum wages/ESI Charge/EPF charge/Service tax charges. They would be given by the Company as per relevant rules.
10. **The administrative/Service Charge/Any other liability/charges (mentioned in para-5 (v) of page 11) to be charged by the service provider to be quoted separately which will be the indicator of selection of L-1 bidder. The amount so quoted should include liabilities viz. Office uniforms (2 sets for each, Multi-Tasking Staff, Chowkidar & Safaiwala etc. (unskilled, semi skilled and skilled), bonus (if any), of contractor towards deputed PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff, Chowkidar & Safaiwala Staff etc. (unskilled, semi skilled and skilled) and also include expenses towards their day to day stationery/administrative work/duties.**
11. **Whenever minimum wage is revised by the Government of Sikkim, the rate in the Contract and the consequential statutory payments shall automatically get revised keeping the Contractors Adm./Contractor Service Charge/Contractor Any other liability charges unchanged.**
12. National Highways & Infrastructure Development Corporation Limited, Gangtok, sikkim shall verify the actual payment of statutory payments periodically, and if not satisfied, shall with hold the payments due to the service provider in addition to other legal action.12. National Highways & Infrastructure Development Corporation Limited, Gangtok, sikkim shall verify the actual payment of statutory payments periodically, and if not satisfied, shall with hold the payments due to the service provider in addition to other legal action.

LIABILITIES, CONTROL ETC. OF THE PERSONS DEPLOYED

13. The contracting agency shall ensure that the individual manpower deployed in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim is physically fit to discharge duties of PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff, Chowkidar & Safaiwala Staff etc. (Unskilled, semi-skilled and skilled.)
14. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch is under the Ministry of Road Transport & Highways and has five days working (i.e. Monday to Friday) in a week from : **9:30 AM to :6:00 PM with a lunch break of ½ hour from 1:30 PM to 2:00 PM.** Besides, the Company also observes the Gazetted holidays notified by the Government of India from time to time. The PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff, Chowkidar (Full time) & Safaiwala (Part time) Staff etc. (unskilled, semi-skilled & skilled), however, may be required to attend the office on Saturdays/Sunday/Gazetted holidays or attend office before/after office working hours also in the exigencies of work for which the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch will make payment on pro rata basis.
15. The Contracting Company/Firm/Agency shall furnish the following documents in respect of the individual PA/Steno, Office Accountant, Office Assistant, Data Entry Operators, Multi-Tasking Staff, Chowkidar & Safaiwala Staff etc. (unskilled, semi-skilled and skilled) who will be deployed by it in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim before the commencement of work.
 - a) List of persons deployed;
 - b) Bio-data of the person;
 - c) Attested copy of matriculation certificate containing date of birth;
 - d) Character certificate from two Group "A" /Class-I officers of the Central /State Government;
 - e) Certificate of verification of antecedents of persons by local police authority;
 - f) Identity Cards bearing photograph.
16. In case the persons employed by the successful Company/Firm/Agency commits any act omission/Commission which amounts to misconduct /indiscipline/incompetence, the successful Company/Firm/Agency will be liable to take appropriate disciplinary /legal action against such persons, including their removal from site of work, if required by the Company.
17. The tendering Company/Firm/Agency shall replace immediately any of its personnel who are found unacceptable to the National Highways & Infrastructure Development Corporation Limited because of security risks, incompetence, conflict of interest, improper conduct etc. on instructions of the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim.

18. The persons deployed shall be required to report for work at 9:30 AM to the General Manager (Project), NHIDCL, Gangtok, Sikkim Branch Office daily and would not leave before 6:00 PM. In case, person deployed is absent on a particular day or comes late/leaves early on three occasions, one-day wage shall be deducted or any other action as deemed fit may be taken.
19. The agency shall depute a coordinator who would be responsible for immediate interaction with the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Office so that optimal services of the persons deployed by the agency could be availed without any disruption.
20. The selected agency shall immediately provide a substitute in the event of any person absenting for duty on any day, leaving the job or is removed. The delay by the agency in providing a substitution beyond three working days shall attract a pre-estimated agreed liquidity damage @ Rs. 200/- (Rupees Two Hundred only) per day per person on the service-providing agency.
21. It will be the responsibility of the service providing agency to meet transportation, food, medical and any other requirements in respect of the persons deployed by it (Agency) in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim will have no liability in this regard.
22. For all intents and purposes the service providing agency shall be the "Employer" within the meaning of different Labour Legislations in respect of personnel so deployed in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim. **The persons deployed by the agency in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch shall not have any claims of Master and Servant relationship nor have any principal and agent relationship with or against the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch .** They shall in no case be entitled for claiming regularization/employment in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch , on the basis of having rendered services through the Contractor.
23. The Service providing Agency shall be solely responsible for the redressal of grievances/resolution of disputes relating to person deployed. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch shall, in no way be responsible for settlement of such issues whatsoever.
24. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch shall not be responsible for any damages, losses, claims, financial or injury to any other person deployed by service providing agency in the course of their performing the functions/duties, or for payment towards any compensation.
25. The persons deployed by the service providing agency shall not have claims nor shall be entitled to pay, perks and other facilities admissible to casual, ad-hoc, temporary regular/confirmed employees of the National Highways & Infrastructure Development Corporation Limited , Gangtok, Sikkim Branch during the currency or after expiry of the Contract.
26. In case of termination of this contract on its expiry or otherwise, the persons deployed by the service providing agency shall not be entitled to and will have no claim or any absorption nor any relaxation for absorption in the regular/otherwise capacity in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch.

LEGAL

27. The tendering agency will be responsible for compliance of all statutory provisions relating to minimum wages, Service tax, Provident Fund and Employees State Insurance etc., if applicable in respect of the persons deployed by it in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch.
28. The tendering agency shall also be liable for depositing any taxes, levies, Cess etc. on account of service rendered by it to the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch to the concerned tax collection authorities from time to time as per extant rules and regulations on the matter.
29. The tendering agency shall maintain all statutory registers under the applicable law. The agency shall produce the same, on demand, to the concerned authority of the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch or any other authority under law. A compliance certificate in this regard will be submitted along with the bills every month.
30. The Tax Deducted at Source (TDS) shall be deducted as per the provisions of the Income Tax Department, as amended from time to time and a certificate to this effect shall be provide to the agency by the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim branch .
31. In case, the tendering agency fails to comply with any statutory /taxation liability under appropriate law, and as a result thereof the National Highways & Infrastructure Development Corporation Limited , Gangtok, Sikkim Branch is put to any loss/obligation, monetary or otherwise, the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch will be entitled to get itself reimbursed out of the outstanding bills or the Performance Security Deposit of the agency, to the extent of the loss or obligation in monetary.

FINANCIAL

32. The Technical bid should be accompanied with Earnest Money Deposit (EMD), refundable, or Rs.10,000/- (Rupees Ten thousands Only), in the form of Demand Draft/Pay Order drawn **“in favour of the General Manager (Projects), National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim” failing which the tender shall be rejected out rightly. The Annual Turn Over of the company should not less than Rs.10 lakhs.**
33. The EMD in respect of the agencies which do not qualify the Technical Bid (First Stage)/Financial Bid (Second Stage) shall be returned to them without any interest. However, the EMD in respect of the successful bidder shall be adjusted towards the Performance Security Deposit. **Further, if agency fails to deploy required number of manpower agains tthe initial requirement within 5 days from the date of placing the order the EMD shall stand forfeited without giving any further notice.**
34. In case of breach of any terms and conditions attached to this contract, the Performance Security Deposit of the agency will be liable to be forfeited by the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch besides annulment of the contract.
35. The agency shall raise the bill, in triplicate, along with attendance sheet duly verified by the General Manager (Project) NHIDCL Gangtok, Sikkim Branch in respect of the persons deployed and submit the same to the General Manager (Project) NHIDCL Gangtok, Sikkim Branch in the first week of the succeeding month. As far as possible the payment will be released by the second week of the succeeding month. The payment to the manpower should be made by the agency through their individual

bank accounts opened at Syndicate Bank, Gangtok, Sikkim and the photocopies of disbursed cheque/documents, along with proof of receipt thereof by the workers will be submitted to the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch office before the end of each month. National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim branch shall verify the actual payment of statutory payments periodically, and if not satisfied, shall withhold the payments due to the service provider in addition to other legal action.

36. The amount of pre-estimated agreed liquidated damages calculated @Rs.200/- per day per person on account of delay, if any, in providing a suitable substitute for the period beyond three working days by the agency shall be deducted from the monthly bills of the service providing Company/Firm/Agency in the following month.
37. In case of revision of rates prescribed by the appropriate authority as minimum wage, revision of rates to the extent of increase/decrease in the minimum wage may be allowed by the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch.
38. The National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch reserves the right to withdraw/relax any of the terms and conditions mentioned above so as to overcome the problem encountered by the contracting parties.

General Manager (Projects)
NHIDCL, Sikkim,

ORDER FOR ARRANGEMENT OF DOCUMENTS WITH THE TECHNICAL BID

1. Application – Technical Bid.
2. Attested copy of the registration certificate.
3. Attested copy of PAN/GIR Card.
4. Attested copy of latest IT return filed by the agency.
5. Attested copy of the Service Tax registration letter/certificate, if any.
6. Attested copy of the PF registration letter/certificate, if any.
7. Attested copy of the ESI registration letter /certificate, if any.
8. Certified document in support of financial turnover of the agency during the last 3 years.
9. Certified documents in support of entries in column10-11 of Technical Bid application.
10. Copy of the terms and conditions at page 13-17 in Tender Document with each page duly signed and sealed by the authorized signatory of the agency in token of their acceptance.

ORDER FOR ARRANGEMENT OF DOCUMENTS TO BE SUBMITTED BY THE SUCCESSFUL AGENCY BEFORE DEPLOYMENT OF MANPOWER

List of workers short listed by the agency for PA/Steno, Office Accountant, Office Assistant Data Entry Operators, Multi-Tasking Staff(MTS), Chowkidar(Full time) & Safaiwala(Part time) etc. (unskilled, semi skilled and skilled) Service in the National Highways & Infrastructure Development Corporation Limited, Gangtok, Sikkim Branch containing full details i.e. date of birth, marital status, address etc.

1. Bio-Data of all persons.
2. Character Certificate from two Group “A” /Class-I Gazetted Officers of the Central/State Government in respect of each person.
3. Certificate of verification of antecedents of all persons by local authority.