



Name of Work: Providing of manpower services of Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to NHIDCL Regional Office Srinagar and its PMUs at various locations in UT of J&K.

TENDER DOCUMENT

**National Highways Infrastructure & Development Corporation Limited,
Srinagar**

**Regional Office - O/o Executive Director (P), Badar Residency, Opposite
Char Chinar, Karpura, Brein, Srinagar, UT of Jammu and Kashmir 191121**

May, 2022

CONTENTS OF TENDER DOCUMENT

Sl. No.	Description of contents	Page No.
1	Cover Page	1
2	Contents of Tender Document	2
3	Notice Inviting Tender	3-4
4	Scope of work and general instructions	5-6
5	Technical requirement for the tendering NHIDCL/firm/agency	7-8
6	Educational/Experience requirement for Security-Guard (Chowkidar) and Housekeeping (Safaiwala)	9
7	Application-Technical Bid	10-12
8	Declaration	13
9	Application - Financial Bid	14-15
10	General Terms and Conditions of Contract	16-17
11	Liabilities, Control etc. of the person deployed	18-19
12	Legal	20
13	Financial	21-22
14	Order for arrangement of documents with the technical bid	23
15	Financial Bid Annexure -I	24
16	Financial Bid Annexure -II	25
17	Bid	26

National Highways Infrastructure & Development Corporation Limited
(Ministry of Road Transport & Highways)
RO - Srinagar

Notice Inviting Tender

1. Sealed bids in **hard bound** format are invited under two bid system from registered Security/Housekeeping Placement Agencies having valid contract Labour License with a minimum of 5 years of continuous relevant work experience and should have served for minimum of 3 nos. of clients as manpower agency out of which minimum 1 no. should be Govt./PSUs in the field of supplying Long Term/Short Term Placement Services to Government/PSUs/Reputed Private Firms for providing security personnel and similar services on the terms and conditions specified herein.

Sl. No.	Description of Work	Cost of Document (Rs.)	Estimated Cost for two years (Rs. In Lacs)	Bids Security (Rs.)	Average annual turnover for Last 3Years	Period of Services
1	Providing of manpower services of Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to NHIDCL Regional Office Srinagar and its PMUs at various locations in UT of J&K.	2000.00 + GST@ 18%= Total Rs 2360/- Non-Refundable	96.00	1,44,000/-	30 % of estimated cost	02 Years

2. Interested Companies/Firms/Agencies may submit tender documents complete in all respect along with Earnest Money Deposit (EMD) of Rs. 1,44,000/- (Rupees One Lakh Forty-Four Thousand only), and other requisite documents on or before **18.06.2022 by 1500 Hrs.** to the **Executive Director (P), Regional Office: Badar Residency, Opposite Char Chinar, Karpura, Brein, Srinagar, UT of Jammu and Kashmir 191121.** No tender shall be entertained after closing date and time under any circumstances whatsoever. The Technical Bid of tenders will be opened at **1700 Hrs on 20.06.2022** in the presence of authorized representative of Bidders as may wish to be personally present.
3. The complete Tender Documents can be downloaded from the website of NHIDCL www.nhidcl.com. The physical sealed bid super scribe "**Tender for supply of manpower in Regional Office Srinagar and its PMUs at various locations in UT of J&K**" should be dropped in the Tender Box kept in the office of Executive Director (P) RO Srinagar NHIDCL, on or before the prescribed time and date along with Demand Draft on account of EMD in favour of (NHIDCL Establishment Account payable at Srinagar) /RTGS/NEFT/IMPS to account with details as below:

Name of the Beneficiary	NHIDCL Establishment Account
Beneficiary Bank Account No.	76001010001312
Beneficiary Bank Branch IFSC	CNRB0017600
Beneficiary Bank Branch Name	Badshah Chowk, Srinagar
Beneficiary Bank Address	Canara Bank, Badshah Chowk, Exchange Road, Srinagar J&K 190001

4. This NHIDCL reserves the right to amend or withdraw any of the terms and conditions contained in the Tender Document or to reject any or all tenders without giving any notice or assigning any reason(s). The decision of the National Highways & Infrastructure Development Corporation Limited, RO-Srinagar office in this regard shall be final and binding on all.
5. Date of Publishing of Tender Document is from 20.05.2022.
6. The Tender document can be downloaded from the website www.nhidcl.com or can be obtained from the Office of Executive Director (P), RO-Srinagar from 20.05.2022 (1700 Hrs) up to 17.06.2022 (1500 Hrs) on working days.
7. The document fee of Rs 2000.00 + GST @ 18%= Total Rs 2360/- will be accepted in the form of DD only in favour of **NHIDCL Establishment Account** (Non-Refundable) (details mentioned above).
8. **Schedule of tendering Process:**

Sl. No.	Description	Period
1.	Date of issue of NIT	20.05.2022
2.	Date of issue of Sale of Tender Documents	20.05.2022 (From 1700 Hrs)
3.	Date of close of sale of Tender Documents	17.06.2022 (Upto 1500 Hrs)
4.	Date of submission of Tender/Bid (hard copy)	18.06.2022 (Upto 1500 Hrs)
5.	Date of Opening of Technical Bids	20.06.2022 (1700 Hrs)
6.	Date of Opening of Financial Bids of Qualified Applicants	22.06.2022 (1700 Hrs)
7.	Validity of Bid	90 Days

9. For any clarification, the following office may be contacted:

Executive Director (P)

National Highways & Infrastructure Development Corporation Ltd.

Badar Residency, Opposite Char Chinar, Karpura, Brein, Srinagar, UT of Jammu and Kashmir 191121

10. For any query, contact person is Mr. Naasir Ahmad (M. No: +91-8493939596/9467782678).
11. Conditional bids would be rejected straight away.
12. NHIDCL reserves the right to accept/reject any or all the bids without assigning any reasons thereof.

Sd/-

Executive Director (P)

National Highways & Infrastructure Development Corporation Ltd.

**Badar Residency, Opposite Char Chinar, Karpura, Brein, Srinagar,
UT of Jammu and Kashmir 191121**

SCOPE OF WORK AND GENERAL INSTRUCTIONS

1. The National Highways & Infrastructure Development Corporation Limited, RO Srinagar situated at Badar Residency, Opposite Char Chinar, Karpura, Brein, Srinagar, UT of Jammu and Kashmir 191121 requires reputed, well established and financially sound Manpower Companies /Firms/Agencies to provide manpower services of Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to NHIDCL Regional Office Srinagar and its PMUs at various locations in UT of J&K.
2. The Contract will be for a period of (02) Two Years from the date of award of contract. The period of contract may be further extended or curtailed /terminated at any time before expiry of (02) Two Years period depending upon requirement of NHIDCL.
3. The NHIDCL has requirement of services of Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to NHIDCL Regional Office Srinagar and its PMUs as per the guidelines of the NHIDCL. The requirement of the manpower in the NHIDCL may increase or decrease during the period of contract.
4. Interested Companies/Firms/Agencies may submit tender documents complete in all respect along with Earnest Money Deposit (EMD) of Rs. 1,44,000/- (Rupees One Lakh Forty-Four Thousand only), and other requisite documents on or before **18.06.2022 by 1500 Hrs.** to the Executive Director (P), Regional Office Srinagar, Badar Residency, Opposite Char Chinar, Karpura, Brein, Srinagar, UT of Jammu and Kashmir 191121. No tender shall be entertained after closing date and time under any circumstances whatsoever. The Technical Bid of tenders will be opened at **1700 Hrs on 20.06.2022** in the presence of authorized representative of Bidders as may wish to be personally present. The complete Tender Documents can be downloaded from the website of NHIDCL www.nhidcl.com. The physical sealed bid super scribe **“Tender for providing Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to NHIDCL Regional Office Srinagar and its PMUs at various locations in the UT of J&K”** should be dropped in the Tender Box kept in the office of Executive Director (P) RO-Srinagar NHIDCL on or before the prescribed time and date along with Bank Draft/ Demand Draft on account of EMD.
5. 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 “For Technical Bid” in one envelope and “For Financial Bid” in second envelope and should be in the hardbound format otherwise rejected out-rightly. Both sealed envelopes should be kept in a third envelope super scribing “Tender for providing Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to NHIDCL Regional Office Srinagar and its PMUs at various locations in the UT of J&K”.
6. The Earnest Money Deposit (EMD) of Rs. 1,44,000/- (Rupees One Lakh Forty-Four Thousand only) refundable (without interest) should be necessarily kept in the sealed envelope containing Technical Bid of the agency in the form of Demand Draft in the favour of **“NHIDCL Establishment Account”** failing which the tender shall be rejected summarily.
7. The tendering Companies/Firms/Agencies are required to enclose following documents along with the Technical Bid, failing which their bids shall be summarily/out-rightly rejected and will not be considered any further: -

- ✓ Application - Technical Bid.
- ✓ Self-attested copy of the registration certificate.
- ✓ Self-attested copy of PAN Card.
- ✓ Self-attested copy of latest IT return filed by the agency for last three years.
- ✓ Self-attested copy of the GST registration letter/certificate.
- ✓ Self-attested copy of the PF registration letter/certificate.
- ✓ Self-attested copy of the ESI registration letter /certificate.
- ✓ Self-attested copy of Experience certificate
- ✓ Demand Drafts for Document Fee and Bid Security.
- ✓ Certified document in support of financial turnover of the agency during the last 3 years.
- ✓ Labour license(s) of last 05 years from Central Labour Department of not less than 100 manpower.
- ✓ Certified documents in support of entries in Technical Bid application.
- ✓ Copy of the terms and conditions in Tender Document with each page duly signed and sealed by the authorized signatory of the agency in token of their acceptance.
- ✓ Firm should give the undertaking on affidavit that their firm is not blacklisted.
- ✓ 'Near relative certificate' for no near relative in NHIDCL.
- ✓ Solvency certificate from bank of amount not less than 15 Lakh.
- ✓ Declaration of all statutory Compliances on firm's letter head.
- ✓ Power of Attorney, if applicable.
- ✓ Declaration as per the format attached.
- ✓ Details of litigation history, if any.

8. Conditional bids shall not be considered and will be out rightly rejected in the very first instance.
9. All entries in the tender form should be legible and filled clearly. If the space for 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 bid 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.
10. The Technical Bid of tenders shall be opened at 1700 Hrs. on 20.06.2022 and financial bids will be opened on 22.06.2022. Bids shall be opened in the Office of the **Executive Director (P), National Highways & Infrastructure Development Corporation Limited, RO-Srinagar** in the presence of the authorized representative of the Companies/Firms/Agencies (if any) who are present on the spot at that time.
11. The Competent Authority of the National Highways & Infrastructure Development Corporation Limited, RO-Srinagar reserves the right to cancel any or all the bids without assigning any reason.
12. Contractor/firm should have their own branch office in UT of J&K.
13. Profile of the firm will be submitted along with the tender documents.
14. It is further clarified that persons having good moral character manpower will be engaged.
15. Firms with pending litigation/court cases will not be considered for evaluation and bids will be rejected.

TECHNICAL REQUIREMENT FOR THE TENDERING MANPOWER COMPANY/FIRM/AGENCY

1. The tendering manpower Company/Firm/Agency should fulfil the following technical specifications and furnish self-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 five years' experience in providing manpower to Government Departments, Public Sector Companies/Banks and reputed Private Companies etc. and proof of which should be enclosed with the technical bid.
 - c) The Company/Firm/Agency should be registered under GST Act.
 - 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 and last 03-year IT return.
 - f) Certificate of annual return form CA. The Annual Average Turn Over of the Company/Firm/Agency should not be less than 30% for last 03 years.
 - g) The manpower Company/Firm/Agency should provide different category of manpower given at page no 24 of tender document with desirable qualification and experience, who are ready to be deployed within 15 days of award of work.
 - h) Other Documents as per Para 7 of Scope of Work and General Instructions.
2. Self-attested copies of the documents indicating compliance with the above specifications/requirements should be kept in the sealed envelope containing Technical Bids.

S. No.	Criteria	Supporting Document
(a)	The registered office or one of the branch offices should be located in Srinagar (UT of J&K) and be functional for at least last 2-3 years.	Self-attested copies of Telephone bill/ Electricity Bill/ Registered lease Deed supporting the address.
(b)	The firm should be registered with the appropriate registration authority and should be in existence for not less than five years before the bid date.	Certificate of Incorporation in respect of the applicant organization issued by Registrar of Companies or a partnership deed duly registered under the Partnership Act.
(c)	Income/ Revenue from Recruitment (Man Power Services) of the firm should be decided by RO. Revenue from other business will not be considered.	Copies of audited balance sheet/ CA Certificate should be attached for the last three financial years Attested copy of the latest IT return filed by agency.
(d)	Should have successfully served for minimum of 5 No. of clients as Manpower Service Provider out of which minimum 3 Nos. of client should be Govt./PSUs	Certified documents in support of past contract with Govt. / PSUs from the concerned establishment.
(e)	The agency should have valid PAN (Income Tax) and GST Number.	Attested copy of PAN Card; Attested copy of GST registration certificate in respect of Manpower Services etc.
(f)	Annual average turnover during the last three financial years, ending 31st March of the previous financial year, should be at least 60% of the estimated cost.	A certificate from Registered Chartered Accountant as a proof of turnover for the last 3 years.
(g)	Maximum Number of manpower on pay roll deployed at one office (Ministry / Govt. Department/ PSUs/ Autonomous bodies/ reputed Private Sector) during last one year.	Self-attested declaration by the agency.

(h)	The agency should be registered with appropriate authorities under Employees Provident Fund and Employees State Insurance Acts or any other labour authorities including under the Contract Labour (Regulation and Abolition Act).	Attested copy of the Employee Provident Fund registration letter/ certificate. Attested copy of the Labour License under the contract labour (Regulation and Abolition) Act. Attested copy of the Employee State Insurance registration letter/ certificate.
(i)	The agency or any of its partners/ directors etc. should not have been black listed/ debarred by any of the government agencies or department or should not have been found to be guilty of moral turpitude or convicted of any economic offense or with violation of any labour laws etc. by any court of Law or any authority appointed to enforce any labour laws or regulations.	Self-attested declaration by the agency.

EDUCATIONAL/EXPERIENCE REQUIREMENT FOR SECURITY-GUARD (CHOWKIDAR) (FULLTIME) AND HOUSEKEEPING (SAFAIWALA) (FULLTIME/PART TIME) TO NHIDCL REGIONAL OFFICE SRINAGAR AND ITS PMUs TO BE DEPLOYED BY THE SUCCESSFUL COMPANY/FIRM/AGENCY IN THE OFFICE OF EXECUTIVE DIRECTOR (P), NATIONAL HIGHWAYS & INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED, RO-SRINAGAR OFFICE WITH PROPER DOCUMENTARY PROOF.

The staff should have the following -

- (i) **Security-Guard/Chowkidar (Fulltime) & Housekeeping /Safaiwala (Fulltime/Part-time)**
 - a) He/she should have completed minimum 18 years of age without any criminal record.

APPLICATION-TECHNICAL BID

For Providing of manpower services of Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) Manpower Services to the office of the Executive Director (P), National Highways & Infrastructure Development Corporation Limited at Regional Office Srinagar and its PMUs at various locations in the UT of J&K.

1. Name of Tendering
NHIDCL/Firm/Agency:

2. Name of proprietor/Director of
NHIDCL/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 No.:

7. GST No.:

8. EPF Registration Number:
9. ESI Registration Number:
10. Financial turnover of the tendering NHIDCL/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
2018-19		
2019-20		
2020-21		

11. Give details of the major similar contracts completed by the tendering NHIDCL/Firm/Agency during the last five years in the following format:

Sl. No.	Details of Client along Address, Telephone and Fax Numbers	Amount value of Contract (Rs. In Lacs)	Duration of Contract	
			From	To
1.				
2.				
3.				
4.				
5.				

13. Details of Earnest Money Deposit: Rs. 1,44,000/- (Rupees One Lakh Forty-Four Thousand only), Demand Draft
Drawn Bank:
No. & Date:
14. Details of Cost of Bid Document: Rs.2,000/-(Rupees one thousand only) plus 18% GST i.e., Total Amount Rs 2360/- through Demand Draft in favour of
Drawn Bank:
No. & Date:
15. Additional information, if any (Attach separate sheet, if required)

Signature of authorized person

Date:
Place:

Name:
Seal:

Evaluation Criteria for Technical BID

S. No.	Particulars	Max Marks	Scoring mechanism	
			Value	Marks
(i)	Number of years in operation (supported with documentary proof for validation)	20	(a) 05 years	05 marks
			(b) More than 05 years and up to 10 years	10 marks
			(c) More than 10 years	20 marks
(ii)	Number of Similar Nature of completed works during the last 05 years (Supply of Manpower/Security & Housekeeping/ Facility Management Services) costing Rs. 29,00,000/- or above.	15	(a) 3 works of Govt. / PSU + 2 works of reputed Private organization	05 marks
			(b) 4 works of Govt. / PSU + 1 work of reputed Private organization	10 marks
			(c) 5 or more works of Govt. / PSU	15 marks
(iii)	Annual Average Turnover during the last 03 financial year.	25	(a) Up to 29 lakhs	05 marks
			(b) More than 29 lakhs and up to 1 crore	10 marks
			(c) More than 1 crores and up to 3 crores	15 marks
			(d) More than 3 crores and up to 5 crores	20 marks
			(e) More than 5 crores	25 marks
(iv)	Maximum Number of Manpower on pay roll deployed at one office (Ministry/Govt. Department/PSUs/ Autonomous bodies/Reputed Private Sector) during last one year.	25	(a) Up to 100	05 marks
			(b) More than 100 and up to 300	10 marks
			(c) More than 300 and up to 500	20 marks
			(d) More than 500	25 marks
(v)	Quality Related Marks (Supported with valid certificates)	15	ISO 14001	05 marks
			SA 8000	05 marks
			OHSAS 18001	05 marks

- (a) Similar nature of services means providing manpower services of skilled and unskilled manpower for routine office work in Govt. organization/Public Sector organizations/Autonomous Body, Private Sector of repute only, but does not include catering services etc.
- (b) A bidder should secure mandatory of a minimum of 60% marks (i.e., 60 marks out of total 100 marks as per table) in Technical Evaluation in order to be a qualified bidder for being eligible for technical weightage and subsequently for opening of financial bids.
- (c) The final evaluation will be done on the basis of Quality & Cost based selection system (QCBS) i.e., 70% weightage for technical qualification and 30% weightage for financial parameters.

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 of manpower services of Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) to the office of the Executive Director (P), National Highways & Infrastructure Development Corporation Limited, Srinagar and its PMUs & Site Offices.

1. Name of tendering Manpower Company/Firm/Agency:
2. All the Security-Guard (Chowkidar) (Fulltime) and Housekeeping (Safaiwala) (Fulltime/Part time) deployed in the office of the Executive Director (Project) and its PMUs/SOs at various locations in UT of J&K, National Highways & Infrastructure Development Corporation Limited will be paid their wages on monthly basis by the Company/Firm/Agency through individual bank accounts 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, RO Srinagar office before the end of each month. National Highways & Infrastructure Development Corporation Limited RO-Srinagar & respective PMUs 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.
3. The Service provider has to quote single percentage maximum up to two decimal places on the total of Administrative /Service Charge/transportation/ Medical/ any other liability/charges, to be charged by the service provider per person per month. The lowest quoted percentage will be the indicator of selection of L-1 bidder. The percentage so quoted should be based on the amount to be occurred on liabilities viz. Office uniforms (2 sets for Security-Guard (Chowkidar), Housekeeping (Sweeper), and also include expenses towards their day-to-day stationery/administrative work/duties. The final evaluation will be done on the basis of Quality & Cost based selection system (QCBS) i.e., 70% weightage for technical qualification and 30% weightage for financial parameters.
4. Contractors should quote his service charges in % including his liabilities towards employees and tax liabilities.
5. GST as per applicable rates will be paid by the NHIDCL on total bill amount.

Signature of authorized person(s)

Date:

Name:

Place:

Seal:

Notes:

1. 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.
2. 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. The agency shall make the payment to the deployed persons on the basis of attendance provided by Office of Executive Director (P)/General Manager (P) in the first instance and then raise the bill, in duplicate, along with attendance sheet duly verified by the Office of Executive Director (P)/General Manager (P) where the persons are deployed and with the details of Bank statement showing the transfer of remuneration to the deployed person in the first week of the succeeding month. The payment will be released by NHIDCL within 07 days of the receipt of bill in the office of Executive Director (P) RO Srinagar and General Managers (P) of the respective PMUs. The payment to the manpower should be made by the agency through their individual bank accounts 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, RO Srinagar office before the end of each month. National Highways & Infrastructure Development Corporation Limited, RO-Srinagar 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. Non-Compliance of this condition and under payment of wages less than the rates prescribed by NHIDCL will make the agency (vendor) liable for action including blacklisting from NHIDCL.

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, Regional Office-Srinagar.
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 the NHIDCL.
3. The National Highways & Infrastructure Development Corporation Limited, RO-Srinagar at present, is in requirement of manpower on urgent basis. The requirement of personnel in National Highways & Infrastructure Development Corporation Limited, RO-Srinagar & its PMUs/SOs may increase or decrease during the period of contract as per the requirement and 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, RO Srinagar 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 immediately and blacklisting of the firm.
5. Duly authorized representative of Bidders will be allowed to participate in the bidding process on production of authorization letter.
6. National Highways & Infrastructure Development Corporation Limited, RO Srinagar may ask for documentary evidence in respect of payment of statutory liabilities as and when required.
7. The successful agency will have to furnish an Affidavit that it is complying with all statutory liabilities relating to taxes, payment of minimum wages and other statutory liabilities before issue of work order.
8. Contractor should quote his service charges in percentage (%) including his liabilities towards employees and tax liabilities.
9. Service provider will pay the wages to the persons deployed through individual bank account. Whenever minimum wage is revised by the Government of Srinagar& Kashmir/Central Government, 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.
10. National Highways & Infrastructure Development Corporation Limited, RO Srinagar 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.
11. The contracting Company/Firm/Agency shall furnish and undertaking that it has not been debarred/ blacklisted/ censored for violating statutory norms and /or deficiency in providing service.
12. All the documents shall be arranged in the order, indexed, page numbered. Financial bid should be submitted in different envelope and both envelope of technical and financial bid

should be put in larger size envelope where name of work and the name of the firm should be mentioned.

13. After issue of letter of acceptance to the successful bidder, the Security-Guard (Chowkidar) and Housekeeping (Safaiwala/Sweeper) shall be interviewed by the authority to judge their suitability for the post. The successful bidder has to send the candidates, as mentioned in Annexure I, for the interview at their own cost. The authority (NHIDCL) reserves the right to accept or reject the candidature on the basis of interview. Ex-servicemen will be preferred for Security-Guard (Chowkidar) as per NHIDCL policy. **In addition to this, Agency shall provide the Police Verification Certificate for the selected candidates.**
14. Final selection of all staff being provided by Manpower agency will be done by Executive Director (P), Srinagar/General Manager (P) of respective PMUs on interview basis. The number of staff as mentioned in Annexure-I is indicative. NHIDCL can increase or decrease the number of Security-Guard (Chowkidar) and Housekeeping (Safaiwala/Sweeper) as per the requirement by 4 nos. at any time.
15. In case of any representation against the contract/ NHIDCL RO Srinagar, it should be first reported to the ED(P), RO Srinagar and if not satisfied then to NHIDCL HQ & the decision of NHIDCL HQ will be final and binding to the both of the parties i.e., NHIDCL & Manpower Agency.
16. NHIDCL reserves the right to terminate the agreement without giving any reasons whatsoever with 15 days' notice at any point of time during the contract period.
17. The contract may be terminated by the Manpower Agency at any stage by giving one month notice period.
18. Right to accept any tender or reject all tenders:

NHIDCL reserves the right to accept, split, divide, negotiate, cancel or reject any tender or to annul and reject all tenders at any time prior to the award of the contract without incurring any liability to the affected tenderers or any obligation to inform affected tenderer, the grounds of such action.
19. No tenderer is permitted to canvass to Employer on any matter relating to this tender. Any tenderer found doing so may be disqualified and his bid may be rejected.
20. NHIDCL reserves the right to accept or reject the lowest bid or any bid without assigning any reasons.
21. Every housekeeping/security staff shall be entitled to one day leave (in addition to public holidays) for each completed calendar month that can be accumulated up to the end of the calendar year, beyond which such leaves cannot be carried forward. The leave must be availed on the prior approval of his/her controlling officer and un-availed leaves shall not be eligible for encashment. The leave will be treated as casual leave. Replacement shall be provided if any personnel is on leave.
22. The housekeeping/security staff shall be required to render services under the supervision of NHIDCL Officers.
23. Agency should arrange to issue a laminated ID card to each of the such staff deployed at NHIDCL Regional Office Srinagar and its PMUs/Site Offices, containing the photo of the deployed personnel along with their details such as Name, DOB, validity, type of engagement i.e., designation, Name of the outsourcing agency, Place of deployment, etc.

LIABILITIES, CONTROL ETC. OF THE PERSONS DEPLOYED

1. The contracting agency shall ensure that the individual manpower deployed in the National Highways & Infrastructure Development Corporation Limited, RO Srinagar is physically fit to discharge duties of Security-Guard (Chowkidar) & Housekeeping (Safaiwala) Staff etc.
2. The National Highways & Infrastructure Development Corporation Limited, RO Srinagar has 06 days working (i.e., Monday to Saturday) in a week from: 10.00 AM to 05:00 PM with a lunch break of ½ hour from 1:30 PM to 2:00 PM or as per office order time to time. Housekeeping staff shall follow the same routine. For security Guards, duties 8 hours i.e. in shifts of 06:00 AM to 02:00 PM, 2:00 PM to 10:00 PM & 10:PM to 06:00 AM are fixed. The guards shall be rotated among the shifts at their convenience. The office will remain closed on every Sunday of every month. Besides, the NHIDCL also observes the Gazette holidays notified by the Government of India from time to time. The Security-Guard (Chowkidar) (Full time) & Housekeeping (Safaiwala) (Part time/Full Time) Staff etc., however, may be required to attend the office on Sunday/Gazette holidays or attend office before/after office working hours also in the exigencies of work.
3. 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 NHIDCL.
4. The tendering Company/Firm/Agency shall replace immediately any of its personnel who are found unacceptable to the National Highways & Infrastructure Development Corporation Limited, RO Srinagar/PMUs/SOs because of security risks, incompetence, conflict of interest, improper conduct etc. on instructions of the National Highways & Infrastructure Development Corporation Limited, RO Srinagar.
5. The housekeeping persons deployed shall be required to report for work at 10:00 A.M to Executive Director (P)/General Manager (P) of respective PMUs in the office deputed for duty daily and would not leave before 05.00 P.M. or as per office order which may be changed from time to time. The Security persons shall be available on their shifts as per schedule provided by the agency. 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.
6. The agency shall depute a coordinator who would be responsible for immediate interaction with the National Highways & Infrastructure Development Corporation Limited, RO-Srinagar Office and PMUs that optimal services of the persons deployed by the agency could be availed without any disruption.
7. The selected agency shall immediately provide a substitute in the event of any person leaving the job or is removed. The delay by the agency in providing a substitution beyond three working days shall attract pre-estimated agreed liquidity damage @ Rs. 1500/- per day per person on the service-providing agency.
8. National Highways & Infrastructure Development Corporation Limited will have no liability in this regard to meet transportation, food, medical and any other requirements in respect of the persons deployed by the Agency.
9. 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, RO-Srinagar and its respective

PMUs/SOs. The persons deployed by the agency in the National Highways & Infrastructure Development Corporation Limited, 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. They shall in no case be entitled for claiming regularization/employment in the National Highways & Infrastructure Development Corporation Limited, on the basis of having rendered services through the Contractor.

10. The Service providing Agency shall be solely responsible for the redress of grievances/resolution of disputes relating to person deployed. The National Highways & Infrastructure Development Corporation Limited, shall, in no way be responsible for settlement of such issues whatsoever.
11. The National Highways & Infrastructure Development Corporation Limited, RO-Srinagar 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.
12. The persons deployed by the service providing agency shall not claim nor shall be entitled to be paid perks and other facilities admissible to casual, ad-hoc, temporary regular/confirmed employees of the National Highways & Infrastructure Development Corporation Limited, during the currency or after expiry of the Contract. In short, the deployment persons on outsourcing by the agency (who comes L1) will not entail any such person for regular employment in NHIDCL at any stage or in any manner.
13. 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.

LEGAL

1. 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, RO Srinagar.
2. 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, RO Srinagar/PMUs/SOs to the concerned tax collection authorities from time to time as per extant rules and regulations on the matter.
3. 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, RO Srinagar/PMUs/SOs or any other authority under law. A compliance certificate in this regard will be submitted along with the bills every month.
4. The Tax Deducted at Source (TDS) and applicable CESS, if any, shall be deducted as per the provisions of the Income Tax Act, 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, RO Srinagar/PMUs/SOs.
5. 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, RO Srinagar/PMUs/SOs is put to any loss/obligation, monetary or otherwise, the National Highways & Infrastructure Development Corporation Limited, RO Srinagar/PMUs/SOs will be entitled to get the same reimbursed out of the outstanding bills or the Performance Security Deposit of the agency, to the extent of the monetary loss or obligation.

FINANCIAL

1. The Technical bid should be accompanied with Earnest Money Deposit (EMD), refundable, of Rs. 1,44,000/- (Rupees One Lakh Forty-Four Thousand only), in the form of Demand Draft and Document fee of Rs. 2360/- (Rupees Two thousand as Tender document plus Rs 360/- as GST @ 18%) separately in favour of the **“NHIDCL Establishment Account”**, payable at Srinagar failing which the tender shall be rejected out rightly. A Demand Draft of EMD may be placed in separate envelope other than the Technical Bid and Financial Bid. In case the envelope containing Demand Draft of EMD is not found, the Technical & Financial Bid will not be opened & the entire bid will be treated as rejected straight away. The Annual Turn Over of the Company/Firm/Agency should not less than 30% of estimated amount for last 03 years.
2. 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 after finalization of successful bidder. However, the EMD in respect of the successful bidder shall be released after submission of Bank Guarantee of **Rs. 1,44,000/-** (Rupees One Lakh Forty-Four Thousand only) as mentioned hereunder. Further, if agency fails to deploy required number of manpower against the initial requirement within 15 days from the date of placing the order, the EMD shall stand forfeited without giving any further notice.
3. After issue of letter of acceptance, the successful bidder has to submit the Bank Guarantee of **Rs. 1,44,000/-** (Rupees One Lakh Forty-Four Thousand only) in the favour of Executive Director (P), National Highways & Infrastructure Development Corporation Limited, Badar Residency, Opposite Char Chinar, Karpura, Brein, Srinagar, UT of Jammu and Kashmir 191121 within 05 days.
4. 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, RO-Srinagar besides annulment of the contract and also termination of contract and blacklisting of firm immediately.
5. The agency shall make the payment to the deployed persons on the basis of attendance provided by Office of Executive Director (P)/General Manager (P) in the first instance and then raise the bill, in duplicate, along with attendance sheet duly verified by the Office of Executive Director (P)/General Manager (P) where the persons are deployed and with the details of Bank statement showing the transfer of remuneration to the deployed person in the first week of the succeeding month. The payment will be released by NHIDCL within 07 days of the receipt of bill in the office of Executive Director (P) and General Managers (P) of the respective PMUs. The payment to the manpower should be made by the agency through their individual bank accounts 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, RO-Srinagar office before the end of each month. National Highways & Infrastructure Development Corporation Limited, RO-Srinagar 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. Non-Compliance of this condition and under payment of wages less than the rates prescribed by NHIDCL will make the agency (vendor) liable for action including blacklisting from NHIDCL.
6. The payment of the salaries of staff shall be through Electronic Clearing Services (ECS) mode only or through Bank account only. EPF number of all persons and Proof of EPF payments shall be provided to RO-Srinagar by the agency.
7. The amount of pre-estimated agreed liquidated damages calculated @ Rs.1500/- 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.

8. 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, RO Srinagar.
9. The National Highways & Infrastructure Development Corporation Limited, RO Srinagar 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.

Sd/-
(Executive Director (P)
National Highways & Infrastructure
Development Corporation Limited,
Regional Office- Srinagar

ORDER FOR ARRANGEMENT OF DOCUMENTS WITH THE TECHNICAL BID.

- ✓ Demand Drafts for Document Fee and Bid Security (in a separate envelope).
- ✓ Application - Technical Bid (in a separate envelope).
- ✓ Self-attested copy of the registration certificate.
- ✓ Self-attested copy of PAN/GIR Card.
- ✓ Self-attested copy of latest IT return filed by the agency.
- ✓ Self-attested copy of GST registration.
- ✓ Self-attested copy of the PF registration letter/certificate.
- ✓ Self-attested copy of the ESI registration letter /certificate.
- ✓ Self-attested copy of Experience certificate.
- ✓ Certified document in support of financial turnover of the agency during the last 03 years.
- ✓ Certified documents in support of entries in Technical Bid application.
- ✓ Copy of the terms and conditions in Tender Document with each page duly signed and sealed by the authorized signatory of the agency in token of their acceptance.

FINANCIAL BID

Annexure I

These requirements as mentioned will be filled up for following office:

Sl. No.	Designation	Consolidated Emolument to be given (in Rs.)
1	Security Guard (Chowkidar) (12 No.)	As per the minimum wages act of Govt. of Srinagar& Kashmir/Govt. of India.
2	Housekeeping (Safaiwala) (5 No.) (Full time/Part time)	As per the minimum wages act of Govt. of Srinagar& Kashmir/Govt. of India.

FINANCIAL BID
(To be placed in a Separate Envelope)

Rates of gross wages of all categories are fixed. Contractor/Manpower agency should quote only their percentage profit margin including all taxes and other liabilities. No amount except percentage profit margin quoted by the Contractors/Placement agency on total gross amount will be paid by NHIDCL to the placement agency. This percentage quoted shall include all liabilities of the placement agency against staff being provided by them over and above their gross salaries and all tax liabilities of the placement firm.

Sl. No.	Name of the firm	Percentage to be quoted by the firm (on total emoluments to be paid to various staffs) excluding GST.
1		

Signature of authorized person

Date:
Place:

Name:
Seal:

BID FORM

To,

**The Executive Director(P),
NHIDCL, RO-Srinagar.**

Dear Sir,

1. Having examined the conditions of contract and specifications including addends Nos..... the receipt of which is hereby duly acknowledged, we, undersigned, offer to undertake the work of providing Security-Guard (Chowkidar) (Full time) & Housekeeping (Safaiwala) (Fulltime/part time) Manpower Services to the office of the Executive Director (Project), National Highways & Infrastructure Development Corporation Limited, Srinagar and its PMUs/Site Offices at various locations in conformity with the schedule of works, conditions of contract attached herewith and made part of this Bid.
2. We undertake if our Bid is accepted, we will execute the work/ services in accordance with specifications, time limits & terms and conditions stipulated in the tender document.

Signature of authorized person

Date:
Place:

Name:
Seal: