



केंखा ज पा अ सं
CIBA

भा. कृ. अनु. पा. - केंद्रीय खारा जलजीव पालन अनुसंधान संस्थान
ICAR - CENTRAL INSTITUTE OF BRACKISHWATER AQUACULTURE

(ISO 9001 : 2015 Certified)

भारतीय कृषि अनुसंधान परिषद, कृषि एवं किसान कल्याण मंत्रालय, भारत सरकार
Indian Council of Agricultural Research, Ministry of Agriculture and Farmers Welfare, Govt. of India

BID DOCUMENT

NAME OF WORK: TENDER FOR Job/Work/Service for “Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu – Experimental Station Campus, KOVALAM EXPERIMENTAL STATION (KES), Kovalam Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR”

Tender published at website:

<http://www.ciba.res.in>

<https://gem.gov.in/>



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Indian Council of Agricultural Research, Ministry of Agriculture and Farmers Welfare, Govt. of India

E-TENDER NOTICE

Sub: TENDER FOR Job/Work/Service for “Providing Contractual (Man Power) services at CIBA-HQ Campus, Muttukadu – Experimental Station Campus, Kovalam Experimental Station (KES), Kovalam Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR”

1. The Director ICAR- Central Institute of Brackishwater Aquaculture (CIBA) invites online **OPEN TENDER IN TWO BID SYSTEM** through e-tendering method from reputed firms with adequate experience and financial capability for “Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station (MES) Campus, Kovalam (KES), Kovalam Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat”. Eligible firms may submit tenders/bids online on GeM Portal <https://gem.gov.in/>. Tenderers are required to submit all documents online before tender closing date. Details can be obtained from <https://ciba.res.in/>.
2. The tender form/bid documents may be downloaded from the <https://gem.gov.in/> and our website <https://ciba.res.in/>. Online submission of Bids through GeM <https://gem.gov.in/> is mandatory. Manual/Offline bids shall not be accepted in any circumstances.
3. ICAR-CIBA will not be responsible for any delay in enrolment or submission of the offer/up-loading the offer on above mentioned GeM portal for any reason whatsoever. Hence vendors are advised to register in the Gem Website <https://gem.gov.in/>
4. Any corrigendum about extension of date in respect of the above tender shall be issued on our website <https://ciba.res.in/> and/or <https://gem.gov.in/> website only and no separate notification shall be issued in the press. Bidders are therefore requested to have a regular visit this Institute website to keep themselves updated.
5. The Director, ICAR-CIBA reserves the right to accept or reject any or all the quotations/bids either in full or in parts without assigning any reason thereof.
6. Estimated cost is approximately **Rs. 510 Lakhs** per annum.
7. Scope of proposed work and other requirements connected to the contract, including formats of the Bids, Terms and Conditions of the contract etc., are enclosed to this Invitation of Tender are as per the following details:

Sl.No.	Particulars	ANNEXURE	Page Number in tender document
1.	E-tenders in 2 bid system	ANNEXURE-I	7-12
2.	Location and Scope of work	ANNEXURE-II	13-17
3.	Terms & Conditions	ANNEXURE-III	18-20
4.	Special Terms and Conditions of the contract	ANNEXURE-IV	21-27
5.	Details of the Agency/firm/contractor	ANNEXURE-V	28
6.	Schedule to Tender	ANNEXURE-VI	29-31
7.	Certificate for non-blacklisting	ANNEXURE-VII	32
8.	Check List for Evaluation of Technical Bid	ANNEXURE-VIII	33-34
9.	Technical Bid Undertaking	ANNEXURE-IX	35
10.	Financial Bid	ANNEXURE-X	36
11.	Price Bid Undertaking	ANNEXURE-XI	37
12.	Tender acceptance letter	ANNEXURE-XII	38-39
13.	Bid Securing Declaration	ANNEXURE-XIII	40-41
14.	Draft Specimen Agreement	ANNEXURE-XIV	42-45

The entire Tender document including all Annexures, except the Financial Bid in **Annexure –X**, will be part of the Technical Bid which also must contain all requisite documents called for in the tender. Both bids (Technical and Financial) are to be uploaded on GeM Portal <https://gem.gov.in/>. Special instructions to the Contractors / Agency / Bidders for the e-submission of the bids online through this GeM Portal can be downloaded from GeM Portal <https://gem.gov.in/>.

Yours faithfully,

**The Director
ICAR-CIBA
Chennai-28**



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भा. कृ. अनु. पा. - केंद्रीय खारा जलजीव पालन अनुसंधान संस्थान
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भारतीय कृषि अनुसंधान परिषद, कृषि एवं किसान कल्याण मंत्रालय, भारत सरकार
Indian Council of Agricultural Research, Ministry of Agriculture and Farmers Welfare, Govt. of India

F.No: 26-46/22-23/Admn

Date : 30.04.2026

INVITATION TO ONLINE TENDER AND INSTRUCTIONS CONTAINING TERMS AND CONDITIONS GOVERNING THE TENDER FOR JOB/WORK/SERVICE CONTRACT FOR **“Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu –Experimental Station Campus, Kovalam Experimental Station Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR”** and extendable for further period of one (or) more years subject to satisfactory performance at the discretion of the “Competent Authority”.

Tender documents may be downloaded from ICAR-CIBA website <https://ciba.res.in/> and GEM <https://gem.gov.in/> portal as per the schedule given in the CRITICAL DATE SHEET as under

PRE – BID Meeting:

The pre-bid meeting will be held at **11:00 hrs on 12.06.2026** at Conference room, **ICAR-Central Institute of Brackishwater Aquaculture**, R.A Puram, Chennai-28 and bidders can also participate in pre bid meeting from KRC or NGRC campus. **Participation in the pre-bid meeting is Mandatory** for all bidders. The Prospective Bidders **prior to bidding must participate in Pre-bid Meeting and visit at least any 2 of the sites** to understand the Job profile of the existing manpower. The location of the sites are as follows:

1. **ICAR- Central Institute of Brackishwater Aquaculture, Head Quarters, No.75, Santhome High Road, MRC Nagar, R. A. Puram, Chennai – 600 028.**
2. **Muttukadu Experimental Station (MES) of ICAR CIBA, Kovalam Post, Muttukadu, ECR, Chennai – 603 112.**
3. **Kovalam Experimental Station (KES) of ICAR-CIBA, No.43, Kovalam-Kelambakkam Road, Thiruvudanthai, Changalpattu, Tamil Nadu- 603 112.**
4. **Kakdwip Research Centre (KRC) of ICAR - CIBA, South 24 Parganas District, Kakdwip, West Bengal- 743 347.**
5. **Navsari Gujarat Research Centre (NGRC) of ICAR CIBA, 1st Floor, Animal Husbandry Polytechnic Building, Navsari Agricultural University, Eru Char Rasta, Navsari, Gujarat-396 450 and NGRC Research & Demonstration Farm, Matwad Village, Matwad – 396 439.**

The Bidder must visit the site on working days (10:00 AM to 05:00 PM) and a proof of the site visit duly signed by Administrative Officer/Officer in Charge/Scientist in Charge is to be attached with the technical bid, failing which the bid will not be considered.

CRITICAL DATA SHEET (SECTION)

Description of work	Tender for Providing Contractual Manpower services at ICAR-CIBA-Headquarters, MES, KES, KRC and NGRC.
Type of Tender	Two Bid system
Bid Validity	180 days from the date of Technical Bid opening.

EMD	➤ For Valid MSME/NSIC Registered vendors – Rs.0/- ➤ For MSME/NSIC Non-Registered vendors – Rs.5,00,000/- of the estimated value shall be deposited towards EMD in the form of Demand Draft/ Fixed deposit/ Bank Guarantee in favour of ICAR Unit, CIBA Chennai, obtained from any nationalized / scheduled bank valid for three months. Bidders are required to submit the details of EMD payment at the time of Bid Preparation. ➤ If claiming MSME/NSIC exemption, the certificate should clearly contain the relevant fields such as security services/ office assistance/ housekeeping/ skilled man power services etc. Otherwise, the tender will be rejected summarily. ➤ <u>Bid Security Declaration</u> must be submitted in the letterhead of the bidders for accepting the clause that <u>the bidder will be suspended from participation in bidding process for Two Years from the date of opening if they withdraw or modify their bids during the period of validity etc.</u>
Performance Security / Security Deposit (To be deposited by the Agency on receipt of Work Order)	5% of annual contract value be deposited towards Security Deposit in in the form of Demand Draft/ Fixed deposit/ Bank Guarantee favoring ICAR unit, CIBA, Chennai within 10-15 working days from the day of award of the contract.

NOTE:

1. The ICAR – CIBA, India may at its discretion, extend this date by a fortnight and such extension shall be binding on Tenderers.
2. If the date up to which the Tenders is open for acceptance is declared to be a holiday the Tenders shall be deemed to remain open for acceptance till the next working day.
3. **Before the deadline for submission of the online bid, CIBA, Chennai reserves the right to modify the tender document terms and conditions.**
4. Any changes/corrigendum /extension of opening date in respect of this tender shall be issued through websites only and no press notification will be issued in this regard. Bidders are therefore requested to regularly check the website.
5. Intending tenderers are advised to visit our website at least 3 days prior to closing date of submission of tender for any corrigendum/addendum/amendment.
6. **Manual bids are strictly not accepted under any circumstances.**
7. The system will not accept any bid after the scheduled date and time of submission of bid.
8. Tenderer/ Contractor is advised to follow the instructions carefully provided in Instructions to Bidders (ITB) and General Condition of Contract (GCC), of the tender being floated without fail, which are uploaded in ICAR-CIBA website <https://ciba.res.in/> under “TENDER”, before submission of your bid.
9. Care has been taken to avoid contradiction between stipulation in the ITB, GCC and those in the other sections of the bidding documents. But wherever contradiction arises, if any, stipulations contained in the **Schedule of Requirements shall prevail.**
10. Tenderer who has downloaded the tender from ICAR-CIBA website <https://ciba.res.in/> or GeM website <https://gem.gov.in/> **shall not tamper/modify the tender form including downloaded financial bid template in any manner.** In case if the same is found to be tampered/ modified in any manner, tender will be completely rejected and EMD would be forfeited and tenderer is liable to be banned from doing business with ICAR-CIBA.
11. The tenderer is being permitted to give tenders in consideration of the stipulations on his/her part that

after submitting his/her tender, he/she will not refuse from his/her offer or modify the terms and conditions thereof. If the tenderer fails to observe and comply with the foregoing stipulation, the EMD amount will be forfeited by the ICAR-CIBA and tenderer is liable to be banned from doing business with ICAR-CIBA.

12. In the event of the offer made by the tenderer not being accepted, the amount of earnest money deposited by the tenderer will be refunded after he/she has applied for the same, in the manner prescribed by the ICAR-CIBA.
- 13. All applicable bank charges shall be borne by the applicant and he shall not have any claim whatsoever on this account on Government.**
- 14. The hard copy of MSME certificate or original EMD must be delivered to The Director, Central Institute of Brackishwater Aquaculture (ICAR), No.75, Santhome High Road, R.A.Puram, Chennai-600 028 on or before bid opening date/time.**
- 15. Tenderer shall likely to be liable for legal action for non-submission of original payment instrument like DD, etc., against the submitted bid.**
16. Bid documents may be scanned with 100 dpi resolution with black and white option which helps in reducing size of the scanned document.
- 17. Tender without enclosures of schedules, annexures, checklist, EMD and other required documents are liable to be rejected.**
18. ICAR-CIBA will not give any performance / experience certificate to the service provider / agency.
19. Successful Tenderer will have to enter into detailed contract agreement with the Institute on non-judicial stamp paper of **Rs.100/- (Rupees One Hundred only)** for each work. (Model agreement as per Annexure-XIV)

The Director
ICAR-CIBA
Chennai-28

Annexure- I

INVITATION TO ONLINE TENDER AND INSTRUCTIONS CONTAINING TERMS AND CONDITIONS GOVERNING THE TENDER FOR JOB/WORK/SERVICE CONTRACT FOR “Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu – Experimental Station Campus, Kovalam Experimental Station Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR”.

SUBJECT: THE TENDER FOR JOB/ WORK/ SERVICE CONTRACT FOR “Providing Contractual (Man Power) services at various locations of ICAR-CIBA Chennai.

From:

The Director,
ICAR-Central Institute of Brackishwater Aquaculture,
No.75, Santhome High Road, R.A. Puram,
MRC Nagar, Chennai- 600 028.

Dear Sir (s),

E-tenders (in 2 bid system) are hereby invited on behalf of the Director, ICAR- Central Institute of Brackishwater Aquaculture, for “Job/ Service Contract on outsourcing basis for **Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station Campus, Kovalam Experimental Station Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat.** The terms and conditions of the contract which will govern the contract made are those contained in the General conditions of contract applicable to the contracts and the special terms and conditions are detailed in the tender forms and its schedules. Please submit your rates in the tender’s form if you are in a position to furnish the requisite services in accordance with the requirements stated in the attached schedules.

1. The tenderer is being permitted to give tenders in consideration of the stipulations on his part that after submitting his tender, he will not resile from his offer or modify the terms and conditions thereof. If the tenderer fails to observe and comply with the foregoing stipulation. It reserves the right without assigning any reason his tender may be rejected and EMD will be forfeited.
2. The Schedules of the tenders form should be returned intact and pages should not be detached. In the event of the space provided on the schedule form being insufficient for the required purpose, additional pages may be added. Each additional page must be numbered consecutively and be signed in full by the tenderer. In such cases reference to the additional pages must be made in the Tender form. If any modification of the schedule is considered necessary, it should be communicated by means of a separate letter along with the tenders. Overwriting/ erasing in rates to be quoted by the tenderer will not be allowed and the tender will be rejected.
3. The tenders are liable to be ignored if complete information as required is not given therein or if the particular asked for in the schedules to the tenders is not fully filled in. Individual signing the tenders or other documents connected with the contract may specify whether he signs it in the capacity of
 - a. A sole proprietor of the firm or constituted attorney of such sole propriety or
 - b. A partner of the firm if it be partnership in which case he must have authority to refer to arbitration dispute concerning the business of the partnership whether by virtue of

- the partnership agreement or power of attorney or
- c. Constituted attorney of the firm if it is a company.
4. **If tenderer does not accept the offer, after issue of letter of award by Institute within 10 to 15 working days, the offer made shall be deemed to be withdrawn/stands cancelled without any notice and earnest money will be forfeited.**
 5. Not more than one tender shall be submitted by one contractor or contractors having business relationship. Under no circumstance will father and his son(s) or other close relations who have business relationship with one another (i.e. when one or more partner(s)/director(s) are common) be allowed to tender for the same contract as separate competitors. A breach of this condition will render the tenders of both parties liable to rejection.
 6. In case of partnership firms, where no authority has been given to any partner to execute the contract/ agreement concerning the business of the partnership, the tenders and all other related documents must be signed by every partner of the firm. A person signing the tenders form or any other documents forming part of the contract on behalf of another shall be deemed to warranty that he has authority to bind such other and if, on enquiry it appears that the persons so signing had no authority to do so, the Institute shall without prejudice to other civil and criminal remedies cancel the contract and hold the signatory liable for all costs and damages. Each page of the tender and the schedules of the tender and annexure, if any, should be signed by the tenderer.
 7. The service charges should be quoted by each firm for **“JOB/WORK/SERVICE CONTRACT FOR Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station Campus, Kovalam Experimental Station Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat.**
 8. “Job/work contract for Providing Contractual Manpower Services at CIBA-HQ Campus, Muttukadu –Experimental Station Campus, Kovalam Experimental Station Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat at places **as per Annexure-II in financial BOQ only**, failing which the same is liable to be rejected.
 9. The Institute is not bound to accept the lowest or any other tenders and also reserves to itself the right of accepting the tenders in whole or in part.
 10. **SECURITY DEPOSIT:-** The successful bidder will be required to deposit an amount equivalent to 5% of the total contract value as Performance Security Deposit in the form of Demand Draft / Fixed Deposit / Bank Guarantee favouring ICAR Unit, CIBA, Chennai within **10 to 15 working days** from the date of award of the contract **valid for the currency of the contract period plus 02 months afterwards.** In case the Agency fails to deposit the Performance Security Money Deposit within the aforesaid period, the contract awarded may be cancelled and EMD forfeited. The security deposit shall be refunded to the contractor after 60 days from the satisfactory completion of the contract against the claim or adjusted against any liabilities or damages or loss of property etc. caused by the personnel deputed by the agency. The claim should be made within 3 years on completion of the contract failing which the deposit will be lapsed / forfeited.
 11. No interest on security deposit and earnest money deposit shall be paid by the ICAR-CIBA to the tenderer. The security deposit will be refunded on expiry of the contract the dues if any not settled by the agency will be recovered from the security deposit.
 12. The Income taxes or any other tax which is as per the rules of the Government shall be deducted at source from monthly bills of the successful tenderer, as per the rules/ instructions made applicable from time to time by Government.
 13. **The Director ICAR-CIBA, Chennai reserves the right to reduce or terminate the period of contract or to extend its duration in the interest of the ICAR- CIBA, for any justifiable reasons, not mandatory to be communicated to the tenderer. The ICAR- CIBA does not pledge its self to accept the lowest or any other tenders and also reserve to its self the right of accepting the tenders in whole or in part of the tenders.**

14. **In case of any dispute arising the decision of Director, CIBA will be final and binding.**
15. **Decision of DIRECTOR, ICAR-CIBA shall be final for any aspect of the contract and binding to all parties.** Disputes arising, if any, on the contract will be settled at his/her level by mutual consultation and in case failure of the settlement, dispute shall be referred to the sole arbitrator to be appointed by the Director, ICAR-CIBA. The decision of the sole arbitrator so appointed shall be final and binding on the parties. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The seat of Arbitration will be Chennai and language will be English. Laws of India will be applicable.
16. Acceptance of Tender by the ICAR-CIBA will be communicated by e-mail/FAX/Speed post or any other form of communication. Formal letter of acceptance and work order of the tender will be forwarded as soon as possible, but the earlier instructions in the e-mail/ FAX/ Speed post etc., should be acted upon immediately. If the tenderer does not accept the offer after issue of letter of award of contract by ICAR-CIBA within the time period shall be withdrawn and bid security will be forfeited.
17. **QUALIFICATION CRITERIA:-**

a. The firm should have valid EPF & ESI registration certificates issued by govt. and should have Minimum 100 nos. (Staff / Supervisors) with ESI & EPF enrolment.
b. The contractor/agency must have a registration with LIN number under the Contract Labor (Regulation and Abolition) Act, 1970.
c. The firm should have valid GST Registration certificate & PAN number.
d. The firm should have a valid Labor Contract license from Labor Commission (Central) under Regulation and Abolition Act.
e. Average turnover of the firm should be not less than Rs.150.00 lakhs per annum (Rupees One Hundred Fifty lakhs) during last three year completed financial years i.e. 2022-23, 2023-24 and 2024-25. In case the financial statements for the latest financial year are not audited, provisional statements certified by a Chartered Accountant may be submitted. Relaxation may be provided to Startups/MSEs as per the provisions of GFR 2017 and relevant Government of India guidelines, subject to meeting the required technical and quality criteria.
f. The firm should furnish a Solvency Certificate of not less than ₹80 lakh (Rupees Eighty Lakhs only) issued by a Bank, issued within the last six months from the date of bid submission.
g. The bidder should have experience of at least three years in providing manpower outsourcing services to Central/State Government Departments, Autonomous Bodies, PSUs or reputed organizations as on the date of bid opening.
h. The firm should not have been blacklisted by any Government Department/ Government Educational Institutions/ Research Institutes during the last three years.
i. The firm should also fulfill the statutory and welfare requirements in respect of its employees.
j. The firm should have an office in Chennai, Tamil Nadu or they should setup within 30 days of the award of the contract.
k. Visitor pass duly signed by Administrative Officer/Officer in Charge/Scientist in Charge is to be attached with the Technical bid, failing which the bid will not be considered.

18. The following documents / vouchers are to be MANDATORILY enclosed and uploaded after duly signed along with the tender form as part of the technical bid:

- Certificate of Registration of the firm & the license for operating Services as per applicable Rules/ Act.
- Average annual turnover certificate issued by concerned bank of the firm for not less than **Rs.150.00 lakhs per annum (Rupees One Hundred Fifty lakhs)** during the last three completed financial years **i.e. 2022-23, 2023-24 and 2024-25.**
- Copies of **relevant contracts** to be submitted along with the **details in enclosed tabular**

form citing **Minimum three years of experience** in the field of providing such services as per the tender in Central Govt. establishments/ State Government Organization/ PSU/ research institutions.

- d) Certified copies of Balance Sheet by the Registered Chartered Accountants and Income Tax (IT) returns of the firm for the **latest three financial or assessment year i.e. 2022-23, 2023-24 and 2024-25** whichever is available with the firm, failing which tender is liable to be rejected. A copy of the PAN card also is to be attached.
- e) Copy of EPF registration certificate issued by concerned authorities.
- f) Copy of ESI registration certificate issued by concerned authorities.
- g) Copy of registration certificate with the Contract Labour (Regulation and Abolition) Act, 1970 along with LIN otherwise the contractor shall obtain the labour license under this Act within 30 days from the date of issue of the work order.
- h) List of labours registered under ESI & EPF should be enclosed separately. A Minimum of 100 labours of the Agency should be registered under ESI & EPF. A documentary proof of latest vouchers / challans is required to be attached.
- i) Good Service tax (GST) registration certificate issued by central or state Govt. etc.
- j) The firm should furnish a **Solvency Certificate of not less than ₹80 lakh** (Rupees Eighty Lakhs only) issued by a Bank, issued within the last six months from the date of bid submission.
- k) Whether the firm has any legal suit/ criminal case pending against it for violation of PF/WCP/ESI, Minimum Wages Act or other law (give details). The firm/ agency must enclose a certificate indicating that there is no criminal/ legal suit pending or contemplated against it & affidavit of non-blacklisting on non-judicial stamp paper of Rs.10/- or more.
- l) **The firm has to upload the checklist (Annexure-VIII) indicating particulars and reference page number in last column compulsorily.**
- m) As per current Government orders, in lieu of bid security, bidders must furnish Bid Securing Declaration (BSD) as 'Form 7: A self-attested scan of the Original Form 7 should be uploaded along with bids. Bids not complying with these provisions shall be rejected (**Annexure-XIII**).

A. Financial Evaluation:

As per the financial bid format, it may be seen that all the fields are for statutory obligations except service charges. Rates for Statutory obligations are fixed and same for all the bidders thus the quote for service charge will be deciding factors and on the basis of service charge, the GeM will select the successful bidder through auto select mode. In case, if some bidder quotes less amount in minimum wages, EPF, ESI, GST and other statutory liabilities their tenders will be cancelled even if they have qualified in technical consideration. The bids quoting lower/impracticable service charges i.e. less than 3.85% shall be treated as unresponsive and will not be considered. The estimated value of contract includes the **minimum service charges @3.85% per day per worker** at the present rate of minimum wages as per Office Memorandum of Government of India, Ministry of Finance vide **letter No. 6/1/2023-PPD dated 06.01.2023** (exclusive of EPF, ESI & GST and other statutory payments) prescribed by Govt. of India. No change/revision whatsoever in service charges once quoted shall be admissible during the tenure of tender / ARC, as extended time to time, under any circumstances.

The amount to be paid on each unit will be calculated as follows and paid on pro-rata basis to the extent the service duration:

Actual charges to be paid = Minimum Service Charges as quoted and approved + (Minimum wages + EPF + ESI + GST as applicable from time to time, as on date of execution of work)

SCHEDULE-II**19. VARIOUS COMPONENTS TO BE CONSIDERED IN THE FINAL RATE WHILE EXECUTING THE CONTRACT**

(All rates are in Rupees and as per the prevailing rates on the date of execution of work/ service for 26 days in a month)

Sl. No.	Description
1.	Monthly Minimum Wages (Central Government Rates / State Government rates as applicable to respective place and nature of work, whichever is higher), as per the scope of work
2.	EPF contribution of employer @ <u>13% of Minimum Wages / as on date of execution of work.</u>
3.	ESI contribution of Employer @ <u>3.25% of Minimum Wages / as on date of execution of work.</u>
4.	Service charges (to be filled in figures and words both) – <u>to be submitted in Financial BOQ Form Online only fixed for the total duration of the contract</u> (To be claimed by the contractor for providing services at each point each month for carrying out the work, for meeting all his / her operational expenses/ other statutory liabilities/ transportation/ etc.). Any amount less than stipulated minimum charge (including charges of tools and machinery) per unit of work/month will not be considered as a valid feasible response). The payment will be made on pro-rata basis for number of days satisfactory services provided, if the same is less or more than 26 days in a month.
5.	Service Tax (GST) {As per the prevailing rate on (1+2+3+4). It is not to be filled up by the firm} It will be calculated @ prevailing rate as on date of opening of Financial Bid and/or date of deposit of Service Tax by the Firm, whichever is required for reference and necessary action.
6.	Grand total (1+2+3+4+5) (the amount to be paid to the firm for each point of work per month) Will be calculated by the office for reference and necessary action, as and when required
7.	Deduction allowed (to be made from the minimum wages of the manpower / employee deployed for the work by the agency (i) EPF Contribution Employee (@ <u>12% of Minimum Wages/ as on date of execution of work.</u> (ii) ESI Contribution Employee (@ <u>0.75% of Minimum Wages) / as on date of execution of work.</u>
8.	Total deduction from the minimum wages for the month {7(i)+7(ii)}
9.	Net Amount to be paid to each manpower / employee for each month (6-8)

Note: 1. The rates mentioned for each type of job/services at Sl. No. 1 to 3 shall be as per the rates or over the rates of minimum wage as fixed by the central or state government, whichever is higher, and the same and all other Govt. liabilities will be paid on revised rate if revised by the Govt. during the period of annual rate contract, as extended time to time.

20. Service Charges to be claimed by the Firm/ Agency will remain constant/ unchanged for entire period of contract, as extended time to time. So, the Service charge/commission (including other charges for the purpose of bonus, gratuity etc.) to be quoted as fixed monthly amount in the financial BOQ only.
21. The defaulting contractors/ agencies whose services were terminated/ discontinued either by themselves/ this Institute or any other institute of government agency/ ICAR institutions on account of various lapses, need not to apply please and those who have been black listed by any Govt. department also need not to apply.
22. The successful Tenderer will have to enter into a detailed contract agreement with ICAR- CIBA on non-judicial stamp paper of appropriate value.
23. **TERMS OF THE CONTRACT:** Initially the period of the contract will be for one year. On the expiry of the contract or on its termination, the CIBA reserves the right to renew the contract on yearly basis on the terms and conditions that may be then be mutually agreed upon.
24. **TERMINATION:** This contract can be terminated by giving one month's notice on either side and that any notice required to be served shall be sufficiently served on the parties if delivered to them personally or dispatched at the address herein given under registered post.
25. **LOSS AND/OR DAMAGES:** In case of any loss or damage done to the property of the ICAR-CIBA by the personnel provided by the agency for the duties at ICAR-CIBA Headquarters, MES of ICAR-CIBA Muttukadu, KES of ICAR-CIBA Kovalam, KRC of ICAR-CIBA, Kakdwip and NGRC of ICAR-CIBA Navsari, full damages will be recovered from the Agency and decision of the competent authority of CIBA shall be a binding on him.

**The Director
ICAR-CIBA
Chennai-28**

LOCATION AND SCOPE OF WORK FOR CONTRACTUAL (MANPOWER) SERVICES

The details of service requirements and duties to be performed may be assessed by the service providing agencies in consultation with the Authorized personnel at the following location.

Region A

Location 1: ICAR- Central Institute of Brackishwater Aquaculture, Head Quarters, No.75, Santhome High Road, MRC Nagar, R. A. Puram, Chennai – 600 028.

Location 2: Muttukadu Experimental Station (MES) of ICAR CIBA, Kovalam Post, Muttukadu, ECR, Chennai – 603 112.

Location 3: Kovalam Experimental Station (KES) of ICAR-CIBA, No.43, Kovalam-Kelambakkam Road, Thiruvudanthai, Changalpattu, Tamil Nadu- 603 112.

Sl. No & Location	Nature of work	Minimum qualification	Man- power required	Total Minimum wages per day including present VDA
A. HIGHLY SKILLED LABOUR (Agriculture) – 26 Days				
A(1) CIBA, Head Quarters, Chennai	Computer data entry , clerical assistance/ Proficiency in local language & English Aptitude for field work and any other work assigned.	Working Experience as office assistant/ Desirable; Hindi reading/writing/ speaking and working knowledge of computers, experience in MS Office and Typing speed not less than 28 wpm	18	₹694/-. Per day
A(2) MES of CIBA, Muttukadu			10	
A(3) CIBA, Headquarters, Chennai		Driver : Driving the Car/Jeep/ Bus SSLC, Heavy vehicles driving license to drive transport vehicle.	5	
Note : <u>Overtime rate per hour per day for drivers as per latest GoI Rules (as per the requirement if any. Double the rate of per hour rate of Highly skilled labour as on date) for both Region A and C.</u>				
B. HIGHLY SKILLED LABOUR - Technical (Construction) – 26 Days				
B(1) CIBA, Head Quarters, Chennai	Contractual assistance in office Air Conditioners maintenance / office civil and	Diploma in AC mechanic and working experience & Diploma in engineering Preferably in	3	₹.1094/- Per day

B(2) CEBAS(KES) of CIBA, Kovalam	construction work and any other work assigned.	civil and working experience in MS office.	2	
C. SKILLED LABOUR – (Agriculture) – 26 Days				
C(1) CIBA, Head Quarters, Chennai	Contractual assistance in office for clerical and field work/any other work assigned.	Degree in arts/ science/ Diploma in Computer science / ECE with working experience in MS Office	18	₹.627/- Per day
C(2) MES of CIBA, Muttukadu	Contractual assistance in lab/ hatchery/ farm for technical work/ any other work assigned.	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms.	31	
C(3) CIBA, Head Quarters, Chennai	Chowkidar-Head (Security)	Matriculation with knowledge of handling of security system, office procedures, maintenance of security registers, etc.	3	₹.627/- Per day
C(4) MES of CIBA, Muttukadu			12	
C(5) KES of CIBA, Kovalam			8	
D. SEMI-SKILLED LABOUR – (Agriculture) – 26 Days				
D(1) CIBA, Head Quarters, Chennai	Contractual assistance in office for clerical and field work/any other work assigned.	Degree in arts/ science/ Diploma in Computer science / ECE with working experience in MS Office	1	₹ 578/- Per day
E. HIGHLY SKILLED LABOUR – (Agriculture) – 26 Days				
E(1) CIBA, Head Quarters, Chennai	Cook	Pass in SSLC/Diploma /. Work Experience in cooking	2	₹ 694/- Per day

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F. UNSKILLED LABOUR (Agriculture) – 26 Days

F(1) CIBA, Head Quarters, Chennai	Housekeeping – (Maintenance of Trainees Hostel & Housekeeping, Garden work, Sweeper, Trainees Hostel and any other work assigned.)	Pass in SSLC/Diploma / related Work Experience	13	₹.528/- per day
F(2) MES of CIBA, Muttukadu			8	

Region C

Location 4: Kakdwip Research Centre (KRC) of ICAR - CIBA, South 24 Parganas District, Kakdwip, West Bengal-743 347.

Sl. No & Location	Nature of work	Minimum qualification	Man-power required	Total Minimum wages per day including present VDA
G. HIGHLY SKILLED LABOUR (Agriculture) – 26 Days				
G(1) KRC of CIBA, Kakdwip, West Bengal	Computer data entry, clerical assistance/ Proficiency in local language & English Aptitude for field work//any other work assigned.	Working Experience as office assistant/ Desirable; Hindi reading/writing/ speaking and working in computers with experience in MS Office	11	₹.578/- Per day
G(2) KRC of CIBA, Kakdwip, West Bengal	Driver : Driving the Car/Jeep/ Bus	SSLC, Heavy vehicles driving license to drive transport vehicle.	1	₹.578/- Per day
H. SKILLED LABOUR – (Agriculture) – 26 Days				
H(1) KRC of CIBA, Kakdwip, West Bengal	Contractual assistance in lab/ hatchery/ farm for technical work/ any other work assigned.	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms	20	₹.529/- Per day

H(2) KRC of CIBA, Kakdwip, West Bengal	Chowkidar-(Security)	Matriculation with knowledge of handling of security system, office procedures, maintenance of security registers, etc.	8	₹.529/- Per day
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Location 5: Navsari Gujarat Research Centre (NGRC) of ICAR CIBA, 1st Floor, Animal Husbandry Polytechnic Building, Navsari Agricultural University, Eru Char Rasta, Navsari, Gujarat-396 450.

Sl. No & Location	Nature of work	Minimum qualification	Man-power required	Total Minimum wages per day including present VDA
I. HIGHLY SKILLED LABOUR (Agriculture) – 26 Days				
I(1) NGRC of CIBA, Navsari, Gujarat	Computer data entry, clerical assistance/ Proficiency in local language & English Aptitude for field work//any other work assigned.	Working Experience as office assistant/ Desirable; Hindi reading/writing/ speaking and working in computers with experience in MS Office	2	₹.578/- Per day
I(2) NGRC of CIBA, Navsari, Gujarat	Driver : Driving the Car/Jeep/ Bus	SSLC, Heavy vehicles driving license to drive transport vehicle.	1	₹.578/- Per day
J. SKILLED LABOUR – (Agriculture) – 26 Days				
J(1) NGRC of CIBA, Gujarat	Contractual assistance in lab/ hatchery/ farm for technical work/ any other work assigned.	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms	7	₹.529/- Per day
J(2) NGRC of CIBA, Gujarat	Chowkidar (Security)	Matriculation with knowledge of handling of security system, office procedures, maintenance of security registers, etc.	3	₹.529/- Per day

K. SEMI-SKILLED LABOUR – (Agriculture) – 26 Days				
K(1) NGRC of CIBA, Gujarat	Contractual assistance in lab/ hatchery/ farm for technical work/ any other work assigned.	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms	4	₹.488/- Per day
L. UN-SKILLED LABOUR – (Agriculture) – 26 Days				
L(1) NGRC of CIBA, Gujarat	Contractual assistance in lab/ hatchery/ farm for technical work/ any other work assigned.	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms	1	₹.478/- Per day

- Driver: The cost of two sets of uniforms for driver should be included in the Administrative cost.
- Chowkidar: The cost of two sets of uniforms, lathis, torch lights, batteries, raincoats, gum boots etc. for Chowkidar should be included in the Administrative cost.
- Housekeeping: The cost of two sets of overcoat/uniforms for housekeeping staff should be included in the Administrative cost.
- Safety equipments to be provided to contractuels working in Electrical, Hatchery and Feed Mill operators.
- The above mentioned numbers are approximate; the number of workers may increase/decrease as per the requirement of the institute.
- The above said rates does not include the contribution towards ESI, EPF, service charges, administration charges, and other statutory levies/taxes etc., but includes the employee share of ESI and EPF. Any increase in minimum wages and corresponding variable DA, and statutory levies as evidenced by the Government of India Orders will be extra.

NOTE: The rates are as per the **MINIMUM WAGES OF EMPLOYMENT IN THE AGRICULTURE AND CONSTRUCTION RATES WITH EFFECT FROM 01.04.2026** issued by the office of CHIEF LABOUR COMMISSIONER (CENTRAL), GOVT.OF INDIA, MINISTRY OF LABOUR & EMPLOYMENT, NEW DELHI, ORDER NO. File No. 1/6(1)/2025-LS-II, 1/6(3)/2025-LS-II DATED, 30th March 2026, for the contractual man power supply / service work.

TERMS & CONDITIONS:

1. Strict attendance and alternative arrangements are to be made by the agency whenever anyone of staff/supervisor is to go on leave under intimation to this office.
2. Changing of Staff/Supervisor should be intimated to ICAR-CIBA, Chennai / Authorized authority.
3. The Director, reserves the right to reject any or all quotations in whole or in part without assigning any reason therefore. The decision of Director shall be final and binding on the Contractor/Agency in respect of clause covered under the contract.
4. The agency should make sure that the staff provided should also maintain confidentiality and discipline in the premises of Institute.
5. It is desired that the staff provided should be capable of reading and writing English with a minimum qualification of Middle Standard
6. The contractor shall keep a Complaint Register with his supervisor, and it shall be open to verification by the authorized officer of ICAR- CIBA, Chennai for the purpose. All complaints should be immediately attended by the Agency. It will be the sole responsibility of the contractor to ensure the supervision of the daily work, however, ICAR-CIBA will not make any additional payment for engaging supervisor or any such person.
7. Two sets of uniform with colour specifications and pattern approved by ICAR-CIBA should be supplied by the contractor to the workers at his own cost and it should be ensured that the working staff etc are in proper uniform while on duty.
8. The agreement is terminable with one month notice on either side and that any notice required to be served shall be sufficiently served on the parties if delivered to them personally or dispatched at the address herein given under registered post.
9. The contractor shall not sublet the work without prior written permission of the ICAR- CIBA, Chennai.
10. The contractor or his workers shall not misuse the premises allotted to them for any purpose other than for which the contract is awarded.
11. The selected agency shall provide the necessary personnel to ICAR- CIBA, Chennai as per labour acts prevalent as per GOI or State Government whichever is applicable. The agency shall employ good and reliable service provider/ Contractual points with good health of age group of 21 to 55 years, relaxable for experienced persons. Employment of the child labour shall lead to the termination of the Contract. Police verification report of the contractual point deployed by the contractor must be submitted to the Head of Office within one month from the date of start of work. In case any of the personnel so provided is not found suitable by the ICAR-CIBA, the Institute shall have the right to ask for replacement without giving any reason thereof and the agency shall on receipt of a written communication have to replace such personnel immediately.
12. The persons so provided by the agency under this contract will not be the employee of the Institute/ CIBA and there will be no employer-employee relationship between the Institute/ CIBA and the person so engaged by the contractor in the aforesaid services.
13. The contractor shall make the payment of wages to the contractual labourers before 7th of every month. The contractor is advised to provide two separate reimbursement bills viz., 'net wages disbursed' to the contractual laborers deployed by them at our center and another bill comprising of remittance of statutory payments viz., GST, EPF & ESI (both employer & employee share) and service charges for the month of wages disbursed to the contractual labourers. On verification of the bill in all aspects viz., remittance of EPF & ESI contribution (both employee and employer share) to the respective EPF & ESI accounts and GST remittance, the reimbursement bill will be processed from our end.
14. The contractors after making payment to its employees by 7th of each month submit their bills not later than 10th of the same month in compliance with the Code on Wages, 2019.

15. In case the payment is delayed inordinately, the principal employer shall pay directly to the contract workers and the respective amount will be deducted from the performance security. In case where the contractor fails to make payment and the Principal employer has to step in to make direct payments action will be taken to blacklist the contractor by the ministry and for repeat offence the contractor will be blacklisted from all the ministries and departments of Government of India in terms of Rule 151 of GFRs, 2017 and guidelines issued by DoE in this regard.
16. The contractor will discharge all his legal obligations in respect of the workers /supervisors to be employed / deployed by him for the execution of the work in respect of their wages and service conditions and shall also comply with all the rules and regulations and provisions of law in force that may be applicable to them from time to time. The contractor shall indemnify and keep indemnified the Institute/ CIBA from any claims, loss or damages that may be caused to it on account of any failure to comply with the obligations under various laws. In case of any dispute, the decision of Director, ICAR-CIBA shall be final and binding on the contractor.
17. Income taxes or any other tax which is as per the rules of the Government shall be deducted at source from monthly bills of the successful tenderer, as per the rules/ instructions made applicable from time to time by Government
18. Changing of Supervisor/Staff should be intimated to the Institute.
19. The Contractor must employ adult labour only. Employment of child labour may lead to the termination of the Contract.
20. The contract is subject to the condition that the tenderer will comply with all the laws and acts of Central Govt., State Govt. relating to this contract made applicable from time to time.
21. Tenderers shall submit Declaration as per Annexure-XIII in their technical bid.
22. That no right, much or less a legal right shall vest in the Firm/Agency or its services to claim/have employment or otherwise seek absorption in ICAR-CIBA nor the Firm/Agency services shall have any right whatsoever to claim the benefits and/or emoluments that may be permissible or paid to the employees of ICAR-CIBA. The services will remain the employees of the Firm/Agency and will be the sole responsibility of the Firm/Agency to make it clear to their services before deputing to work at ICAR-CIBA. There is no Master and Servant relationship between the employees/services of the service provider and ICAR-CIBA and further that the said personnel/services of the service provider shall not claim for any employment or absorption in ICAR-CIBA by virtue of their engagement for this work.
23. Risk Clause: ICAR-CIBA reserves the right to discontinue the service at any time, if the services are found unsatisfactory by giving a show-cause to be replied within a week and also has the right to award the contract to any other agency at the risk and cost of current agency and excess expenditure incurred on account of this can be recovered from Security Deposit or pending bills or by rising a separate claim.

PENALTY and LIQUIDATED DAMAGES CLAUSE:

1. Subject to General Conditions of Contract, if the contractor fails to perform the Services within the time frame(s) incorporated in the contract, the Principal employer shall, without prejudice to other rights and remedies available to the Principal employer under the contract, deduct from the contract price, as liquidated damages for each week of delay or part thereof until actual delivery or performance, but not as a penalty, a sum equivalent to the 0.125% percent (or any other percentage if prescribed) of the related monthly bill of the Services. Besides liquidated damages during such a delay, the denial clause as per GCC shall also apply.
2. Any failure or delay by any sub-contractor, though their employment may have been sanctioned, shall not be admitted as a ground for any extension of time or for exempting the contractor from liability for any such loss or damage as aforesaid.
3. Any misconduct/ misbehaviour on the part of the manpower deployed by the agency will not be tolerated and such person (s) will have to be replaced immediately.
4. The Director, ICAR-CIBA, Chennai reserves the exclusive rights in respect of this Agreement.
5. That an amount equivalent to one day/Two day of contract amount/ Rs.500 may be levied as liquidated damage per day, whenever and wherever it is found that the work is not up to the mark in

any Section, will be brought to the notice of the supervisor of the Firm by ICAR-CIBA, Chennai-28 and if no action is taken within a reasonable span of time/ one hour, liquidated damage clauses will be invoked.

6. If the required number of services/personnel/employees/workmen/supervisors are less than the minimum requirement, Rs.500/- (per services/personnel/employees/workmen/ supervisor) per day will be deducted from the bill of the Firm as a penalty.

S.No.	Clause	Penalty
1	The firm will pay wages to his worker's bank account on or before 7 th of every month without failing.	In 1st Instance Rs.100 per day per individual for each default warning to service provider to deposit the sum amount within 7 working days. In 2nd Instance Rs.200 per day per individual for each default, hold on all type of payment to service provider till the said amount is deposited to respective contractual and proof of same is submitted to this Institute. In 3rd Instance cancellation of the contract with cancellation charges, forfeiture of Performance Security and blacklisting of the agency.
2-	In order to maintain the financial management of Institute, the firms have to raise and submit the GeM bill of approved rates latest by 10th day or earliest of each succeeding month.	For every delay in submission of bill by the firm, the Institutes shall impose liquidated damages amounting Rs.500 per day.

The Director, ICAR-CIBA, Chennai reserves the right to reject any or all Tenders in whole or in part without assigning any reasons therefore. The decision of Director, ICAR- CIBA, Chennai shall be final and binding on the contractor/agency in respect of any clause covered under the Contract.

SPECIAL TERMS AND CONDITIONS OF THE CONTRACT

1. All works to be carried out and services to be provided as per the details given in Schedule-II under Annual Rate Contract basis on the given terms and conditions.
2. **PAYMENT OF MINIMUM WAGES:**
 - a. The contractor has to pay their workers minimum wages (As applicable for the respective job) with all statutory benefits like EPF, WCP / ESI, and Bonuses as per the notification issued by Labour Commissioner, Ministry of Labour, Govt. of India.
 - b. Whenever there is increase in the minimum wages and other statutory benefits like EPF, ESIC, Bonus, etc. as per the notification issued by Labour Commissioner, Ministry of Labour, Govt. of India, the same has to be strictly implemented and the contractor has to pay his workers the enhanced wages and other statutory benefits accordingly.
3. **EPF AND WCP/ESI ISSUES:**
 - a. The successful Agency/ Contractor has to open/ create EPF (UAN) and WCP/ESI Accounts of his workmen employed for works to be executed in the ICAR-CIBA-HQ Campus, MES, KES, KRC and NGRC campus premises within a month of commencement of the work. Monthly bill must be accompanied with Challans/ vouchers in support of the payment of EPF & WCP/ESI contributions.
 - b. The details of EPF and WCP /ESI Accounts should be provided to every Workman engaged by the Agency/ Contractor. Details of monthly updates of EPF & WCP / ESI Accounts of work men along with supporting vouchers /challans should be provided to both the workmen and the institute.
 - c. Vouchers / Challans in support of payment of EPF & WCP/ ESI contributions must be enclosed along with monthly bill, failing which the bill shall not be passed. Non-deposition of EPF & WCP/ ESI contributions will lead to termination of contract.
 - d. Immediately after signing the Agreement, the Agency/Contractor has to provide the Institute the list of workers engaged along with all details of EPF and WCP/ESI Account number.
4. All works and services are to be carried on all days of the month excluding Sundays (Weekly Off)/ National Holidays and one labour should not be allowed to work more than 26 days in a month.
5. The contractor shall deploy required number of personnel as directed by the ICAR- CIBA, on all the working days of calendar month. The personnel shall perform 8 hours duty per day against minimum wages paid and the payment will be made as per actual certified attendance.
6. The contractor has to maintain all relevant registers—Salary register, overtime register, attendance register, etc. as per the prevailing labour laws/ central labour commission rules and acts/ CL (R&A) ACT,1970. All these registers must be available with the Supervisor deployed by the contractor, which can be verified by the indenting officers of the Institute periodically. The contractor should follow “new labour codes” implemented by government.
7. The personnel provided shall be under direct control and supervision of the Contractor/Agency. However, the Contractor shall comply with all instructions given to him by the authorized Officer of the Institute from time to time. The Staff of the Contractor must be bound by office timing, duty, placement, locations and maintaining discipline in the Institute’s premises.
8. The Contractor/ Agency shouldn’t give lenient or casual impressions in duties. They should be always alert and attentive. The Contractor/ Agency shall be solely and fully responsible for carelessness and negligent attitude of his staff/supervisors towards assigned work/job. In case of any loss, theft, damage to the life and property of the institute and its employees due

- to carelessness and inattentiveness attitude of his staff/
9. Supervisor, the Contractor/Agency shall compensate the amount of loss or damages.
 10. The Contractor shall compulsorily issue duly signed and numbered Photo Identity Card (i.e.ID card) to his Staff/ supervisor deployed in the Institute. All his Staff/ Supervisors must wear the ID cards while they are on duty.
 11. In compliance to section 21 of the Contract Labour (Regulation and Abolition) Act and Rules 25 of the Contract Labour (Regulation and Abolition) Central Rules, 1971, the contractor shall pay timely and shall ensure the disbursement of wages in the presence of Nominated Officer of ICAR-CIBA. Rate of wages shall not be less than that of the minimum wages as declared by the Regional Labour Commission. As and when the wages are revised by the Regional Labour Commission, the revised wages shall be paid by the contractor to the labourer and it can be claimed from the office. The contractor should ensure payment of wages to his workmen on or before 7th of every succeeding month by online transfer only. The wages shall be paid to workmen without any deduction except those under the payment of wages Act and Minimum Wages Act.
 12. Reimbursement of bill to the contractor will be made upon submission of bill along with attendance sheets of the contractual workers, payment vouchers duly signed by contractual workers/ NEFT and separate EPF & ESI challans & ECR for submission of EPF & ESI contribution for each month, separate receipt of deposition of GST for the contract, through RTGS. Payment to the contractual staff should be made by the contractor to the bank account of the concerned contractual staff for which a certified list issued by bank which will have to be submitted with the monthly bill on or before pre assigned date i.e. 7th of succeeding month. Payment to the contractor will be released on reimbursement basis on Production of documents that the payment has already been made to the contractual workers. The Contractor will have to pay wages to the Contractual worker deployed by him strictly as per minimum wages and also comply with other statutory norms including giving weekly off to the contractual worker as per provision.
 13. The firm will have to produce as a proof for the payment of E.P.F.& E.S.I. made for the contractual workers as per prescribed procedure, deployed by the firm.
 14. GST, if applicable in respect of the contract shall be payable by the Contractor and the Institute will reimburse the claim whatsoever in this respect on production of proof. However, other taxes which are as per the rates/rules of the Govt., shall be deducted at source from monthly bills, as per rules/instructions made applicable from time to time by government.
 15. After making the payment, the Contractor shall raise the bill on the ICAR – CIBA for payment of the settled amount. They will submit to the ICAR – CIBA a copy of the payment vouchers duly signed by the workers for each month along with the copies of statutory dues.
 16. In compliance to Rule 75, 76, 77 of the Contract Labour (Regulation and Abolition) Central Rules, 1971, the contractor shall maintain a **register of workers** in form XIII and issue **Employment card/ identity card** to each worker in Form XIV and shall also issue **service certificate/ experience certificate** to every workman on his termination in Form XV.
 17. In compliance to Rule 78 of the Contract Labour (Regulation and Abolition) Central Rules, 1971. The contractor shall maintain the (a) Muster Roll (b) Wage Register (c) A register of deduction for damage or loss (d) Register of Fines (e) Register of advances (f) Register of Overtime, (g) Wage Slip (The contractor shall furnish a wage slip/ pay slip specifying the details to all engaged contractual personnel, including their name, designation, category, employee ID, UAN number, ESI number gross salary, statutory deductions, and net amount payable, duly signed as acknowledgment) etc. The contractor shall make a copy of such records maintained by him available to ICAR-CIBA.
 18. In compliance to Rule 81 of the Contract Labour (Regulation and Abolition) Central Rules, 1971, the principal employer or contractor shall also display notices showing rates of wages, hours of work, wage period, dates of payment, names and addresses of the Inspector and date of payment of the unpaid wages.

19. In compliance to Section 12 of the Contract Labour (Regulation and Abolition) Act and Rules 21 of the Contract Labour (Regulation and Abolition) Central Rules, 1971, the contractor shall obtain a license for deployment of his personnel at the premises of the client.
20. In compliance to provisions of the Employees Provident Fund & Miscellaneous Provisions Act, 1952, and the Employees State Insurance Act, 1948, the contractor shall provide each workman the Medical Card as received from ESIC for enabling him and the members of his family to avail the medical services from ESIC dispensary within 45 days of award of contract. The contractor shall provide other details also. The contractor shall provide each workman the UAN/EPF number allotted to him and the Contribution Card.
21. The contractor shall submit his monthly bill with the following: (a) A detailed wages sheet showing list of workmen with their name, no. of days worked during the month, wages admissible, EPF / ESI deductions (As per the existing rate of that particular month), Net amount payable to each employee, statement showing that the wages have been transferred to the bank account of the workmen, counter-signature of Incharge or any other authorized representative of the client on this statement as a token of proof that the wages as shown in the wages sheet have been transferred to the bank account of workmen in his presence (b) copy of challan of deposition of EPF & ESI (for previous month) in respect of the contractual workers of this institute separately.
22. The amount as shown in the challan of EPF & ESI must tally with the total deductions, failing which the payment on this account is liable to be withheld for which the sole responsibility shall rest with the contractor. The workers are to be issued with identity card, UAN / EPF No. and also ESI card. A list consisting the details of the identity card no., UAN/EPF No, and ESI Card No of the worker etc will have to be submitted to the office just after the start of work.
23. The contractor will have to provide the details of (individual wise) EPF deposition with the concerned department and copy of the detailed list obtained from the EPF department /web-site which should be submitted as a supporting document along with the GeM bill of the succeeding month. The Contractor shall ensure that EPF deposition shall be made through separate challan (TRRN) for institute workers for better verification. **Also the contractor shall take timely action for carrying over UAN numbers if available with workers and linking their Aadhaar numbers with UAN number.** Similarly, firm should fulfil its liabilities and provide evidence towards depositing the relevant amount towards EPF, ESI, GST etc.
24. The Client reserves the rights to withhold bills, if the contractor fails to produce proof for having remitted the wages/ESI / EPF dues in respect of the persons deployed at ICAR-CIBA. The proof of remittance in respect of EPF & ESI should be particularly for the persons deployed at ICAR-CIBA & regional centres. The payment for successive months will be released on receipt of the evidence of deposition of ESI / EPF in the workers accounts for the respective month. If the contractor does not produce satisfactory evidence regarding deposition of EPF and ESI dues, the client shall withhold payment of the component of EPF and ESI.
25. The contractor will discharge all his legal obligations in respect of the workers/supervisors to be employed/ deployed by him for the execution of the work in respect of their wages and service conditions and shall also comply with all the rules and regulations and provisions of law in force that may be applicable to them from time to time. The contractor will have to produce the relevant Labour license under Sec.1 (I) of the contract Labour (Regulation & Abolition) Act 1970, ESI, E.P.F., E.S.I. & M.P. Act, 1947 etc. within 21 days from the date of award of contract on issue of Form V from the department. Form-V will be issued on receipt of a written request from the Firm/Contractor.
26. The firm should submit bills after depositing all statutory dues of previous month (EPF, ESI and GST) and the office will make payment only after receipt of complete bill in all respect.
27. The payment will be made only after satisfactory completion of the service and on submission of monthly bills in triplicate duly affixed with revenue stamp as well as on

- production of documentary evidence of depositing EPF contribution with the separate code (EPF code) of ICAR-CIBA, Chennai only, and ESI challan specifically name wise (deposit vouchers along with form 6 A & 5) and depositing goods & service Tax (GST), failing which the bill shall not be considered for payment. The delayed or irregular deposit of EPF & ESI contribution will be viewed seriously and penalty will be imposed on the vendor/contractor.
28. However, the above rates are subject to vary/enhance from time to time as and when the VDA/Minimum wages are revised/enhanced by the Ministry of Labour, Govt. of India during the contract period.
 29. The GST payment by the contractor/vendor should be made through separate challan for ICAR-CIBA only.
 30. The Director, ICAR-CIBA, Chennai shall make payment on account of the constituted agreement on the quoted/agreed/approved rate(s) on monthly basis after completion of one-month subject to the recommendation of the Indenter (s) as to the satisfactory completion of the service (s) thereby assigned and agreed upon.
 31. The contractor should abide by all prevailing labour laws including providing medical facilities to his workers. ICAR-CIBA shall not be responsible in such matters.
 32. The competent authority at ICAR-CIBA reserves the right to make any modification/addition/deletion in the terms and condition, to comply with the statutory obligations applicable under this contract as per rules.
 33. Notices and orders showing the labour laws and notification countersigned by the authorized representative of the principal employer have to be displayed in the Notice board of the work location.
 34. The agency should provide 1) the uniforms for drivers, housekeeping staff and 2) uniforms, lathis, raincoats, gum boots and torch batteries for Chowkidar. This cost is to be included in the Administrative Charges itself.
 35. Overtime will be calculated as per OTA rule (for driver only) and bill to be submitted with monthly bill of next month for reimbursement.
 36. The agency shall be wholly responsible for making payment of monthly wages and other admissible allowances to the personnel employed. The wages paid for different categories like Highly Skilled Construction/ Highly Skilled/ Skilled/ Semi Skilled/ Unskilled of personnel engaged should not be lesser than the minimum wages fixed by the Ministry of Labour, Government of India under Minimum Wages Act.
 37. The agency shall be fully responsible for providing leave benefits, weekly offs, National and Festival Holidays etc. to the Labourers deployed and as and when any of the labourers delayed, proceeds on leave or absent himself / herself, it will be the prime responsibility of the agency to provide a substitute. It should be ensured by the agency that the work should be carried out as per the directives of the designated officers. All the records pertaining to disbursement of wages to Labourers should be made available as & when called for.
 38. The ICAR-CIBA shall not directly or indirectly engage any personnel of the agency during the period of contract.
 39. The tenderer will also have to furnish particulars relating to ESI , EPF, Registration under Contract Act, turnover, infrastructure etc.
 40. The agency shall furnish experience of performing job contract in central Govt./ state Govt/ Semi Govt./ reputed private/ public limited company/ University establishments.
 41. The contractor is wholly responsible for any accident and / or compensation payable to the Labourers engaged by him working under this contract. He shall keep ICAR-CIBA fully indemnified against any claims in this regard.
 42. In case of accident/ Loss of life the workers during discharging duties compensation to be given to the workers, the same shall be borne by the firm.
 43. The Competent Authority, ICAR-CIBA will be at liberty to institute criminal proceedings against the owner(s)/proprietors of the agency/contractor in case the firm breaches any of the terms and conditions of the tender/involves in any malpractice/fails to abide by any laws of land as applicable.

44. The tender shall be governed by the general conditions and any other Terms and Conditions for services available on GeM. In case of any conflict between the Buyer's Specific Conditions and the conditions available on GeM the former shall prevail.
45. The contractor/ firm shall not demand any money/fee/charges/placement charges/Service Charges etc. over and above quoted in the bid in any form from the contractual manpower and if any information/complaint of any demand of money is received than the same shall be treated as malpractice and the Competent Authority, ICAR-CIBA shall be at liberty to take appropriate action against the contractor/firm including termination/cancellation of the contract and the Competent Authority, CIBA, Chennai will also be at liberty to forfeit the security deposit and claim damages.
46. The Institute will not be responsible either to the Contractor or to its workers deployed at this Institute for any medical assistance/injuries/death or any kind of loss occurred to contractual labours, therefore the **ESI compliance shall be followed strictly**. However, It is the duty of the Contractor to make available ESI Card and any such documents as per provision of ESI to **contractual staff within 02 months from the acceptance of contract**.
47. To make proper co-ordination, Company/Agency authorities shall visit the Institute campus frequently, so that discrepancies/irregularities related to matters may be directly conveyed to the Agency and settled immediately.
48. The Contractor will have to arrange for **Attendance/Attendance Register of her/his workers at its own cost**.
49. The contract is subject to the condition that the tenderer will comply with all the laws and acts of Central Govt., State Govt. relating to this contract made applicable from time to time.
50. It is desirable that the Bidder should have a previous experience in fisheries/ aquaculture /related work, work order & completion certificate should be attached.
51. The contractor will be the employer for the manpower engaged by them for taking up the works as mentioned in the tender at this Institute and accordingly, the contractor needs to complete all legal formalities.
52. The contractor shall be liable for any legal dispute / case / claims that arises or may arise during currency of the contract due to non-compliances of labour or other related laws.
53. The contractor shall be responsible for compliance of all the laws rules / regulations and Govt. Instructions that are / will be applicable to and aimed to protect the interest of the employees / worker engaged by the contractor and shall ensure payment of all the statutory dues / liabilities as may have arisen during the past or may arise during the course of performance of contract.

Technical Bid:

The following documents are to be furnished by the Bidder / Supplier / Contractor along with the Technical Bid as per the tender document in the following order, failing which the competent authority reserves the right to reject the bid summarily at the bid opening stage itself without entertaining for further process:

Sl. No	Description of Enclosure	Annexure in which document is attached & Page No.	Whether the document is enclosed YES/NO
1.	Tender Acceptance Letter (Annexure-XII) (To be given on Company Letter Head).		
2.	Financial Bid Undertaking (Annexure-XI) (To be given on Company Letter Head).		
3.	All other Annexures and Undertaking mentioned in the tender		
4.	Scanned copy of Fixed Deposit/DD/Bank guarantee pertaining to EMD for ₹5,00,000/- drawn in favour of "ICAR UNIT, CIBA" payable at , Chennai.		
5.	Scanned copy of turnover of ₹150 lakhs p.a. for the past three years. (Relaxable for Startups)		
6.	Scanned Copy of Company registration certificate, under the companies Act, 1956.and document indicating annual turnover of the firm.		
7.	Scanned Copies of EPF, ESI, PAN and GST registration certificate.		
8.	Scanned Copies of Company's balance sheet duly certified by the Chartered Accountants for the last 3 years.		
9.	Scanned Copy of latest EPF and ESI Challan/yearly slip for individual Contractual workers engaged by the firm for at least 150.		
10.	Solvency Certificate of not less than ₹80 lakh (Rupees Eighty Lakhs only) issued by a Bank, issued within the last six months from the date of bid submission		
11.	Banker details		
12.	Experience certificates (Minimum 3 years of experience and Relaxable for Startups)		

13.	The contractor/agency must have a registration with the Contract Labour (Regulation and Abolition) Act, 1970. The contractor shall obtain the labour license under this Act.		
14.	The contractor/agency must have a registration certificate on Private Security Agency (Regulation) Act		
15.	Proof of at least any two Site Visit		

All the documents should be serially numbered and signed by the tenderer in each page.

Don't mention about the Commercial / financial / Price details of the tender anywhere in the technical bid, it has to be specifically mentioned in the BoQ, which is provided with this tender failing which tender will be summarily rejected.

Financial Bid:

- Financial bid undertaking, which is provided in the Annexure – XI, has to be duly signed and uploaded by the tenderer along with the technical bid in the order mentioned above.
- There should not be any deviations from the Financial bid template in Gem Portal / Financial Bid BoQ (Annexure X) otherwise the bid will be summarily rejected.
- If the firm quotes “NIL” charges/consideration, the bid shall be treated as unresponsive and will not be considered.

NOTE: Acceptance by the Institute will be communicated by Post / E-mail or any other form of communication. Formal letter of acceptance and work order of the Tenders will be forwarded as soon as possible, but the earlier instructions in the E-mail / Post etc . should be acted upon immediately.

- An earnest money of ₹5,00,000.00 (Rupees Five Lakhs only) must be deposited in the form of demand draft in favour of “ICAR-Unit-CIBA” payable at Chennai. The particulars of the earnest money deposited must also be superscribed on the top of the envelope by indicating the Tender Reference Number and date. The tenders will not be considered if earnest money is not deposited/submitted. The EMD will be refunded to the unsuccessful tenderers as promptly as possible; where as in the case of successful tenderer EMD will be adjusted in the performance security deposit @ 5% of value of contract. The units registered with National Small Industries Corporation (NSIC) or the concerned Ministry or Department shall be exempted from the payment of Bid Security (Earnest Money Deposit) as defined under General Financial Rules, 2017. In such case, valid copy of the certificate showing registration with the above mentioned institutions to be uploaded in Cover-I of the e-tender in PDF format.
- An amount of @ 5% of value of the annual contract value as a security deposit in the form of demand draft, etc. in favour of “ICAR-Unit-CIBA” payable at Chennai for the contract is to be deposited by the selected agency/successful tenderer only after receiving a communication from the ICAR-CIBA, Chennai. In the event of non-deposition of the same, the earnest money will be forfeited. The security deposit shall be refunded to the contractor after 60 days from the satisfactory completion of the contract against the claim or adjusted against any damages or loss of property etc. caused by the personnel deputed by the agency. The claim should be made within 3 years on completion of the contract failing which the deposit will be lapsed / forfeited.

TECHNICAL
BIDPART-I
Detail of the Agency/firm/contractor

1. Name the Proprietor of Contractor/ Firm/ Agency:
2. Name & address of Firm/Agency/Contractor: M/S.....
.....
3. (a) Telephone No. : Off. Res. Mobile No.....
(b) E-mail ID :
4. Particulars of firm/agency/company:
(Partnership Deed/ Constitution in case of Society)
5. Registration certificate of the firm under the work contract of the
Central Govt./State govt. (Indicate no.):
6. Income Tax P.A.N. Number :
7. Service Tax Number/GST IN (Allotted by CED) :
8. Bank's name & address :
.....
IFSC Code..... Account No.....
(For right information attaché a photo-copy of cancelled cheque)
9. ESI registration No. :
10. EPF registration no.:

Signature of Proprietor/
representative of the firm with seal

SCHEDULE-I
SCHEDULE TO TENDER

PART-I

1	Name of the Firm/Agency	
2	Full address with Post Box No. and Telephone No. if any	
3	Constitution of the Firm/Agency	
	a) Indian Companies Act 1956	
	b) Indian Partnership Act,1932: (please give names of partners)	
	c) Any other Act, if not, the owner	
4	For partnership firms whether registered under 'The Indian Partnership Act,1932', please state further whether by the partnership agreement, authority to refer disputes concerning the business of the partnership to arbitration has been conferred on the partner who has signed the tender.	
	ii) If answer to the above is in negative whether there is any general power of attorney executed by all the partners of the firms authorizing the partner who has signed the tender to refer dispute Condemning business of the partnership to arbitration.	
	iii) If answer to (i) or(ii) above is in the affirmative please furnish a copy of either the partnership agreement or the general power of attorney as the case may be.	
5	Name and Full Address of tenderers Bankers	
6	Value of Solvency Certificate issued by their bankers	
7	Registration Number of the firm	
8	ESI No. of Firm	

9	EPF No. of Firm	
10	Registration No. under Contract Act	
11	GST Registration No. of the Firm	
12	PAN Number	
13	Experience in no. of years (Name and address of client departments may be indicated)	
14	Number of Contractuals registered under ESI & EPF	
15	Your Permanent Income Tax No. / Circle / Ward	
16	Any other relevant information	
17	Places for which the tender quoted for	

Signature & Seal of Tenderer with date_____

Address_____

Telephone No. Office_____

PART- II

1. Detail of the Earnest Money Deposited:-

a) Fixed Deposit / Bank Guarantee / Demand Draft number with date and Bank drawn on.

2. Any increase in minimum wages and corresponding variable DA, and statutory levies as evidenced by the Government orders will be paid extra as applicable, by the Institute subject to approval of the competent authority. The claim for payment of revision of minimum wages/VDA will be processed at the Institute. The claim of revision of rates will be made only with the authenticated copies of the orders issued by the Ministry of Labour and Employment, Government of India.
3. I/We agree to forfeit of the earnest money if I/we fail to comply with any of the terms and conditions in whole or in part laid down in the Tender form.
4. I/We have carefully read the terms and conditions of the Tender and we agree to abide by these in letter and spirit.

I / We hereby declare that we shall maintain the required registers / forms / notices as prescribed by the central labour commission and we also agree to check and verify the above said documents by the authorized representative of the principal employer as and when required.

Signature _____

Name & Address of the Firm _____

Telephone No. _____

Mobile No. _____

All the above information of Part I and Part II of schedule I must be accompanied with the certified copies of the documents, failing which the quotation will be liable to be rejected

Part-III

1	Name and address of the firm's representatives and whether the firm would be represented at the time of opening of the tenders.	
2	Name of the permanent representative visiting ICAR-CIBA, Chennai regarding the contract	
Dated:- _____		
Place:- _____		
		Authorized Signatory

Please add supplementary pages to be numbered wherever needed.

CERTIFICATE FOR NON-BLACKLISTING

(On non – judicial stamp paper worth Rs.50 or more)

We.....(name of the firm) certify that our company/ firm has not been black listed by any Government Department/ Government Educational Institutions/ Research Institutes during the last three years.

Authorized signatory of Bidder with Seal

Name.....

Designation.....

CHECK LIST FOR EVALUATION OF TECHNICAL BID

(to be filled, signed, scanned and uploaded with corresponding records, online)

Sl. No.	Parameters/ Documents to be attached	Particulars with number/ code	Reference Page no. with Annexure no. uploaded
a.	Certificate of Registration of the firm & the license for operating Services as per applicable Rules/ Act.		
b.	Average annual turnover certificate issued by concerned bank of the firm for not less than <u>Rs.150 Lakhs per annum (Rupees One Hundred Fifty Lakhs)</u> during the last three financial year <u>i.e. 2022-23, 2023-24 and 2024-25</u>		
c.	Copy of at least three work orders along with the details in enclosed tabular form citing Minimum three years of experience in the field of providing such services as per the tender in Central Govt. establishments/ State Government Organization/ PSU.		
d.	Certified copies of Balance Sheet by the Registered Chartered Accountants and Income Tax (IT) returns of the firm for the latest three financial or assessment year i.e. 2022-23, 2023-24 and 2024-25 whichever is available with the firm, failing which tender is liable to be rejected. A copy of the PAN card also is attached.		
e.	Copy of EPF registration certificate issued by concerned authorities		
f.	Copy of ESI registration Certificate or Workmen Compensation (WC) Certificate		
g.	Copy of registration certificate with the Contract Labor (Regulation and Abolition) Act, 1970 along with <u>LIN</u> otherwise the contractor shall obtain the labor license under this Act within 30 days from the date of issue of the work order.		
h.	Good Service tax (GST) registration certificate issued by Central or State Government		
i	Solvency Certificate of not less than ₹80 lakh (Rupees Eighty Lakhs only) issued by a Bank, issued within the last six months from the date of bid submission		
j.	Whether the firm has any legal suit/ criminal case pending against it for violation of PF/WCP/ESI, Minimum Wages Act or other law (give details). The firm/ agency must enclose a certificate indicating that there is no criminal/ legal suit pending or contemplated against it & affidavit of non-blacklisting on non- judicial stamp paper of Rs. 10/- or more.		

k.	The firm has to upload the checklist (Annexure-VIII) indicating particulars and reference page number in last column.		
l.	As per current Government orders, in lieu of bid security, bidders must furnish Bid Securing Declaration (BSD) as 'Form7: A self- attested scan of the Original Form7 should be uploaded along with bids. Bids not complying with these provisions shall be rejected (Annexure-XIII).		
m.	Copy of EMD Rs. 5,00,000/- its exemption, if any. (If the firm is seeking exemption, they have to upload the concerned certificate of exemption issued from the competent authority)		
n.	Visitor pass duly signed by Administrative Officer/Officer in Charge/Scientist in Charge is to be attached with the Technical bid, failing which the bid will not be considered.		

Indicating page no. (in the last column) in the check list is mandatory, failing which will be treated as non-submission of respective documents.

Details of the Minimum 3 (Three) year experience / work done

SI. No.	Name of the Department/ Organization & Name of the contact person with phone number	Period		No. of staffs deployed	Remarks / Nature of work (only similar to the work mentioned in this tender document)
		From	To		

(Authorized Signatory)

TECHNICAL BID UNDERTAKING

1. I, _____ son/daughter/wife of Shri. _____ Proprietor/Director/authorized signatory of the Company/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 to them.
3. The information/documents furnished along with the above tender form are true and authentic to the best of my knowledge and belief. I am 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.

Place :

Date :

Signature & Name of the authorized

Signatory with Seal of the Firm

ANNEXURE - X**Financial Bid****(AS PER THE BOO ON THE GeM Portal)**

Item Number	Item Title	Item Description	Item Quantity	Unit of Measure	Delivery Period (In number of days)
1	Contractual Manpower Service	Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station (MES) Campus, Kovalam Experimental Station (KES) Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat(as per scope of work in Tender document	1	Per month	365

RATES NOT TO BE QUOTED ALONG WITH TECHNICAL BID. IT SHOULD ONLY BE FILLED ONLINE OF THE GeM.

The rates to be quoted should include cost of each and every item including transportation cost, and manpower cost and taxes etc. based on prevailing minimum labour wages prescribed by the Central or State Govt. whichever is higher. The ICAR- CIBA shall not bear any extra charge on any account whatsoever i.e. EPF contribution, ESI contribution, two sets of Uniforms, ID cards, Raincoats, OT, Safety equipments etc. The contractor has to supply torch, Lathi, Gumboots, etc. to its workmen for observing security duty.

The rates should be quoted keeping in view of all the prevailing statutory liabilities. Any increase in rates i.e. minimum wages and other statutory requirement meant for the contractual points shall be paid by the contractor and the same will be reimbursed to contractor after production of documentary proof. However, the Agency service charges per point/month once fixed quoted will not be changed during the currency of contract.

ANNEXURE-XI**PRICE BID UNDERTAKING**

(To be given on Company Letter Head)

From: (Full name and address of the Bidder)

To,

The Director,
 ICAR-Central Institute of Brackishwater Aquaculture,
 75, Santhome High Road,
 R.A. Puram,
 Chennai – 600 028

Dear Sir/Madam,

Sub : Price Bid Undertaking – Reg

Ref.No. : ICAR-CIBA office order vide F.No: 26-46/22-23/Admn.

I submit the Price Bid for the “Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station (MES) Campus, Muttukaddu, Kovalam Experimental Station (KES) Campus, Kovalam, KRC, Kakdwip, West Bengal and NGRC, Navsari, Gujarat for a period of ONE YEAR as envisaged in the Bid document.

2. I have thoroughly examined and understood all the terms and conditions as contained in the Bid document, and agree to abide by them.

3. I offer to supply at the rates as indicated in the price Bid of this tender.

Place :

Yours Faithfully,

Date :

Signature of authorized Representative

Annexure- XII**TENDER ACCEPTANCE LETTER**

(To be given on Company Letter Head)

Date:

Full Name of the tenderer	
Address:-	
Telephone No.	
Email:	

To

The Director,
ICAR –Central Institute of Brackishwater Aquaculture,
75, Santhome High Road,
RA Puram, MRC Nagar,
Chennai- 600 028.

Subject : Acceptance of Terms & Conditions of e-Tender – Reg**Ref.No. :** ICAR-CIBA vide F.No: 26-46/22-23-Admn**Tender ID :** _____

Name of Tender / Work: Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station (MES) Campus, Kovalam Experimental Station (KES), KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR.

Sir,

I/ We have downloaded the tender document(s) for the above mentioned ‘Tender/Work’ from the website(s) <https://ciba.res.in/> or <https://gem.gov.in/> namely as per your advertisement, given in the above mentioned website(s).

I/we have read all the particulars regarding the general information, schedules, annexures and other terms and conditions for providing Annual Rate/ Work Contract for “Providing Contractual (Man Power) services at ICAR- CIBA-HQ Campus, Muttukadu Experimental Station (MES) Campus, Kovalam Experimental Station (KES) Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR at places as per Annexure-II and agree to provide the services as detailed in schedule herein or to such portion thereof as you may specify in the acceptance of the tender at the rates given in schedule attached “Annexure-X” to this tender and I/we

agree to hold this offer open till 180 days. The rates quoted will be valid for a period of one year in the event of award of the Contract. I / we agree to communicate our acceptance (if accepted and communicated by ICAR-CIBA) within the prescribed time limit.

2. I/we have understood the terms and conditions for the contract and shall provide the best services strictly in accordance with these requirements.
3. The following pages have been added to and form a part of this Tender_____. The **schedules I and II** to accompany this tender are at page Nos._____.
4. Every page so attached with this tender bears my signature and the official seal.
5. Demand Draft / Fixed Deposit / Bank Guarantee No._____ of ₹5,00,000/- drawn in favour of ICAR Unit, CIBA and payable at Chennai is enclosed as earnest money as required.
6. The corrigendum(s) issued from time to time by your department/ organization too has also been taken into consideration, while submitting this acceptance letter.
7. I / We hereby unconditionally accept the tender conditions of above mentioned tender document(s) / corrigendum(s) in its totality / entirety and also unconditionally accept that ICAR-CIBA, Chennai has the right to accept the whole or any part of the Tender or portion of the quantity offered or reject it in full without assigning any reason.
8. I / We do hereby declare that our Firm has not been blacklisted/ debarred by any Govt. Department/Public sector undertaking.
9. I / We certify that all information furnished by the our Firm is true & correct and in the event that the information is found to be incorrect/untrue or found violated, then your department/ organisation shall without giving any notice or reason therefore or summarily reject the bid or terminate the contract, without prejudice to any other rights or remedy including the forfeiture of the full said earnest money deposit absolutely.

I / We hereby declare that we shall maintain the required registers / forms / notices as prescribed by the central labour commission and we also agree to check and verify the above said documents by the authorized representative of the principal employer as and when required.

Yours faithfully

Signature & Seal of Tenderer with date_____
Address_____

Name & Signature of witness_____
Address_____

Bid Securing Declaration

(On Company Letter-head)

Bidder's Name : _____
 [Address and Contact Details]
 Bidder's Reference No. _____ Date : _____

To

The Director,
 ICAR –Central Institute of Brackishwater Aquaculture,
 75, Santhome High Road,
 RA Puram, MRC Nagar,
 CHENNAI- 600 028.

Ref. : Tender Document No. _____ Tender No. _____,

Tender Title:- Tender for Providing Contractual (Man Power) services at ICAR-CIBA-HQ Campus, Muttukadu Experimental Station (MES) Campus, Kovalam Experimental Station (KES) Campus, KRC Campus, Kakdwip, West Bengal and NGRC Campus, Navsari, Gujarat for a period of ONE YEAR.

Sir/Madam

We, the undersigned, solemnly declare that:

We understand that according to the conditions of this Tender Document, the bid must be supported by a Bid Securing Declaration in lieu of Bid Security.

We unconditionally accept the conditions of this Bid Securing Declaration. We understand we shall stand automatically suspended from being eligible for bidding in any tender in Procuring Organization for 2 years from the date of opening of this bid if we breach our obligation(s) under the tender conditions if we:

- 1) withdraw/amend/impair/derogate, in any respect, from our bid, within the bid validity; or
- 2) being notified within the bid validity of the acceptance of our bid by the Procuring Entity:
 - (a) refused to or failed to produce the original documents for scrutiny or the required Performance Security within the stipulated time under the conditions of the Tender Documents.
 - (b) Fail or refuse to sign the contract.

We know that this bid-Securing Declaration shall expire if the contract is not awarded to us, upon:

- 1) Receipt by us of your notification
 - a) of cancellation of the entire tender process or rejection of all bids or
 - b) of the name of the successful bidder or

- 2) Forty-five days after the expiration of bid validity any extension to it

(Signature with date)

(Name and designation)

Duly authorized to sign bid for and on behalf of _____

[Name & address of Bidder and seal of company]

Dated on _____ day of _____ [insert date of signing]

Place _____ [insert place of signing]

DRAFT SPECIMEN AGREEMENT

This agreement is made at (place) on (month/year) day of between (Hereinafter called Institute) through (designation of the competent authority in the Insitute.) which term shall include its successors, assignees etc. on the first part and(name & address of the firm),(hereinafter called the Firm) which term shall include its authorized representatives, successor, assignees etc. on the other part.

Whereas the (Institute) has decided to assign the annual job work contract for providing (nature of job) : at (Name of the Institute.), (location)..... to the firm on the terms and conditions herein after contained.

SCOPE OF WORK: Manpower Contractual Jobs F.No26-46/22-23/Admn, dated at Headquarters of ICAR-CIBA, Chennai, MES of ICAR- CIBA, Muttukadu, KES of CIBA, Kovalam, KRC, Kakdwip, West Bengal and NGRC, Navsari, Gujarat.

Period of Contract: to

Value of Contract : Rs..... (Per Year)

NOW IT IS HEREBY AGREED by and between the parties hereto as follows:

1. This agreement shall come into force w.e.f. (date) and will remain in force for a period for one year but can be terminated by The Director, ...(name of the Institute.) by giving one calendar months' notice in writing of its intentions to terminate the Agreement. The Agreement can be renewed, on mutually agreed terms.
2. The firm shall be responsible for annual job work contract for providing..... (nature of job) at (location) Headquarters of ICAR-CIBA, Chennai, MES of ICAR-CIBA, Muttukadu, KES of ICAR-CIBA, Kovalam, KRC of ICAR-CIBA, Kakdwip, West Bengal and NGRC of ICAR-CIBA, Navsari, Gujarat.
3. The firm will provide full particulars of every worker deployed by it for providing **the Outsourcing- Manpower services and gate security purposes** and get their character and antecedents verified from the Police Authorities.
4. All personnel posted at premises shall all times and for all purpose be deemed to be employee of the firm and the (name of the Institute) shall have no liability on this account in any

manner.

5. That the Firm shall ensure that all persons deployed at (name of the Institute) premises are of good character, well behaved and otherwise competent and qualified to perform the work for which they are deployed.
6. The (name of the Institute) shall have the right to ask for the removal from the (name of the Institute) premises any personnel considered by the (name of the Institute) to be incompetent, disorderly or any other reason and such person shall not again be deployed without the consent of the (name of the Institute)
7. The manpower deployed by the Agency should work as per the working days and timings of the (name of the Institute) No extra wages will be paid for attending office on weekends, holidays and late-sitting.
8. Monthly consolidated charges for job/ work contract for providing Outsourcing – Manpower Services at Headquarters of ICAR-CIBA, MES of ICAR-CIBA, Muttukadu, KES of ICAR-CIBA, Kovalam, KRC of ICAR-CIBA, Kakdwip, West Bengal and NGRC of ICAR-CIBA, Navsari, Gujarat is as per terms and conditions specified and scope of work as per Schedule-I in the tender document including all the taxes viz. Service tax and other taxes as applicable will be paid to the firm by the ICAR-Central Institute of Brackishwater Aquaculture, Chennai-28. The firm will raise a bill of this amount on 1st working day of every month and the payment released by the Institute in the form of crossed cheque payment to the firm subject to satisfactory performance / delivery of contracted job / work/services. Copies of documents such as deposit challan along with list of persons showing deposit of ESI, EPF with the concerned agencies are also to be deposited with the bill.
9. The deduction of income tax from the bills of the Agency will be made at source as per rates applicable from time to time.
10. In case of dispute between the parties, the matter shall be referred to the **sole Arbitrator appointed by the (name of the Institute)** The decision of the sole arbitrator shall be final and binding in any respect of any dispute between the parties.
11. That the Firm shall issue uniforms to all their employees engaged, which they shall wear while on duty.
12. That the firm shall issue identity card to each of the workers engaged for entry into (name of the Institute) premises.
13. That the Firm shall ensure the successful implementation of the terms and conditions of the agreement by proper control and supervision of the work.
14. That in case the Firm fails to perform any of the terms and conditions of this agreement or commits any breach of the contract, the (name of the Institute) may cancel the contract.
15. That the Firm agrees to discharge all their legal obligations in respect of their workers in respect of their wages and services conditions and shall also comply with all the rules and

regulations and provisions of law in force that may be applicable to them from time to time, viz. obligations under Contract labour (Regulation & Abolition) Act. 1970, Workmen's Compensation Act, 1943, Minimum Wages Act, E.P.F., E.S.I. & M.P. Act, 1947 etc. Firm agrees to indemnify and keep indemnified (name of the Institute) on account of any failure to comply with the obligations under various laws or damage to (name of the Institute) due to acts/omissions of Firm.

16. It is also agreed that under no circumstances, the volunteers and/ or the employees/ workmen of the Firm shall be treated, regarded or considered or deemed to be the employees of the (name of the Institute) and the Firm alone shall be responsible for their remuneration, wages and other benefitsetc. Firm shall indemnify and keep indemnified the ICAR-CIBA, Chennai (name of the Institute) against any claim that it may have to meet towards the employees/ workmen of the Firm. Firm's employees/workmen shall have no claim to absorption/ regularization and financial benefits etc. that are admissible to regular employees in the office of CIBA, Chennai (name of the Institute).
17. The contract is subject to the conditions that the firm shall comply with all the laws and by laws of Central Govt. / State Govt. as applicable relating to this contract.
18. In case of any loss or damage to the property of the Institute at which is attributable to the firm, thefull damages will be recovered from the firm.
19. The Firm shall not transfer its right or sub- contract to anyone else.
20. The Firm or its workers shall not misuse the premises allotted to them for any purpose other thanfor which contract is awarded.
21. The Firm shall devote its full attention in service to ensure highest quality in all aspects and discharge its obligations under the contract with trust diligently and honestly.
22. In case of any accident/loss of life of the workers during discharging duties compensation to begiven to the workers, the same shall be borne by the Firm.
23. There will be surprise checking by an Officer. Shortcomings, if any, pointed out by him shall be restored by the contractor within 24 hours of its bringing to his notice.
24. The firm shall provide a Coordinator for immediate interaction with the organization.
25. The terms and conditions as stipulated in the tender documents and enclosed herewith, shall be partof the agreement.
26. **Risk Clause:** ICAR-CIBA reserves the right to discontinue the service at any time, if the services are found unsatisfactory by giving a show-cause to be replied within a week and also has the right to award the contract to any other agency at the risk and cost of current agency and excess expenditure incurred on account of this can be recovered from Security Deposit or pending billsor by rising a separate claim.

PENALTY AND LIQUIDATED DAMAGES CLAUSE:

- a) Subject to General Conditions of Contract, if the contractor fails to perform the Services within the time frame(s) incorporated in the contract, the Principal employer shall, without prejudice to other rights and remedies available to the penali under the contract, deduct from the contract price, as liquidated damages for each week of delay or part there of until actual delivery or performance, but not as a penalty, a sum equivalent to the 0.125% percent (or any other percentage if prescribed) of the related monthly bill of the Services. Besides liquidated damages during such a delay, the denial clause as per GCC shall also apply.
- b) Any failure or delay by any sub-contractor, though their employment may have been sanctioned, shall not be admitted as a ground for any extension of time or for exempting the contractor from liability for any such loss or damage as aforesaid.
- c) Any misconduct/ misbehaviour on the part of the manpower deployed by the agency will not be tolerated and such person (s) will have to be replaced immediately.
- d) The Director, ICAR-CIBA, Chennai reserves the exclusive rights in respect of this Agreement.
- e) That an amount **equivalent to one day/Two day of contract amount/ Rs.500** will be levied as liquidated damage per day, whenever and wherever it is found that the work is not up to the mark in any Section, will be brought to the notice of the supervisory staff of the Firm by ICAR-CIBA, Chennai-28 and if no action is taken within **a reasonable span of time/ one hour**, liquidated damage clauses will be invoked.
- f) If the required number of services/personnel/employees/workmen/supervisors are less than the minimum requirement, Rs.500/- (per services/personnel/employees/workmen/supervisor) per day will be deducted from the bill of the Firm as a penalty.

The decision of (competent authority in the Institute) shall be final and binding on the contractor/agency in respect of any clause covered under the contract and any matter incidental to the contract.

IN WITNESS whereof the parties have executed those present on the day, month and year as mentioned above.

SIGNATURE
(Name & Address of the firm)

SIGNATURE
The Director, ICAR-CIBA, Chennai

Witnesses:

1. _____
2. _____

Witnesses:

1. _____
2. _____

बिड दस्तावेज़ / Bid Document

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	25-06-2026 18:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	25-06-2026 18:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	180 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ministry Of Agriculture And Farmers Welfare
विभाग का नाम/Department Name	Department Of Agricultural Research And Education (dare)
संगठन का नाम/Organisation Name	Indian Council Of Agricultural Research (icar)
कार्यालय का नाम/Office Name	Central Institute Of Brakishwater Aquaculture
शिकायत निवारण के संपर्क विवरण/ Contact details of Grievance redressal	sambhavi.jangam@icar.org.in
वस्तु श्रेणी /Item Category	Manpower Outsourcing Services - Minimum wage - Unskilled; Diploma; Others , Manpower Outsourcing Services - Minimum wage - Semi-skilled; Diploma; Others , Manpower Outsourcing Services - Minimum wage - Skilled; High School; Others , Manpower Outsourcing Services - Minimum wage - Skilled; Diploma; Others , Manpower Outsourcing Services - Minimum wage - Highly-Skilled; High School; Others , Manpower Outsourcing Services - Minimum wage - Highly-Skilled; Graduate; Admin , Manpower Outsourcing Services - Minimum wage - Unskilled; High School; Others , Manpower Outsourcing Services - Minimum wage - Highly-Skilled; Graduate; Others , Manpower Outsourcing Services - Minimum wage - Highly-Skilled; Diploma; Others , Manpower Outsourcing Services - Minimum wage - Skilled; Graduate; Admin , Manpower Outsourcing Services - Minimum wage - Skilled; Graduate; Others
अनुबंध अवधि /Contract Period	1 Year(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	450 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	3 Year (s)
इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है/Past Experience of Similar Services required	Yes

बिड विवरण/Bid Details	
वर्षों के अनुभव एवं टर्नओवर से एमएसई को छूट प्राप्त है / MSE Relaxation for Years Of Experience and Turnover	Yes Complete
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है / Startup Relaxation for Years Of Experience and Turnover	Yes Complete
विक्रेता से मांगे गए दस्तावेज़/ Document required from seller	Experience Criteria,Bidder Turnover,Certificate (Requested in ATC),Additional Doc 1 (Requested in ATC),Additional Doc 2 (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer
क्या आप निविदाकारों द्वारा अपलोड किए गए दस्तावेजों को निविदा में भाग लेने वाले सभी निविदाकारों को दिखाना चाहते हैं? संदर्भ मेन् है/ Do you want to show documents uploaded by bidders to all bidders participated in bid?	Yes (Documents submitted as part of a clarification or representation during the tender/bid process will also be displayed to other participated bidders after log in)
बिड लगाने की समय सीमा स्वतः नहीं बढ़ाने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	3
दिनों की संख्या, जिनके लिए बिड लगाने की समय-सीमा बढ़ाई जाएगी। / Number of days for which Bid would be auto-extended	10
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	3
बिड से रिवर्स नीलामी सक्रिय किया/ Bid to RA enabled	No
बिड का प्रकार/ Type of Bid	Two Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय / Time allowed for Technical Clarifications during technical evaluation	2 Days
अनुमानित निविदा मूल्य (सभी करों सहित) भारतीय रुपये में / Estimated Bid Value in INR (Inclusive of all taxes)	51613896.17
मूल्यांकन पद्धति/ Evaluation Method	Total value wise evaluation
मूल्य दर्शाने वाला वित्तीय दस्तावेज ब्रेकअप आवश्यक है / Financial Document Indicating Price Breakup Required	Yes
मध्यस्थता खंड/ Arbitration Clause	No
सुलह खंड/ Mediation Clause	No

ईएमडी विवरण/EMD Detail

एडवाइजरी बैंक/Advisory Bank	State Bank of India
ईएमडी राशि/EMD Amount	500000

ईपीबीजी विवरण /ePBG Detail

एडवाइजरी बैंक/Advisory Bank	State Bank of India
ईपीबीजी प्रतिशत (%) /ePBG Percentage(%)	5.00
ईपीबीजी की आवश्यक अवधि (माह) /Duration of ePBG required (Months).	14

(a). जेम की शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित केटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज़ प्रस्तुत करने हैं। एमएसई केटेगरी के अंतर्गत केवल वस्तुओं के लिए विनिर्माता तथा सेवाओं के लिए सेवा प्रदाता ईएमडी से छूट के पात्र हैं। व्यापारियों को इस नीति के दायरे से बाहर रखा गया है।/EMD EXEMPTION: The bidder seeking EMD exemption, must submit the valid supporting document for the relevant category as per GeM GTC with the bid. Under MSE category, only manufacturers for goods and Service Providers for Services are eligible for exemption from EMD. Traders are excluded from the purview of this Policy.

(b).ईएमडी और संपादन जमानत राशि, जहां यह लागू होती है, लाभार्थी के पक्ष में होनी चाहिए। / EMD & Performance security should be in favour of Beneficiary, wherever it is applicable.

लाभार्थी /Beneficiary :

The Director CIBA

Central Institute Of Brakishwater Aquaculture, Department of Agricultural Research and Education (DARE), Indian Council of Agricultural Research (ICAR), Ministry of Agriculture and Farmers Welfare
(Icar Unit Ciba, Chennai)

बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

एमआईआई अनुपालन/MII Compliance

एमआईआई अनुपालन/MII Compliance	Yes
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एमएसई खरीद वरीयता/MSE Purchase Preference

एमएसई खरीद वरीयता/MSE Purchase Preference	Yes
सूक्ष्म और लघु उद्यम मूल उपकरण निर्माताओं/सेवा प्रदाता को खरीद में प्राथमिकता, यदि उनका मूल्य $L1+X\%$ / Purchase Preference to MSE OEMs/ Service Provider available upto price within $L1+X\%$	15
सूक्ष्म और लघु उद्यम मूल उपकरण निर्माता/सेवा प्रदाता को खरीद में प्राथमिकता के लिए बिड की मात्रा का अधिकतम प्रतिशत / Percentage of Bid quantity/amount for MSE OEMs/ Service Provider Purchase preference	100

1. If the bidder is a Micro or Small Enterprise as per latest orders issued by Ministry of MSME, the bidder shall be

relaxed from the eligibility criteria of "Experience Criteria" as defined above subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.

2. If the bidder is a Micro or Small Enterprise (MSE) as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Bidder Turnover" as defined above subject to meeting of quality and technical specifications. If the bidder itself is MSE OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover, shall upload the supporting documents to prove his eligibility for Relaxation.

3. If the bidder is a DPIIT registered Startup, the bidder shall be relaxed from the the eligibility criteria of "Experience Criteria" as defined above subject to their meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.

4. If the bidder is a DPIIT registered Startup, the bidder shall be relaxed from the the eligibility criteria of "Bidder Turnover" as defined above subject to their meeting of quality and technical specifications. If the bidder is DPIIT Registered OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover shall upload the supporting documents to prove his eligibility for Relaxation.

5. The minimum average annual financial turnover of the bidder during the last three years, ending on 31st March of the previous financial year, should be as indicated above in the bid document. Documentary evidence in the form of certified Audited Balance Sheets of relevant periods or a certificate from the Chartered Accountant / Cost Accountant indicating the turnover details for the relevant period shall be uploaded with the bid. In case the date of constitution / incorporation of the bidder is less than 3-year-old, the average turnover in respect of the completed financial years after the date of constitution shall be taken into account for this criteria.

6. Years of Past Experience required: The bidder must have experience for number of years as indicated above in bid document (ending month of March prior to the bid opening) of providing similar type of services to any Central / State Govt Organization / PSU. Copies of relevant contracts / orders to be uploaded along with bid in support of having provided services during each of the Financial year.

7. **Purchase preference to Micro and Small Enterprises (MSEs):** Purchase preference will be given to MSEs having valid Udyam Certificate and whose credentials are validated online through Udyam Registration portal as defined in Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012 dated 23.03.2012 issued by Ministry of Micro, Small and Medium Enterprises and its subsequent Orders/Notifications issued by concerned Ministry. If the bidder wants to avail themselves of the Purchase preference, the bidder must be the manufacturer / OEM of the offered product on GeM. In respect of bid for Services, the bidder must be the Service provider of the offered Service. Traders are excluded from the purview of Public Procurement Policy for Micro and Small Enterprises and hence resellers offering products manufactured by some other OEM are not eligible for any purchase preference. Relevant documentary evidence in this regard shall be uploaded along with the bid in respect of the offered product or service, and Buyer will decide eligibility for purchase preference based on documentary evidence submitted in case of product bids, whereas in case of services the eligibility is automatically validated. If L-1 is not an MSE and MSE Seller (s) has / have quoted price within L-1+ 15% (Selected by Buyer) of margin of purchase preference /price band defined in relevant policy, such MSE Seller shall be given opportunity to match L-1 price and contract will be awarded for 100% (selected by Buyer) percentage of total quantity. The buyers are advised to refer the [OM No.1 4 2021 PPD dated 18.05.2023](#) for compliance of Concurrent application of Public Procurement Policy for Micro and Small Enterprises Order, 2012 and Public Procurement (Preference to Make in India) Order, 2017. Benefits of MSE will be allowed only if seller is validated on-line in GeM profile as well as validated and approved by Buyer after evaluation of documents submitted.

8. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.

9. Past Experience of Similar Services: The bidder must have successfully executed/completed similar Services over the last three years i.e. the current financial year and the last three financial years(ending month of March prior to the bid opening): -

1. Three similar completed services costing not less than the amount equal to 40% (forty percent) of the estimated cost; or
2. Two similar completed services costing not less than the amount equal to 50% (fifty percent) of the estimated cost; or
3. One similar completed service costing not less than the amount equal to 80% (eighty percent) of the estimated cost.

अतिरिक्त योग्यता /आवश्यक डेटा/Additional Qualification/Data Required

Scope of work & Job description:[1780573135.pdf](#)

Buyer to upload undertaking that Minimum Wages indicated by him during Bid Creation are as per complied with The Code on Wages Act:[1780573147.pdf](https://www.mca.gov.in/MinistryPages/wagesact.aspx)

Pre Bid Detail(s)

मूल्य भिन्नता खंड दस्तावेज़/Pre-Bid Date and Time	प्री-बिड स्थान/Pre-Bid Venue
12-06-2026 11:00:00	1. ICAR- Central Institute of Brackishwater Aquaculture, Head Quarters, No.75, Santhome High Road, MRC Nagar, R. A. Puram, Chennai – 600 028. 2. Muttukadu Experimental Station (MES) of ICAR CIBA, Kovalam Post, Muttukadu, ECR, Chennai – 603 112. 3. Kovalam Experimental Station (KES) of ICAR-CIBA, No.43, Kovalam-Kelambakkam Road, Thiruvidanthai, Changalpattu, Tamil Nadu- 603 112. 4. Kakdwip Research Centre (KRC) of ICAR - CIBA, South 24 Parganas District, Kakdwip, West Bengal-743 347. 5. Navsari Gujarat Research Centre (NGRC) of ICAR CIBA, 1st Floor, Animal Husbandry Polytechnic Building, Navsari Agricultural University, Eru Char Rasta, Navsari, Gujarat-396 450 and NGRC Research & Demonstration Farm, Matwad Village, Matwad – 396 439.

Manpower Outsourcing Services - Minimum Wage - Unskilled; Diploma; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Unskilled
Educational Qualification	Diploma
Type of Function	Others
List of Profiles	Unskilled NGRC
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	

विवरण/ Specification	मूल्य/ Values
Designation	Contractual Unskilled NGRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Jose Antony	396450,Navsari-Gujarat Research Centre (NGRC), ICAR-CIBA, Navsari Agricultural University (NAU) campus, Dandi Rd, Erugam, Navsari, Gujarat 396450	1	• Minimum daily wage (INR) exclusive of GST : 478 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 15.54 • Provident Fund (INR per day) : 62.14 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Semi-skilled; Diploma; Others (4)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Semi-skilled
Educational Qualification	Diploma
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Semi Skilled NGRC
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu , Ladakh
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Semi Skilled NGRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Jose Antony	396450,Navsari-Gujarat Research Centre (NGRC), ICAR-CIBA, Navsari Agricultural University (NAU) campus, Dandi Rd, Erugam, Navsari, Gujarat 396450	4	• Minimum daily wage (INR) exclusive of GST : 488 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 15.86 • Provident Fund (INR per day) : 63.44 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; High School; Others (3)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	High School
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Skilled Chowkidar NGRC
Specialization	knowledge of handling of security system, office procedures, maintenance of security registers, etc
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled Chowkidar NGRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Jose Antony	396450, Navsari-Gujarat Research Centre (NGRC), ICAR-CIBA, Navsari Agricultural University (NAU) campus, Dandi Rd, Erugam, Navsari, Gujarat 396450	3	- Minimum daily wage (INR) exclusive of GST : 529 - Bonus (INR per day) : 0 - EDLI (INR per day) : 0 - EPF Admin Charge (INR per day) : 0 - Optional Allowances 1 (INR per day) : 0 - Optional Allowances 2 (INR per day) : 0 - Optional Allowances 3 (INR per day) : 0 - Estimated Number of Overtime Hours per Resource per Month : 0 - Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 - ESI (INR per day) : 17.19 - Provident Fund (INR per day) : 68.77 - Number of working days in a month : 26 - Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Diploma; Others (7)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Diploma
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Skilled NGRC
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled NGRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Jose Antony	396450,Navsari-Gujarat Research Centre (NGRC), ICAR-CIBA, Navsari Agricultural University (NAU) campus, Dandi Rd, Erugam, Navsari, Gujarat 396450	7	• Minimum daily wage (INR) exclusive of GST : 529 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17.19 • Provident Fund (INR per day) : 68.77 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; High School; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	High School

विवरण/ Specification	मूल्य/ Values
Type of Function	Others
List of Profiles	Driver - HMV
Specialization	Heavy vehicles driving license to drive transport vehicle
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled Driver NGRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Jose Antony	396450,Navsari-Gujarat Research Centre (NGRC), ICAR-CIBA, Navsari Agricultural University (NAU) campus, Dandi Rd, Erugam, Navsari, Gujarat 396450	1	• Minimum daily wage (INR) exclusive of GST : 578 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 18.77 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Admin (2)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Admin

विवरण/ Specification	मूल्य/ Values
List of Profiles	Administrative Operator or Office Assistant or Executive Assistant
Specialization	Hindi reading/writing/ speaking and working in computers with experience in MS Office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled NGRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Jose Antony	396450,Navsari-Gujarat Research Centre (NGRC), ICAR-CIBA, Navsari Agricultural University (NAU) campus, Dandi Rd, Erugam, Navsari, Gujarat 396450	2	• Minimum daily wage (INR) exclusive of GST : 578 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 18.77 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; High School; Others (8)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	High School
Type of Function	Others
List of Profiles	Skilled Chowkidar KRC

विवरण/ Specification	मूल्य/ Values
Specialization	knowledge of handling of security system, office procedures, maintenance of security registers, etc
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled Chowkidar KRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	SANJOY DAS	743347,Kakdwip Research Centre, ICAR - CIBA, Kakdwip, West Bengal - 743 347	8	• Minimum daily wage (INR) exclusive of GST : 529 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17.19 • Provident Fund (INR per day) : 68.77 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Diploma; Others (20)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Diploma
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Skilled KRC
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled KRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	SANJOY DAS	743347,Kakdwip Research Centre, ICAR - CIBA, Kakdwip, West Bengal - 743 347	20	• Minimum daily wage (INR) exclusive of GST : 529 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17.19 • Provident Fund (INR per day) : 68.77 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; High School; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	High School

विवरण/ Specification	मूल्य/ Values
Type of Function	Others
List of Profiles	Highly Skilled DriverKRC
Specialization	Heavy vehicles driving license to drive transport vehicle
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled KRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	SANJOY DAS	743347,Kakdwip Research Centre, ICAR - CIBA, Kakdwip, West Bengal - 743 347	1	• Minimum daily wage (INR) exclusive of GST : 578 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 18.77 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Admin (11)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Admin

विवरण/ Specification	मूल्य/ Values
List of Profiles	Administrative Operator or Office Assistant or Executive Assistant
Specialization	Hindi reading/writing/ speaking and working in computers with experience in MS Office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled KRC

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	SANJOY DAS	743347,Kakdwip Research Centre, ICAR - CIBA, Kakdwip, West Bengal - 743 347	11	• Minimum daily wage (INR) exclusive of GST : 578 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 18.77 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Unskilled; High School; Others (8)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Unskilled
Educational Qualification	High School
Type of Function	Others
List of Profiles	Unskilled MES

विवरण/ Specification	मूल्य/ Values
Specialization	Pass in SSLC/Diploma / related Work Experience
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Unskilled MES

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	8	• Minimum daily wage (INR) exclusive of GST : 528 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17.16 • Provident Fund (INR per day) : 68.65 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; High School; Others (12)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	High School
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Skilled Chowkidar MES
Specialization	knowledge of handling of security system, office procedures, maintenance of security registers, etc
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled Chowkidar MES

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	12	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Diploma; Others (31)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Diploma
Type of Function	Others
List of Profiles	Skilled MES

विवरण/ Specification	मूल्य/ Values
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled MES

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	31	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Others (10)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled MES
Specialization	Hindi reading/writing/ speaking and working knowledge of computers, experience in MS Office and Typing speed not less than 28 wpm
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled MES

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	10	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Diploma; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Diploma
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled Construction MES
Specialization	Diploma in AC mechanic and working experience or Diploma in engineering, Preferably in civil and working experience in MS office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Construction MES

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 1094 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 26.26 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Unskilled; High School; Others (13)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Unskilled
Educational Qualification	High School
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Unskilled HQRS
Specialization	Pass in SSLC/Diploma / related Work Experience
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Unskilled HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	13	• Minimum daily wage (INR) exclusive of GST : 528 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17.16 • Provident Fund (INR per day) : 68.65 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Semi-skilled; Diploma; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Semi-skilled
Educational Qualification	Diploma
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Semi Skilled HQRS
Specialization	Degree in arts/ science/ Diploma in Computer science / ECE with working experience in MS Office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Semi Skilled HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	1	- Minimum daily wage (INR) exclusive of GST : 578 - Bonus (INR per day) : 0 - EDLI (INR per day) : 0 - EPF Admin Charge (INR per day) : 0 - Optional Allowances 1 (INR per day) : 0 - Optional Allowances 2 (INR per day) : 0 - Optional Allowances 3 (INR per day) : 0 - Estimated Number of Overtime Hours per Resource per Month : 0 - Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 - ESI (INR per day) : 18.79 - Provident Fund (INR per day) : 75 - Number of working days in a month : 26 - Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; High School; Others (3)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	High School
Type of Function	Others
List of Profiles	Skilled Chowkidar HQRS

विवरण/ Specification	मूल्य/ Values
Specialization	Matriculation with knowledge of handling of security system, office procedures, maintenance of security registers, etc
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled Chowkidar HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	3	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Graduate; Admin (7)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Graduate
Type of Function	Admin
List of Profiles	Skilled HQRS

विवरण/ Specification	मूल्य/ Values
Specialization	Degree in arts/ science/ Diploma in Computer science / ECE with working experience in MS Office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	7	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; High School; Others (2)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	High School
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Cook
Specialization	Pass in SSLC/Diploma / Work Experience in cooking
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	2	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; High School; Others (5)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	High School
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Driver - HMV
Specialization	SSLC, Heavy vehicles driving license to drive transport vehicle
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	5	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Admin (14)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Admin

विवरण/ Specification	मूल्य/ Values
List of Profiles	Administrative Operator or Office Assistant or Executive Assistant
Specialization	Hindi reading/writing/ speaking and working knowledge of computers, experience in MS Office and Typing speed not less than 28 wpm
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	14	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Admin (3)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Admin

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled Construction HQRS
Specialization	Diploma in AC mechanic and working experience & Diploma in engineering Preferably in civil and working experience in MS office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled Construction HQRS

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	3	- Minimum daily wage (INR) exclusive of GST : 1094 - Bonus (INR per day) : 0 - EDLI (INR per day) : 0 - EPF Admin Charge (INR per day) : 0 - Optional Allowances 1 (INR per day) : 0 - Optional Allowances 2 (INR per day) : 0 - Optional Allowances 3 (INR per day) : 0 - Estimated Number of Overtime Hours per Resource per Month : 0 - Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 - ESI (INR per day) : 26.26 - Provident Fund (INR per day) : 75 - Number of working days in a month : 26 - Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled ABI
Specialization	Working Experience as office assistant/ Desirable-Hindi reading/writing/ speaking and working knowledge of computers, experience in MS Office and Typing speed not less than 28 wpm
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled ABI

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Diploma; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Diploma
Type of Function	Others
List of Profiles	Skilled CRPV&D

विवरण/ Specification	मूल्य/ Values
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled CRPV&D

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Diploma; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Diploma
Type of Function	Others
List of Profiles	Skilled INFAAR

विवरण/ Specification	मूल्य/ Values
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled INFAAR

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled AINP
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled AINP

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Graduate; Others (2)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Graduate
Type of Function	Others
List of Profiles	Skilled NASF

विवरण/ Specification	मूल्य/ Values
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled NASF

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	2	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Graduate; Admin (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Graduate
Type of Function	Admin
List of Profiles	Skilled AINP-ND (Clerical)

विवरण/ Specification	मूल्य/ Values
Specialization	Degree in arts/ science/ Diploma in Computer science / ECE with working experience in MS Office
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled AINP-ND

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Sambhavi J	600028,NO.75, SANTHOME HIGH ROAD, RAJA ANNAMALAIPURAM, CHENNAI	1	• Minimum daily wage (INR) exclusive of GST : 862 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 26.26 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled NICRA
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled NICRA

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled PMMSY
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled PMMSY

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 694 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 22.56 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Graduate; Others (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Highly-Skilled
Educational Qualification	Graduate
Type of Function	Others

विवरण/ Specification	मूल्य/ Values
List of Profiles	Highly Skilled Construction GIPPI
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Highly Skilled Construction GIPPI

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	प्रेषित/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	1	• Minimum daily wage (INR) exclusive of GST : 1094 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 26.26 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; Graduate; Others (6)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	Graduate
Type of Function	Others
List of Profiles	Skilled Construction GIPPI

विवरण/ Specification	मूल्य/ Values
Specialization	Diploma in fisheries technology / Bachelor Degree in Zoology / biology/ Chemistry (or) Working experience in Shrimp/ fish hatcheries / farms
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled Construction GIPPI

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement

क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	6	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Skilled; High School; Others (8)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Skill Category	Skilled
Educational Qualification	High School
Type of Function	Others
List of Profiles	Skilled Chowkidar KES

विवरण/ Specification	मूल्य/ Values
Specialization	knowledge of handling of security system, office procedures, maintenance of security registers, etc
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Is the Geographical presence of the Service Provider's office required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Tamil Nadu
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Designation	Contractual Skilled Chowkidar KES

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
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क्र.सं./S.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Aravind R	603112,Muttukadu Experimental Station, Kovalam Post, Muttukadu, Chennai- 613112	8	• Minimum daily wage (INR) exclusive of GST : 627 • Bonus (INR per day) : 0 • EDLI (INR per day) : 0 • EPF Admin Charge (INR per day) : 0 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20.38 • Provident Fund (INR per day) : 75 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें/Buyer Added Bid Specific Terms and Conditions

1. Generic

OPTION CLAUSE 50% : The buyer can increase or decrease the contract quantity or contract duration up to 50 percent at the time of issue of the contract. However, once the contract is issued, the contract quantity or contract duration can only be increased up to 50 percent. Bidders are bound to accept the revised quantity or duration.

For lumpsum-based service contracts, the buyer may increase the scope of work and contract value up to 50 percent with the consent of the service provider

2. Generic

Bidder financial standing: The bidder should not be under liquidation, court receivership or similar proceedings, should not be bankrupt. Bidder to upload undertaking to this effect with bid.

3. **Generic**

1. The Seller shall not assign the Contract in whole or part without obtaining the prior written consent of buyer.
2. The Seller shall not sub-contract the Contract in whole or part to any entity without obtaining the prior written consent of buyer.
3. The Seller shall, notwithstanding the consent and assignment/sub-contract, remain jointly and severally liable and responsible to buyer together with the assignee/ sub-contractor, for and in respect of the due performance of the Contract and the Sellers obligations there under.

4. **Payment**

PAYMENT OF SALARIES AND WAGES: Service Provider is required to pay Salaries / wages of contracted staff deployed at buyer location first i.e. on their own and then claim payment from Buyer alongwith all statutory documents like, PF, ESIC etc. as well as the bank statement of payment done to staff.

5. **Forms of EMD and PBG**

Bidders can also submit the EMD with Account Payee Demand Draft in favour of

ICAR UNIT CIBA
payable at
CHENNAI

. Bidder has to upload scanned copy / proof of the DD along with bid and has to ensure delivery of hardcopy to the Buyer within 5 days of Bid End date / Bid Opening date.

6. **Forms of EMD and PBG**

Successful Bidder can submit the Performance Security in the form of Account Payee Demand Draft also (besides PBG which is allowed as per GeM GTC). DD should be made in favour of

ICAR UNIT CIBA
payable at
CHENNAI

. After award of contract, Successful Bidder can upload scanned copy of the DD in place of PBG and has to ensure delivery of hard copy to the original DD to the Buyer within 15 days of award of contract.

7. **Forms of EMD and PBG**

Successful Bidder can submit the Performance Security in the form of Fixed Deposit Receipt also (besides PBG which is allowed as per GeM GTC). FDR should be made out or pledged in the name of

ICAR UNIT CIBA payable at CHENNAI
A/C (Name of the Seller). The bank should certify on it that the deposit can be withdrawn only on the demand or with the sanction of the pledgee. For release of Security Deposit, the FDR will be released in favour of bidder by the Buyer after making endorsement on the back of the FDR duly signed and stamped along with covering letter. Successful Bidder has to upload scanned copy of the FDR document in place of PBG and has to ensure delivery of hard copy of Original FDR to the Buyer within 15 days of award of contract.

8. **Buyer Added Bid Specific Scope Of Work(SOW)**

File Attachment [Click here to view the file.](#)

9. **Certificates**

Bidder's offer is liable to be rejected if they don't upload any of the certificates / documents sought in the Bid document, ATC and Corrigendum if any.

10. Buyer Added Bid Specific ATC

Buyer uploaded ATC document [Click here to view the file.](#)

11. Service & Support

AVAILABILITY OF OFFICE OF SERVICE PROVIDER: An office of the Service Provider must be located in the state of Consignee. DOCUMENTARY EVIDENCE TO BE SUBMITTED.

12. Service & Support

Dedicated /toll Free Telephone No. for Service Support : BIDDER/OEM must have Dedicated/toll Free Telephone No. for Service Support.

13. Service & Support

Escalation Matrix For Service Support : Bidder/OEM must provide Escalation Matrix of Telephone Numbers for Service Support.

14. Service & Support

The Service Provider is required to have at least 40 % of the required manpower on service provider's payroll for at least one year. Necessary documents relating to such manpower will be uploaded by the bidder for verification of the buyer. Such manpower will be part of total manpower to be provided by the Service Provider in case he gets the contract against this bid.

15. Past Project Experience

Proof for Past Experience and Project Experience clause: For fulfilling the experience criteria any one of the following documents may be considered as valid proof for meeting the experience criteria:a. Contract copy along with Invoice(s) with self-certification by the bidder that service/supplies against the invoices have been executed.b. Execution certificate by client with contract value.c. Any other document in support of contract execution like Third Party Inspection release note, etc.**Proof for Past Experience and Project Experience clause:** For fulfilling the experience criteria any one of the following documents may be considered as valid proof for meeting the experience criteria:a. Contract copy along with Invoice(s) with self-certification by the bidder that service/supplies against the invoices have been executed.b. Execution certificate by client with contract value.c. Any other document in support of contract execution like Third Party Inspection release note, etc.

16. Buyer Added Bid Specific SLA

File Attachment [Click here to view the file.](#)

17. Forms of EMD and PBG

Bidders can also submit the EMD with Fixed Deposit Receipt made out or pledged in the name of A/C

ICAR UNIT CIBA payable at CHENNAI

. The bank should certify on it that the deposit can be withdrawn only on the demand or with the sanction of the pledgee. For release of EMD, the FDR will be released in the favour of the bidder by the Buyer after making endorsement on the back of the FDR duly signed and stamped along with covering letter. Bidder has to upload scanned copy/ proof of the FDR along with bid and has to ensure delivery of hardcopy to the Buyer within 5 days of Bid End date/ Bid Opening date

अस्वीकरण/Disclaimer

The Additional Terms and Conditions (ATC) have been incorporated by the Buyer after approval of their Competent Authority. The Buyer ,is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any restriction arising in the bidding process due to these ATCs and including the modification of technical specifications and / or terms and conditions governing the bid.All representations / grievances pertaining to the ATC clauses shall be raised with the buyer organization directly

and not with GeM. If any of the clause(s) is/are incorporated by the Buyer regarding the following, the bid & resultant contract shall be treated as null & void. Further, GeM reserves the right, at its sole discretion, to cancel the bid forthwith, without issuance of any prior notice or intimation :-

1. Publishing Custom / BOQ bids for items for which regular GeM categories are available (unless such Custom / BOQ item is bunched with the major regular product Category Item).
2. Mandating procurement of / from specific Brand / Make / Model / Manufacturer / Dealer except in case of Single Bid / Proprietary Article Certificate (PAC) Buying.
3. Inclusion of disqualification criteria related to suspension of seller / service provider, where such suspension period has already expired.
4. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
5. Publishing bids on GeM for procurement of works.
6. Procurement of Goods by creating a Service bid on GeM & vice-versa.
7. Seeking sample with bid or approval of samples during bid evaluation process. However, trial / sample, as the case may be, shall be permitted in cases where trial / sample are allowed as per approved and published procurement policy of the Buyers' controlling Ministry / Department / State / Public Sector Enterprises Headquarters. If there is any violation of trial / sample clause with regard to approved policy of the Buyers' Ministry / Department / State / Public Sector Enterprises Headquarters, then this is to be determined and redressed by the concerned Buyer Organisation only.
8. Seeking experience from specific organization / department / institute only or from foreign / export experience.
9. Creating bid for items from incorrect categories.
10. Reference of conditions published on any external site or reference to external documents/clauses.
11. Asking for any Tender fee / Bid Participation fee, as the case may be.
12. Buyer added ATC Clauses which are in contravention of clauses defined in bid detail section, including specifications, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by the applicable GeM GTC.
13. Any ATC clause in contravention with GeM GTC Clause 4 (xiii) (h) will be invalid. In case of multiple L1 bidders against a service bid, the buyer shall place the Contract by selection of a bidder amongst the L-1 bidders through a Random Algorithm executed by GeM system.
14. In a category based bid, adding additional items, through buyer added, additional scope of work/ additional terms and conditions/or any other document. If buyer needs more items along with the main item, the same must be added through bunching category based items or by bunching custom catalogues or bunching a BoQ with the main category based item, the same must not be done through ATC or Scope of Work.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

All GeM Sellers/Service Providers shall ensure full compliance with all applicable labour laws, including the provisions, rules, schemes and guidelines under the four Labour Codes i.e. the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020 as and when notified and brought into force by the Government of India.

For all provisions of the Labour Codes that are pending operationalisation through rules, schemes or notifications, the corresponding provisions of the pre-existing labour enactments (such as The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972, etc. and relevant State Rules) shall continue to remain applicable.

The Seller/ Service Providers shall, therefore, be responsible for ensuring compliance under:

- **All notified and enforceable provisions of the new Labour Codes as mentioned hereinabove; and**
- **All operative provisions of the erstwhile Labour Laws until their complete substitution.**

All obligations relating to wages, social security, safety, working conditions, industrial relations etc.

and any other statutory requirements shall be strictly met by the Seller/ Service Provider. Any non-compliance shall constitute a breach of the contract and shall entitle the Buyer to take appropriate action in accordance with the contract and applicable law.

This Bid is governed by the General Terms and Conditions, conditions stipulated in Bid and Service Level Agreement specific to the Service, as the case may be, as provided in the Marketplace.

However, in case of Service, if any condition specified in General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement specific to said Service, then it will over-ride the conditions in the General Terms and Conditions.

This Bid is governed by the [सामान्य नियम और शर्तें/General Terms and Conditions](#), conditions stipulated in Bid and [Service Level Agreement](#) specific to this Service as provided in the Marketplace. However in case if any condition specified in सामान्य नियम और शर्तें/General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध में भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते समय बिडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्रवाई का आधार होगा।/In terms of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws.

---धन्यवाद/Thank You---