



OFFICE OF THE REGIONAL TRANSPORT AUTHORITY, K E O N J H A R

No. 3760/RTA. Dated 19/12/2019

Tender Notice for award of contract for providing of services of SECURITY GUARD for engagement for a period of three months.

Sealed tender are invited from intending reputed Manpower Agencies/ Service Providers to provide the services of SECURITY GUARD to be engaged in Office of the R.T.O., Keonjhar for engagement for a period of three months through a suitable placement agency on contract basis.

The detailed information for outsourcing the service of aforesaid post has been given in the Tender Document which may either be downloaded from the District website www.kendujhar.nic.in or obtained in person from the Regional Transport Officer, Keonjhar on any working day from 23.12.2019 between 10.00 A.M. to 5.30 P.M. (in working days) The sealed tender shall be deposited in the tender box of Regional Transport Officer, Keonjhar by the scheduled date and time fixed. The last date and time for submission of Tender document is 30.12.2019 by 11.00 A.M. The sealed tenders shall be opened in presence of the selection committee in presence of the tenderers or their authorized representative if present on 30.12.2019 at 01.30 PM.

The selection of Manpower Agencies / Service Providers shall be decided through lottery on the same date i.e. on 30.12.2019 at 01.30 PM in case the term and conditions offered by two or more Manpower Agencies / Service Providers becomes same as per notification.

The undersigned reserves the right to cancel any or whole tenders without assigning any reasons thereof.

REGIONAL TRANSPORT OFFICER,
KEONJHAR

Memo No. 3761/RTA.

dated the 19/12/2019

Copy to D.I.O. NIC, Keonjhar for uploaded the Tender Notice alongwith its enclosures in the District website for information of general public.

Copy submitted to the Collector & District Magistrate, Keonjhar for favour of kind information.

Copy to Addl. Commissioner (Tech), STA, Odisha, Cuttack/ Technical Director, NIC, STA/ Accounts Officer, STA, Odisha, Cuttack/DC Transport(NZ), Sambalpur for favour of information and to issue direction if necessary.

Copy to Office Notice Board.

REGIONAL TRANSPORT OFFICER
KEONJHAR

OFFICE OF THE REGIONAL TRANSPORT AUTHORITY, KEONJAHR

TENDER DOCUMENT

For providing services of SECURITY GUARD to the REGIONAL TRANSPORT OFFICER,
KEONJHAR by a Private Manpower Service Provider

- (a) Period of issue of Tender Document : From 23.12.2019 to 27.12.2019 during office hours in working days.
- (b) Date and time for submission of Tender Document : 30.12.2019 by 11.00 AM
- (c) Date and time for opening of
 - (i) Technical Bids : by 30.12.2019 by 01.30 PM
 - (ii) Financial Bids of eligible Bidders : by 30.12.2019 by 04.30 PM
- (d) Likely date for commencement of deployment of required manpower : 01.01.2020

CONTENTS OF TENDER DOCUMENT

Sl. No.	Description of contents	Page Number
1.	Scope of work and general instructions for service bidders	
2.	<u>Technical</u> specifications for the service provider and the manpower to be deployed in the Regional Transport Office by the Service Provider	
3.	Tender Application – for Security Guards	
4.	Tender Application – for Security Guards	
5.	Terms and conditions	
6.	Chronological order for arrangement of documents	

SCOPE OF WORK AND GENERAL INSTRUCTIONS FOR BIDDERS

1. The Regional Transport Officer, Keonjhar requires the services of reputed, well established and financially sound Manpower Service Providers to provide services of SECURITY GUARD on contract basis for a period of three months to work in Regional Transport Office, Keonjhar of Keonjhar District.
2. The contract for providing the aforesaid manpower is likely to commence for engagement and would continue for a period of three months. The Regional Transport Officer, Keonjhar, however, reserves right to terminate this initial contract at any time after giving one week's notice to the selected Service Provider.
3. The tentative requirement of SECURITY GUARD is 06 (SIX) and it may increase or decrease.
4. The estimated cost of the contract is Rs. 1,72,800/- (@ Rs.320/- dailyx30x3x6)
5. The interested Manpower Service Providers may submit the Tender Document complete in all respects along with Earnest Money Deposit (EMD) of Rs.864/ (Rupees eight hundred sixty four) only through bank draft in favour of RTO, Keonjhar and other requisite documents by last date 30.12.2019 upto 11.00 AM to the REGIONAL TRANSPORT OFFICER, KEONJHAR.
6. The various crucial dates relating to "Tender for providing Manpower Services to the REGIONAL TRNSPORT OFFICER, Keonjhar" are cited as under:
 - (a) Period of issue of Tender Document: 23.12.2019 to 30.12.2019 upto 11.00 AM
 - (b) Date and time for submission of Tender Document : 30.12.2019 upto 11.00 A.M.
 - (c) Date and time for opening of
 - (i) Technical Bid : 30.12.2019 at 01.30 PM
 - (ii) Financial Bids of eligible Tenders and selection : 30.12.2019 at 04.30 PM
 - (d) Likely date for commencement of Deployment of required manpower. : 01.01.2020.
7. The Tender has been invited under two bid system, i.e. Technical Bid and Financial Bid. The interested agencies are advised to submit two separate sealed envelopes superscribing "Technical Bid for providing Manpower Services to REGIONAL TRNSPORT OFFICER, Keonjhar" and "Financial Bid for providing Manpower Services to the REGIONAL TRNSPORT OFFICER, Keonjhar". Both sealed envelopes should be kept in a third sealed envelope superscribing "Tender for providing Manpower to the REGIONAL TRANSPORT OFFICER, Keonjhar".

8. The Earnest Money Deposit (EMD) of Rs.864/ (Rupees eight hundred sixty four)only, refundable (without interest), should be necessarily accompanied with the Technical Bid of the Service Provider in the form of Demand Draft / Pay Order drawn in favour of REGIONAL TRANSPORT OFFICER,KEONJHAR, failing which the tender shall be rejected summarily.
9. The successful tenderer will have to deposit a Performance Security Deposit of 10% i.e.Rs.17280/- (Rupees seventeen thousand two hundred eighty) only in the form of Bank Guarantee from any Nationalized Bank drawn in favour of REGIONAL TRANSPORT OFFICER, KEONJHAR covering the period of contract. In case, the contract is further extended beyond the initial period, the Bank Guarantee will have to be accordingly renewed by the successful tenderer.
10. The tendering Manpower Service Providers are required to enclose photocopies of the following documents (duly attested by Group "A" Gazetted Officers of the State Governments/ Central Government), alongwith the Technical Bid, failing which their bids shall be summarily / out rightly rejected and will not be considered any further:
 - (a) Registration certificate of the applicant organization;
 - (b) Copy of PAN / GIR card/GST;
 - (c) Copy of the IT return filed for the last three financial years;
 - (d) Copies of EPF and ESI certificates;
 - (e) Copy of the Service Tax Registration certificate;
 - (f) Certified extracts of the Bank account containing transactions during last three years
11. The conditional bids shall not be considered and will be out rightly rejected in very first instance.
12. All entries in the tender form should be legible and filled clearly. If the space for furnishing information is insufficient, a separate sheet duly signed by the authorized signatory may be attached. No overwriting or cutting is permitted in the Financial Bid Form. In such cases, the tender shall be summarily rejected. However, the cuttings, if any, in the Technical Bid Application must be initialed by the person authorized to sign the tender bids.
13. The Technical Bids shall be opened on the scheduled date and time on 17.12.2019 at 04.00 P.M. in the Office chamber of the REGIONAL TRNASPORT OFFICER, KEONJHAR , in presence of the representatives of the Manpower Service Providers, if any, who wish to be present on the spot at that time.
14. The Financial Bid of only those tenderers will be opened whose technical Bids are found in order. The Financial Bids shall be opened on 17.12.2019 at 04.30 P.M. in the Office chamber of the REGIONAL TRNASPORT OFFICER, KEONJHAR, KEONJHAR , in presence of the representatives of the Manpower Service Providers, if any, who wish to be present on the spot at that time.
15. The REGIONAL TRNASPORT OFFICER, KEONJHAR reserves the right to annul all bids without assigning any reason.

TECHNICAL REQUIREMENTS FOR THE TENDERING MANPOWER SERVICE PROVIDER

1. The tendering manpower service provider should fulfill the following technical specifications.

(a) The registered office or one of the branch offices of the manpower service provider should be located within the jurisdiction of the user Department/ Office. Besides, if the Department/ Head of Department/ Controlling Officer are procuring manpower for deployment in their Field Office(s), then the manpower service provider should provide the name, designation and contact number of the person to liaise with the said Field Office(s).

(b) They should be registered with the appropriate registration authority.

(c) They should have at least two/ three years' experience in providing manpower to Government Departments, Public Sector Companies/ Banks etc.

(d) They should have their own Bank Account.

(e) They should be registered with Income Tax and Service Tax Departments.

(f) They should be registered with appropriate authorities under Employees Provident Fund and Employees State Insurance Acts.

(g) They should have any other regulatory clearance (to be specified by the user Department) that may be required for providing manpower services.

(h) Minimum turn-over requirement. (To be assessed by the Department/ office keeping in view the present contract}

(i) Execution of contracts of similar type (minimum value to be prescribed) during preceding 3 years of value equal or more than 60% of the estimated cost of the present contract.

TECHNICAL REQUIREMENTS FOR MANPOWER TO BE DEPLOYED BY THE
SUCCESSFUL MANPOWER SERVICE PROVIDER TO THE REGIONAL TRANSPORT
OFFICER, KEONJHAR

1. He/she should be above 18 years of age and not exceeding 40 years.
2. The Minimum Educational Qualification for SECURITY GUARD will be 8th class passed with properly trained certificate from Security Guard Service having good moral character and experience.

APPLICATION – TECHNICAL BID

For providing manpower Services to REGIONAL TRNASPORT OFFICER, KEONJHAR .

1. Name of Tendering Manpower Service Provider: _____

2. Details of Earnest Money Deposit: DD No. _____ date _____
of Rs. _____ drawn on Bank _____

3. Name of Proprietor / Partner/ Director: _____

4. Full Address of Registered Office: _____

Telephone No.: _____

Fax No. _____

E-Mail Address: _____

5. Full address of operating/ Branch Office: _____

Telephone No.: _____

Fax No. _____

E-Mail Address: _____

6. Name & telephone No. of : _____
Authorised Officer/ Person
To liaise with Field Office(s).

7. Banker of the Manpower Service Provider: _____
(Attach certified copy of statement of A/C for the last three years)

Telephone Number of Banker: _____

8. PAN / GIR No. _____
(Attach attested copy)

9. Service Tax Registration No: _____
(Attach attested copy)

10. E.P.F. Registration No. _____
(Attach attested copy)

11. E.S.I. Registration No. _____
(Attach attested copy)

12. Financial turnover of the tendering Manpower Service Provider for the last 3 Financial Years.

Financial Year	Amount (Rs. Lacs)	Remarks, if any
2016-17		
2017-18		
2018-19		

13. Additional information, if any:

(Attach separate sheet if space provided is insufficient)

14. Give details of the major similar contracts handled by the tendering Manpower Service Provider during the last three years in the following format.

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

Sl. No.	Name of client, address, telephone & fax no.	Manpower Service provided		Amount of contract (Rs. Lacs.)	Duration of contract	
		Type of manpower provided	No.		From	To

15. Additional information, if any:
(Attach separate sheet, if required)

Signature of authorized Person

Name:
Seal:

Date:

Place:

DECLARATION

1. I, _____ Son / Daughter / Wife of Sri _____ Proprietor / Director / authorized signatory of the Service Provider, mentioned above, am competent to sign this declaration and execute this tender documents;
2. I have carefully read and understood all the terms and conditions of the tender and undertake to abide by them;
3. The information / documents furnished alongwith the above application are true and authentic to the best of my knowledge and belief. I / we, am / are well aware of the fact that furnishing of any false information / fabricated document would lead to rejection of my tender at any stage besides liabilities towards prosecution under appropriate law.

Signature of authorized Person

Name:

Seal:

Date:

Place:

APPLICATION – FINANCIAL BID
For providing Manpower Assistance to REGIONAL TRANSPORT OFFICER, KEONJHAR

1. Name of tendering Manpower Service Provider:
2. Rate per person per month (8 hours per day) inclusive of all statutory liabilities, taxes, levies, cess etc.:

Sl. No.	Manpower Type	Monthly Rate per Person						
		*Take home remuneration	EPF	ESI	Other statutory dues, if any	Service charge	Service Tax GST	Total per Person
01	Security Guard							

Signature of authorized Person

Name:
Seal:

Date:

Place:

Notes:

1. The total rates quoted by the tendering agency should be inclusive of all statutory / taxation liabilities in force after the time of entering into the contract.
2. The payment shall be made on conclusion of the calendar month only on the basis of No. of working days for which duty has been performed by each manpower.

TERMS & CONDITIONS

GENERAL

1. The Agreement shall commence from _____ and shall continue for a period of three months unless it is curtailed or terminated by the authority owing to deficiency of service, sub-standard quality of manpower deployed, breach of contract etc. or change in requirements.
2. The Agreement shall automatically expire after completion of three months unless extended further by the mutual consent of the Manpower Service Provider and the Authority.
3. The Agreement may be extended, on the same terms and conditions or with some additions / deletions / modifications, for a further specific period mutually agreed upon by the Manpower Service Provider and the Authority.
4. The Manpower Service Provider shall not be allowed to transfer, assign, pledge or subcontract its rights and liabilities under this Agreement to any other agency or organization by whatever name be called without the prior written consent of the Authority.
5. The RTO, Keonjhar, at present, has tentative requirement of 08 Nos. of security guards on urgent basis. The requirement may further increase or decrease marginally, during the period of initial contract also and the tenderer would have to provide additional manpower services, if required, on the same terms and conditions.
6. The Manpower Service Provider will be bound by the details furnished by it to the Authority while submitting the tender or at subsequent stage. In case, any of such documents furnished by it is found to be false at any stage, it would be deemed to be a breach of terms of Agreement making it liable for legal action besides termination of the Agreement.
7. The Authority reserves the right to terminate the Agreement during initial period also after giving 15 days notice to the Manpower Service Provider.
8. The Persons deployed shall be required to report for work for eight hours daily to the concerned RTO, Keonjhar and Addl. RTO, Barbil as may have been kept in-charge of the Office Establishment of the Office concerned and would leave at after the duty hours and may also be required to work beyond duty hours for which he/ she would not be paid any extra remuneration. In case, the Person deployed remains absent on a particular day or comes late / leaves early on three occasions, proportionate deduction from the remuneration for one day will be made.

9. In case the Person deployed is asked to work beyond duty hours he / she shall be entitled to late sitting-cum-refreshment compensation of Rs.50/- (fifty) per day.
10. The Person deployed may be called on holidays to attend duty and shall be paid extra remuneration as per rates approved by this Office on attending such duty.
11. The Manpower Service Provider shall nominate a coordinator who shall be responsible for immediate interaction with the Department so that optimal services of the Persons deployed could be availed without any disruption.
12. The entire financial liability in respect of manpower services deployed in the Office concerned shall be that of the Manpower Service Provider and the Office concerned will in no way be liable. It will be the responsibility of the Manpower Service Provider to pay to the Person deployed a sum not less than the minimum rate quoted in the financial bid and adduce such evidence as may be required by the Office concerned.
13. For all intents and purposes, the Manpower Service Provider shall be "Employer" within the meaning of different Rules & Acts in respect of manpower so deployed. The Persons deployed by the Manpower Service Provider shall not have any claim whatsoever like employer and employee relationship against the Office concerned.
14. The Manpower Service Provider shall be solely responsible for the redressal of grievances or resolution of disputes relating to persons deployed. The Office shall, in no way, be responsible for settlement of such issues whatsoever. In case the grievances of the deployed person are not attended to by the Manpower Service Provider, the deployed person can place grievance before a Joint Committee consisting of a representative of the Office concerned and Authorized representative of the Manpower Service Provider.
15. The Office shall not be responsible for any financial loss or any injury to any person deployed by the Manpower Service Provider in the course of their performing the functions/ duties or for payment towards any compensation.
16. The Persons deployed by the Manpower Service Provider shall not claim nor shall be entitled to pay, perks and other facilities admissible to regular / confirmed employees during the currency or after expiry of the Agreement.

17. In case of termination of this Agreement on its expiry or otherwise, the persons deployed by the Manpower service Provider shall not be entitled to and shall have no claim for any absorption in regular or other capacity.
18. The Person deployed shall not claim any benefit or compensation or absorption or regularization of deployment with Office under the provision of Rules and Acts. Undertaking from the Person deployed to this effect shall be required to be submitted by the Manpower service Provider.
19. The Manpower Service Provider must be registered with the concerned Govt. authorities, i.e. Labor Commissioner, Provident Fund authorities, Employees State Insurance Corporation etc., and a copy of the registration should be submitted. The Manpower service Provider shall comply with all the legal requirements for obtaining License under Contract Labor (Regulations and abolition) Act, 1970 if any, at his own part of cost.
20. The Manpower Service Provider shall provide a substitute well in advance if there occurs any probability of the person leaving the job due to his/ her own personal reasons. The payment in respect of the overlapping period of the substitute shall be responsibility of the Manpower Service Provider. The Manpower Service Provider shall be responsible for contributions towards Provident Fund and Employees State Insurance, wherever applicable.
21. The persons deployed by the Manpower Service Provider should have good police records and no criminal case should be pending against him.
22. The Persons deployed should be polite, cordial and efficient while handling the assigned work and their actions should promote good will and enhance the image of the Department or office concerned. The Manpower Service Provider shall be responsible for any act of indiscipline on the part of the Persons deployed.

LEGAL

23. The Persons deployed shall, during the course of their work be privy to certain qualified documents and information which they are not supposed to divulge to third parties. In view of this, they shall be required to take oath of confidentiality and breach of this condition shall make the Manpower Service Provider as well as the Person deployed liable for penal action under the applicable laws besides, action for breach of contract.
24. The Manpower Service Provider shall be responsible for compliance of all statutory provisions relating to minimum wages payable to different types of worker in respect of the persons deployed by it in the Office concerned. The Office concerned shall have no liability in this regard.
25. The Manpower Service Provider shall also be liable for depositing all taxes, levies, Cess etc. on account of service rendered by it to the Office concerned, to the concerned tax collection authorities from time to time, as per the rules and regulations in the matter. Attested Xerox copies of such documents shall be furnished to the Office concerned.
26. The Manpower Service Provider shall maintain all statutory registers under the Law and shall produce the same, on demand, to the authority of the Office concerned or any other authority under Law.
27. The Tax deduction at Source (T.D.S.) shall be done as per the provisions of Income Tax Act/ Rules, as amended, from time to time and a certificate to this effect shall be provided by the Office concerned.
28. In case, the Manpower Service Provider fails to comply with any liability under appropriate law, and as a result thereof, the Office concerned is put to any loss / obligation, monetary or otherwise, the Office concerned will be entitled to get itself reimbursed out of the outstanding bills or the Performance Security Deposit of the Manpower service Provider to the extent of the loss or obligation in monetary terms.
29. The Agreement is liable to be terminated because of non-performance, deviation of terms and conditions of contract, non-payment of remuneration of employed persons and non-payment of statutory dues. The Office concerned will have no liability towards non-payment of remuneration to the Persons employed by the Manpower Service Provider and the outstanding statutory dues of the Service Provider to statutory authorities. If any loss or damage is caused to the Office concerned by the Persons deployed, the same shall be recovered from the unpaid bills or adjusted from the Performance Security Deposit.

FINANCIAL

30. The Technical Bid should be accompanied with an Earnest Money Deposit (EMD), refundable without interest, of (Rupees 0.5% of the contract value) in the form of Demand Draft / Pay Order drawn in favour of the Regional Transport Officer, Keonjhar, failing which the tender shall be rejected out rightly.
31. The Earnest Money Deposit in respect of the agencies which do not qualify the Technical Bid (First Stage) / Financial Bid (Second competitive Stage) shall be returned to them without any interest. In case of successful tenderer if the agency fails to deploy the required manpower against the initial requirement within 30 days from the date of placing the order, the EMD shall stand forfeited without giving any further notice.
32. The successful tenderer will have to deposit a security money of Rs. _____/- (one month employee cost including statutory dues) in the form of Fixed Deposit Receipt (FDR) made in the name of the agency but hypothecated to the Regional Transport Officer, Keonjhar, covering the period of contract. In case, the contract is further extended beyond the initial period, the FDR will have to be accordingly renewed by the successful tenderer.
33. The successful tender will have to deposit a Performance Security Deposit of Rs. _____/- (Rupees _____) only in the form of Bank Guarantee from only Nationalized Bank drawn in favour of the Authority covering the period of contract. In case, the contract is further extended beyond the initial period, the Bank guarantee will have to be accordingly renewed by the successful tenders. The amount of performance security deposit is to be determined by the Authority taking into account the contractual obligation of the manpower service provider.
34. In case of breach of any terms and conditions attached to this agreement, the Performance Security Deposit of the Manpower Service Provider shall be liable to be forfeited besides annulment of the agreement.
35. The Manpower service Provider shall raise the bill, in triplicate, alongwith attendance sheet duly verified by the Office concerned in respect of the Persons deployed and submit the same to the prescribed authority in the first week of the succeeding month. As far as possible, the payment will be released by the second week of the succeeding month.

36. The claims in bills regarding Employees State Insurance, Provident Fund and Service Tax etc. should be necessarily accompanied with documentary proof pertaining to the concerned bill month. A requisite portion of the bill or whole of the bill amount shall be held up till such proof is furnished, at the discretion of the Office concerned.
37. The amount of penalty calculated @ Rs.100 per day on account of delay, if any, in providing a suitable substitute for the period beyond three working days by the Manpower Service Provider shall be deducted from its monthly bills in the succeeding month.
38. The Authority reserves the right to withdraw or relax any of the terms and condition mentioned above so as to overcome the problem encountered at a later stage.
39. In the event of any dispute arising in respect of the clauses of the agreement, the same shall be resolved through negotiation. Alternatively, the dispute shall be referred to the next higher authority or controlling officer for his decision and the same shall be binding on all parties.
40. All disputes shall be under the jurisdiction of the court at the place where the headquarters of the authority, who has executed the agreement, is located.
41. The successful bidder will enter into an agreement with this Office for supply of suitable and qualified manpower as per requirement of this Office on the above terms and conditions.

DOCUMENTS TO BE PROVIDED WITH THE TECHNICAL BID

1. Application – Technical Bid;
2. Attested copy of registration of agency;
3. Certified copy of the statement of Bank Account of agency for the last three years;
4. Attested copy of PAN / GIR Card / GST ;
5. Attested copy of the latest IT return filed by agency;
6. Attested copy of Service Tax registration certificate;
7. Attested copy of the P.F. registration letter / certificate;
8. Attested copy of the E.S.I. Registration letter / certificate;
9. Certified documents in support of the Financial turnover of the agency;
10. Certified documents in support of entries in column 13 of Technical Bid application;
11. Copy of the terms and conditions at pages in Tender Document with each page duly signed and sealed by the authorized signatory of the agency in token of their acceptance.

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

1. List of Manpower shortlisted by agency for deployment in Regional Transport Officer, Keonjhar containing full details, i.e. date of birth, marital status, address, educational qualification etc.
2. Bio-data of all persons.
3. Any other document considered relevant.

AGREEMENT

This Agreement is made on this _____ day of _____ Between the Joint Commissioner, Transport (Road Safety), STA, Odisha, Cuttack represented by the Regional Transport Officer, Keonjhar here-in-after referred to as the "Authority" which expression shall, where the context so requires or admits, also include its successors or assignees of the one part;

AND

M/s _____ represented by Sri _____ here-in-after called the "Manpower Service Provider" which expression shall, where the context so requires or admits, also include its successors or assignees of the other part;

Whereas, the "Authority" desires that the services of " _____ " are required in Regional Transport Office, of Keonjhar district

And whereas the "Manpower Service Provider" has offered its willingness to the same in conformity with the provisions of the agreement;

And whereas the "Authority" has finalized the rate as per the terms and conditions of the agreement to the "Manpower Service Provider".

Now this agreement witnesses as below:-

1. That the Annexure containing the Terms and Conditions shall be deemed to form and to be read and construed as part of this agreement.
2. That in consideration of the payment to be made by the "Authority" to the "Manpower Service Provider", the "Manpower Service Provider" hereby agrees with the "Authority" to provide personnel to be engaged as Security Guard in Regional Transport Office, Keonjhar of the district in conformity with the provisions of the Terms and conditions.
3. That the "Authority" hereby further agrees to pay the "Manpower Service Provider" the contract price at the time and in the manner prescribed in the said Terms and Conditions.
4. That in the event of any dispute that may arise it shall be settled as per the Terms and Conditions of the contract.
5. That this agreement is valid up to

IN WITNESS WHEREOF the parties have caused their respective common seals to be here unto affixed or have here unto set their respective hands and seals on the day and year first written above.

Signature of the Officer
Authorized to sign on behalf of
Manpower Service Provider

Signature of the Authority
an Officer acting in the premises
for and on behalf of the
Joint Commissioner, Transport (Road
Safety) STA, Odisha, Cuttack.

In the presence of witness:-

Witness

1. Name:
Address:

2. Name:
Address:

Witness

1, Name:
Address:

2. Name:
Address

ANNEXURE

TERMS AND CONDITIONS OF THE AGREEMENT

1. The Agreement shall commence from _____ and shall continue for a period of three months unless it is curtailed or terminated by the authority owing to deficiency of service, sub-standard quality of manpower deployed, breach of contract etc. or change in requirement.
2. The Agreement shall automatically expire after completion of three months unless extended further by the mutual consent of the Manpower Service Provider and the Authority.
3. The Agreement may be extended, on the same terms and conditions or with some additions / deletions / modifications, for a further specific period mutually agreed upon by the Manpower Service Provider and the Authority.
4. The Manpower Service Provider shall not be allowed to transfer, assign, pledge or subcontract its rights and liabilities under this Agreement to any other agency or organization by whatever name be called without the prior written consent of the Authority.
5. The Manpower Service Provider will be bound by the details furnished by it to the Authority while submitting the tender or at subsequent stage. In case, any of such documents furnished by it is found to be false at any stage, it would be deemed to be a breach of terms of Agreement making it liable for legal action besides termination of the Agreement.
6. The Authority reserves the right to terminate the Agreement during initial period also after giving 15 days notice to the Manpower Service Provider.
7. The Persons deployed shall be required to report for work for eight hours daily to the Regional Transport Officer, Keonjhar or such other Officer as may have been kept in charge of the Office Establishment of the Office concerned and would leave after duty hours and may also be required to work beyond duty hours for which he/ she would not be paid any extra remuneration. In case, the person deployed remains absent on a particular day or comes late / leaves early on three occasions, proportionate deduction from the remuneration for one day will be made.
8. In case the person deployed is asked to work beyond duty hours, he/ she shall be entitled to late sitting-cum-refreshment compensation of Rs.50- (fifty) per day.
9. The person deployed may be called on holidays to attend duty and shall be extra remuneration as per rates approved by this Office on attending such duty.
10. The Manpower Service Provider shall nominate a coordinator who shall be responsible for immediate interaction with the Office so that optimal service of the persons deployed could be availed without any disruption.

11. The entire financial liability in respect of manpower services deployed in the Office concerned shall be that of Manpower Service Provider and the Office concerned will no way be liable. It will be responsibility of the Manpower Service Provider to pay to the person deployed a sum not less than the minimum rate quoted in the financial bid and adduce such evidence as may be required by the Office concerned.
12. For all intents and purposes, the Manpower Service Provider shall be the "Employee" within the meaning of different Rules & Acts in respect of manpower so deployed. The persons deployed by the Manpower Service Provider shall not have any claim whatsoever like employer and employee relationship against the Office concerned.
13. The Manpower Service Provider shall be solely responsible for the redressal of grievances or resolution of disputes relating to persons deployed. The Office shall, in no way, be responsible for settlement of such issues whatsoever. In case the grievances of the deployed person are not attended to by the Manpower Service Provider, the deployed person can place their grievance before a Joint Committee consisting of a representative of the Office concerned and an Authorized representative of the Manpower Service Provider.
14. The Office shall not be responsible for any financial loss or any injury to any person deployed by the Manpower Service Provider in the course of their performing the functions / duties or for payment towards any compensation.
15. The persons deployed by the Manpower Service Provider shall not claim nor shall be entitled to pay, perks and other facilities admissible to regular / confirmed employees during the currency or after expiry of the Agreement.
16. In case of termination of this Agreement on its expiry or otherwise, the persons deployed by the Manpower Service Provider shall not be entitled to and shall have no claim for any absorption in regular or other capacity.
17. The person deployed shall not claim any benefit or compensation or absorption or regularization of deployment with office under the provision of Rules and Acts. Undertaking from the person deployed to this effect shall be required to be submitted by the Manpower Service Provider.
18. The Manpower Service Provider must be registered with the concerned Govt. Authorities, i.e. Labour Commissioner, Provident Fund Authorities, Employees State Insurance Corporation etc. and a copy of the registration should be submitted. The Manpower Service Provider shall comply with all the legal requirements for obtaining License under Contract Labour (Regulations and Abolition) Act, 1970 if any, at his own part and cost, if required under the Act.

19. The Manpower Service Provider shall provide a substitute well in advance if there occurs any probability of the person leaving the job due to his/ her own personal reasons. The payment in respect of the overlapping period of the substitute shall be responsibility of the Manpower Service Provider. The Manpower Service Provider shall be responsible for contributions towards Provident Fund and Employees State Insurance, wherever applicable.
20. The persons deployed by the Manpower Service Provider should have good police records and no criminal case should be pending against them.
21. The persons deployed should be polite, cordial and efficient while handling the assigned work and their actions should promote good will and enhance the image of the Office concerned. The Manpower Service Provider shall be responsible for any act of indiscipline on the part of the persons deployed.
22. The persons deployed shall, during the course of their work be privy to certain qualified documents and information which they are not supposed to divulge to third parties. In view of this, they shall be required to take oath of confidentiality and breach of this condition shall make The Manpower Service Provider as well as the person deployed liable for penal action under the applicable laws besides, action for breach of contract.
23. The Manpower Service Provider shall be responsible for compliance of all statutory provisions relating to minimum wages payable to different types of worker in respect of the persons deployed by it in the Office concerned. The Office concerned shall have no liability in this regard.
24. The Manpower Service Provider shall also be liable for depositing all taxes, levies, Cess etc. on account service rendered by it to the Office concerned to the concerned tax collection authorities, from time to time, as per the rules and regulations in the matter. Attested xerox copies of such documents shall be furnished to the office concerned.
25. The Manpower Service Provider shall maintain all statutory registers under the law and shall produce the same, on demand, to the authority of the Office concerned or any other authority under law.
26. The Tax deduction at Source (T.D.S.) shall be done as per the provisions of Income Tax Act/ Rules, as amended, from time to time and a certificate to this effect shall be provided by the Office concerned.
27. In case, the Manpower Service Provider fails to comply with any liability under appropriate law, and as a result thereof, the Office concerned is put to any loss / obligation, monetary or otherwise, the Office concerned will be entitled to get itself reimbursed out of the outstanding bills or the Performance Security Deposit of the Manpower Service Provider, to the extent of the loss or obligation in monetary terms.

28. The Agreement is liable to be terminated because of non-performance, deviation of terms and conditions of contract, non-payment of remuneration of employed persons and non-payment of statutory dues. The Office concerned will have no liability towards non-payment of remuneration to the persons employed by the Manpower Service Provider and the outstanding statutory dues of the Service Provider to statutory authorities. If any loss or damage is caused to the Office concerned by the persons deployed, the same shall be recovered from the unpaid bills or adjusted from the Performance Security Deposit.
29. In case of breach of any terms and conditions attached to this agreement, the Performance Security Deposit of the Manpower Service Provider shall be liable to be forfeited besides annulment of the Agreement.
30. The Manpower Service Provider shall raise the bill, in triplicate, alongwith attendance sheet duly verified by the Office concerned in respect of the persons deployed and submit the same to the prescribed authority in the first week of the succeeding month. As far as possible, the payment will be released by the second week of the succeeding month.
31. The claims in bills regarding Employees State Insurance, Provident Fund and Service Tax etc. should be necessarily accompanied with documentary proof pertaining to the concerned bill month. A requisite portion of the bill or whole of the bill amount shall be held up till such proof is furnished, at the discretion of the Office concerned.
32. The amount of penalty calculated @ Rs.100 per day on account of delay, if any, in providing a suitable substitute for the period beyond three working days by the Manpower Service Provider shall be deducted from its monthly bills in the succeeding month.
33. The Authority reserves the right to withdraw or relax any of the terms and condition mentioned above so as to overcome the problem encountered at a later stage.
34. In the event of any dispute arising in respect of the clauses of the agreement, the same shall be resolved through negotiation. Alternatively, the dispute shall be referred to the next higher authority or Controlling Officer for his decision and the same shall be binding on all parties.
35. All disputes shall be under the jurisdiction of the court at the place where the headquarters of the authority, who has executed the agreement, is located.
