

OFFICE OF THE PRINCIPAL, INDUSTRIAL TRAINING INSTITUTE, BHUBANESWAR

Tender Call Notice No. 1218 Dt. 02.09.2023

Sealed Tenders are invited from reputed Manpower Agencies/Service Providers to provide the services of Manpower on outsourcing basis for official work of Principal, ITI Bhubaneswar.

The cost of tender documents is Rs. 525/- (non-refundable inclusive GST) only which will be deposited in the shape of Demand Draft drawn on any Nationalized Bank in favour of the Principal ITI, Bhubaneswar payable at Bhubaneswar. The tender document shall only be downloaded from the official website www.govtibtbsr.in & submitted within the due date along with the cost of the tender paper failing which in no circumstance the tender will not be acceptable competitions.

Tender should be accompanied by refundable Earnest Money Deposit (EMD) of Rs. 2,000/- (Rupees two thousand) only in the shape of Demand Draft drawn in favour of Principal, ITI, Bhubaneswar on any Nationalized Bank payable at Bhubaneswar Tender claiming exemption/concession for EMD /tender document fees has to submit copy of relevant documents for providing manpower service to avail such benefit.

The last date of receipt of Tender document by Register Post/ Speed Post is on Dt. **26.09.2023** up to 4 PM at ITI, Bhubaneswar, Near Governor House, Unit-8, Po- Nayapalli, Bhubaneswar by Registered Post/Speed Post only. The Principal shall not be held responsible for any postal delay. No Tender shall be received in person or by hand.

The undersigned reserves the right to accept or reject or cancel any or all bids without assigning any reason thereof.


Principal,
Industrial Training Institute,
Bhubaneswar
2/9/23

SCOPE OF WORK AND GENERAL INSTRUCTION FOR BIDDERS

1. The Principal, ITI, Bhubaneswar requires the services of reputed, reliable and financially sound Manpower Service Providers to provide Manpower services under the following areas.
 - Front Desk Management : 1 no.
 - Driver : 1 no.
 - Security Guard (Civil) : 2 nos
 - Lady Sweeper : 1 no.
2. The contract for providing the aforesaid services is for twelve calendar month for the date of contract agreement. The contract may be curtailed/terminated before the end of contract period owing to insufficiency in service or substandard quality of services executed by the selected Service Provider or because of change in requirement of Principal, ITI, Bhubaneswar .However it reserves the right to terminate this initial contract at any time after giving one month notice to the selected service provider by the Principal, ITI, Bhubaneswar.
3. The interested Manpower Service Providers may submit the Tender document duly filled in all respect along with Earnest Money Deposit (EMD) of Rs.2,000/- (Rupees two thousand) only in shape of Bank Draft in the name of Principal, ITI, Bhubaneswar payable at Bhubaneswar and other requisite documents on or before **26.09.2023** at 4 PM in the Office of the Principal, ITI, Bhubaneswar, Near Governor House, Unit-8, Po- Nayapalli, Bhubaneswar-751012 through Regd. Post/ Speed Post Only.

The bidders should download the Tender Papers from Website : www.govtitiibbsr.in and enclose a Demand Draft of Rs. 525/- inclusive of GST towards the cost of tender drawn in favour of Principal, ITI, Bhubaneswar payable at Bhubaneswar .

The various dates relating to “Tender for Providing Manpower Services” to the Principal, ITI, Bhubaneswar are cited as under.

- (a) Period of downloading of Tender documents: From **05.09.2023** onwards.
 - (b) Date for submission of Tender Documents from **05.09.2023** to **26.09.2023** up to **4 P.M** (By Regd. Post/Speed Post only).
 - (c) Date and time for opening of Tender : **27.09.2023**.
 - (i) Technical Bids: **27.09.2023** at 11 AM.
 - (ii) Financial Bids of eligible Bidders: **27.09.2023** at 3 P.M.
4. The tender envelopes should be superscripted “Tender for providing Manpower Services to Principal, ITI, Bhubaneswar and it must be sealed.


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5. The Earnest Money, Deposit (EMD) Rs.2000/- (Rupees two thousand) 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 Principal, ITI, Bhubaneswar payable at Bhubaneswar failing which the Tender shall be rejected.
6. The successful Tenderer will have to deposit a Performance Security of Rs.10,000/- (Rupees **Ten Thousand**) only in the form of Bank Guarantee from any Nationalised Bank in favour of the Principal, ITI, Bhubaneswar payable at Bhubaneswar covering the period of contract. In case the contract is further extended beyond the initial period, the Bank Guarantee will have to be renewed accordingly by the successful Tenderer.
7. Conditional bids shall not be considered and will be out rightly rejected.
8. 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 authorised 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 must be initialled person authorised to sign the Tender.
9. The Technical Bids shall be opened on the scheduled date and time, in the e-library Hall of the Principal, ITI, Bhubaneswar in presence of the authorised representatives of the Manpower Service Providers, if any, who wish to be present on the spot at that time.
10. The Principal, ITI, Bhubaneswar reserves the right to accept/reject or cancel any or all bids without assigning any reason thereof.


TECHNICAL REQUIREMENTS FOR THE TENDERING MANPOWER SERVICE PROVIDER

1. The Manpower Service Provider should fulfil the following technical specifications.
 - a. The registered office of the Manpower Service Provider should be located within Odisha.
 - b. The Service Provider for services should have experience in providing services Services to (Central/State) Government/PSU Departments. Proof of the successful execution of work from competent authority is to be enclosed.
 - c. The Manpower Service Provider should have own Bank Account.
 - d. The Manpower Service Provider should be registered with Service Tax Departments and should have valid GST Registration Number.
 - e. The Manpower Service Provider should be registered with appropriate authorities under Employees Provident Fund and Employees State Insurance Acts.
 - f. The Manpower Service Provider should be registered with Labour Department, i.e. License under Contract Labour (Regulations and Abolition) Act,1970.

- g. The Service Provider should be a financially sound party and his annual turnover should not be less than Rs.15,00,000/-(Rupees Fifteen lakh). Copy of audited financial statement for the financial year 2021-2022 & 2022-2023 should be attached.

TECHNICAL REQUIREMENTS FOR MANPOWER TO BE DEPLOYED BY THE SUCCESSFUL MANPOWER SERVICE PROVIDER IN THE OFFICE OF PRINCIPAL,ITI,BHUBANESWAR ON OUTSOURCING BASIS THROUGH CONTRACT AGREEMENT FOR A PERIOD OF TWELVE CALENDER MONTH ONLY.

1. He/ She should be of above 18 years of age and not exceeding 40 years.
2. The Minimum Educational Qualification for Front Desk Management will be graduation in any discipline. The Front Desk Management should have a speed of 400 characters per minutes in English and should be well conversant with computers and essentially well trained in Window, MS Office, Internet and LAN Function. Minimum experience of two years as Front Desk Management is essential.
3. The Minimum Educational Qualification of Watchman/ Sweeper will be Class-VII Pass.
4. For deployment of Driver, the candidate must have possessed light vehicle licence.


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TECHNICAL BID

1. Name of Tendering Manpower Service Provider_____
2. Details of Earnest Money Deposit: Demand Draft _____Dt. _____Rs. _____
Drawn on Bank_____.
3. Name of Proprietor/Partner/Director_____
4. Address of Registered Office_____
- E-mail_____Address_____Telephone No._____
- Mobile No._____.
5. Full address of operating/Branch Office:_____
- E-mail_____Address_____Telephone No._____
6. Name & Telephone No. of Authorised Officer/person to liaison with field
Office(s)_____
7. Banker of the manpower Service Provider_____
8. Telephone Number of Banker_____
9. PAN/GIR No._____
10. GST Registration No.;_____ (Attached self attested copy)
11. E.P.F. Registration No._____ (Attached self attested copy)
12. E.S.I., Registration No:_____ (Attached self attested copy)
13. Labour License No._____ (Attached self attested copy)
14. Financial turnover of the tendering Service Provider

Financial Year	Amount (Rs. Lakh)	Remarks, if any
2021-22		
2022-23		

15. Additional information, if any

16. Give details of the major similar contract handled by the tendering Manpower Service Provider during the last two years in the following format.

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

Sl. No.	Name of client, address, telephone No.	Type of Manpower Provided	Nos.	Amount of contract Rs. Lakhs	Duration of contract	
					From	To

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

16. The Annual Return/e-return/Challan filed in ESI and EPF for last year up to March, 2023. (attach attested copies).

17. Additional Information if any

(Attach separate sheet, if required)

Date:

Place:

Signature of Authorised person,
Full Name
Seal

DECLARATION

I _____, Son/Daughter/wife of
Shri _____ Proprietor/Director/Authorised
signatory of the Service Provider, Mentioned above, am competent to sign this declaration and
exercise this tender document.

1. I have carefully read and understood all the terms and conditions of the Tender and undertake to abide by them.
2. The information/documents furnished along with the above bid documents are true and authentic to the best of my knowledge and belief. I/We, am/are well aware of the fact that furnishing any false information /fabricated document should lead to rejection of my/our tender at any stage besides liabilities towards prosecution under appropriate law.
3. I/We have not been black listed by any (Central/State)Government/PSU.

Date:


Place:

Signature of authorised person,

Full Name:

Seal

(Seal & Signature of Bidder)


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2/4/23

FINANCIAL BID

For providing to manpower service provider to Principal, ITI, Bhubaneswar

1. Name of tendering manpower service provider :
2. The bidder shall give the rate per person per month inclusive of all statutory liabilities, taxes, levies, cess, profit, etc.

Sl. No.	Manpower type	Monthly Rate per person						
		Home take remuneration (Rs.)	Employer EPF share as applicable	Employer ESI share as applicable	Other Statutory dues if any (Rs.)	Service charges (Rs.)	GST(Rs.)	Total per persons (Rs.)
1	Front Office Management							
2	Driver							
3	Security Guard (Civil)							
4	Lady Sweeper							

Note : Minimum home take remuneration of the person would be as per Government norms in force.

Date:

Place:

Signature of authorised person
(Full Name)

Seal & Signature of Bidder


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TERMS AND CONDITIONS

GENERAL

1. The contract shall likely to commence from the date of placing of order for a period of one year unless it is curtailed or terminated by the authority owing to inefficiency of service, sub-standard quality of manpower deployed, breach of contract etc, or change in requirements.
2. The contract shall automatically expire on completion of one year unless or otherwise extended further on mutual consent of the Service Provider and the Principal, ITI, Bhubaneswar.
3. The contract 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 Provider and the Principal, ITI, Bhubaneswar.
4. The Service Provider shall not be allowed to transfer, assign, pledge or sub contract its rights and liabilities to any other agency or organisation.
5. The Principal ITI, Bhubaneswar at present, has tentative requirement of 01 no. Front Desk Management, 2 nos security guard, 01no. Driver, 01 no. Sweeper. The requirement of Manpower may further increase or decrease , 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 Service Provider will be bound by the details furnished by it to the Principal, ITI, Bhubaneswar while submitting the Tender or at any 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 contract making it liable for legal action besides termination of the contract.
7. The authority reserves the right to terminate the agreement during initial period also after giving one month notice to the Service Provider.
8. The persons deployed shall be required to report for work at assign time and shall work under the Officer as may have been kept in charge of the office. In case the person deployed comes late/leaves early on three occasions, proportionate deduction from the remuneration for one day will be made.
9. The persons deployed shall avail holidays as prescribed in Govt. Calendar. Their services can also be utilised as and while required.

10. The service Provider shall nominate a coordinator who shall be responsible for immediate interaction with the Principal, ITI, Bhubaneswar so that optimal services of the persons deployed could be availed without any disruption.
11. The entire financial liability in respect of manpower services deployed in Principal, ITI, Bhubaneswar shall be that of the Manpower Provider and the Principal, ITI, Bhubaneswar will in no way be liable. It will be the responsibility of the Service Provider to pay to the person deployed a sum not less than the minimum rate quoted in the financial bid and show such evidence as may be required by the Principal, ITI, Bhubaneswar.
12. For all intents and purposes, the Service Provider shall be “Employer” within the meaning of different Rules and Acts in respect of manpower so deployed. The person deployed by the Service Provider shall not have any claim whatsoever like employer and employee relationship against the Principal, ITI, Bhubaneswar. There shall not be employer-employee relationship between ITI, Bhubaneswar and the persons deployed on outsourcing basis.
13. The Manpower Service Provider shall be solely responsible for the redressal of grievances of resolution of disputes relating to persons deployed. The Principal, ITI, Bhubaneswar shall, in no way, be responsible for settlement of such issues whatsoever. In case the grievances of the deployed persons are not attended to by the Service Provider, the deployed persons can place their grievance before a joint committee consisting of a representative of the Principal, ITI, Bhubaneswar and an Authorised representative of the Service Provider.
14. The Principal, ITI, Bhubaneswar shall not be responsible for any financial loss or any injury/death of any person deployed by the Service Provider in the course of performing the functions/duties or for payment towards any compensation.
15. The persons deployed by the Service Provider shall not claim nor shall be entitled to pay, perks and other facilities admissible to regular/confirmed employees during the contract or after expiry of the contract.
16. In case of termination of this agreement on its expiry or otherwise, the persons deployed by the Service Provider shall not be entitled to and shall have no claim for any absorption in regular or in other capacity.
17. The person deployed shall not claim any benefit or compensation or absorption or regularisation or deployment with this office under the provision of Rules and Acts. Undertaking in the form of an affidavit, from the person deployed to this effect shall be required to be submitted by the Service Provider.
18. The 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 registration should be submitted. The service provider shall complete with all the legal requirements for obtaining License under Contract labour (Regulations and Abolition) act'1970 if any, at his own part and cost.

19. The Service Provider shall provide a substitute well in advance if there occurs any probability of the person leaving the job due to hi/her own personal reasons. The payment in respect of the overlapping period of the substitute shall be the responsibility of the Service Provider. The Service Provider shall be responsible for contribution towards provident Fund and Employees State Insurance, wherever applicable and the proof of such deposit shall be submitted as and when required by the Principal, ITI, Bhubaneswar.
20. The persons deployed by the 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 handing the assigned work and their actions should promote good will and enhance the image of Principal, ITI, Bhubaneswar. The Service Provider shall be responsible for any act of indiscipline by the persons deployed.
22. The service provider shall provide manpower in 1'05 ration against the requirement for which due selection procedure shall be made by the Principal, ITI, Bhubaneswar before engagement of the manpower.

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 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 as payable to different types of workers in respect of the persons deployed by it in Principal, ITI, Bhubaneswar. The Principal, ITI, Bhubaneswar shall have no liability in this regard.
25. The Service Provider shall also be liable for depositing all taxes, levies, cess etc. On account of service rendered by it to Principal, ITI, Bhubaneswar to the concerned tax collection authorities, from time to tie, as per the rules and regulations in the matter. Attested Xerox Copies of such documents shall be furnished to the Principal, ITI, Bhubaneswar bi-monthly with the bill.
26. The Service Provider shall maintain all statutory registers under the Law and shall produce the same, on demand, to the Principal, ITI, Bhubaneswar or any other authority under law.


27. The Tax deduction at source (TDS) 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 Principal, ITI, Bhubaneswar.
28. In case, the Service Provider fails to comply with any liability under appropriate law and as a result thereof, the Principal, ITI, Bhubaneswar is put to any loss/obligation monetary or otherwise Principal, ITI, Bhubaneswar of the outstanding bills or the performance security deposit of the Service Provider, to the extent of the loss obligation in monetary terms.
29. The Agreement is liable to be terminated because of non-performance, deviation of terms and condition of contract, non-payment of remuneration to employed persons and non-payment of statutory dues. The Principal, ITI, Bhubaneswar will have no liability towards non-payment of remuneration to the persons employed by the Service Provider and the outstanding statutory dues of the service provider to statutory authorities. If any loss is caused to the Principal, ITI, Bhubaneswar by the person deployed the same shall recovered from the unpaid bills or adjusted from the performance security Deposit.

FINANCIAL BID

30. The financial bid should be accompanied with an Earnest Money Deposit (EMD) of refundable without interest of Rs.2000/- (Rupees Two Thousand) only, In the form of Demand Draft/Pay Order drawn in favour of "Principal, ITI, Bhubaneswar" failing which the Tender shall be rejected out rightly. The tenderer claiming exemption/concession for EMD/Tender document for providing manpower service to avail such benefit.
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 15 days from date of placing the order the EMD shall stand forfeited without giving any further Notice.
32. The successful tenderer will have to deposit a Performance Security Deposit of Rs.21,000/- (Rupees Twenty One Thousand) only in the form of Bank Guarantee from any Nationalised Bank in favour of the "Principal, ITI, Bhubaneswar" 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 bidder.
33. In case of breach of any terms and conditions attached to this agreement, the performance security Deposit of the Service Provider shall be liable to be forfeited beside annulment of the Agreement.

PAYMENT TERMS

34. The Service Provider shall raise the bill, along with signature of all Manpower and the certification by concerned officer as a proof that the payments to all have been made by Contractor in the presence of concerned officer of the section. On monthly basis, the contractor should submit the bill (in duplicate) along with photocopies of (Wages and attendance) registers for that month as prescribed under minimum wages act, and authenticated proofs for payment of (EPF, ESI) with ECR 8 Service tax dues in respect of all Manpower's latest by 7th of the following month duly certified by the concerned officer, for payment as per different tender's terms-conditions. The contractor shall Submit the bill by 10th of the subsequent month.
35. As far as possible the payment will be released by the 25th of the month.
36. The amount of penalty calculated@ 100 per day on account of delay, if any, in providing suitable substitute for the period beyond three working days by the Service Provider shall be deducted from its monthly bills in the succeeding month.
37. The Authority reserves the right to withdraw or relax any of the terms and Condition mention above so as to overcome the problem encountered at a later stage.
38. In the event of any dispute arising In respect of the clauses of the agreement of the same shall be resolved through negotiation. Alternatively the dispute shall be referred to the next higher authority for his decision and the same shall be binding on all parties.
39. All disputes shall be under the jurisdiction of Bhubaneswar.
40. The successful bidder will enter in to an agreement with the DTE&T, Odisha for providing quality services as per requirement of this office on the above terms & conditions.


Principal,
Industrial Training Institute,
Bhubaneswar
2/14/23

MANDATORY DOCUMENTS TO BE PROVIDED


1. Technical Bid and Financial Bid to be submitted separately.
2. Self-attested copy of Registration Certificate of agency :
3. Self-attested copy of PAN/GIR Card.
4. Self-attested copy of IT Return of 2019-20,2020-21 and 2022-23 assessment year filed by agency;
5. Self-attested copy of GST Registration Certificate.
6. Self-attested copy of E.P.F Registration Certificate with proof of payment up to 31.03.2023.
7. Self-attested copy of E.S.I Registration Certificate with proof of payment up to 31.03.2023.
8. Self-attested copy of Labour License, Registration Certificate under Contract Labour (Regulations and Abolition) Act, 1970.
9. Self-attested copy of similar type of work Experience for providing Data Entry Operator, Driver, Lady Sweeper and Security Guard (Civil).
10. Certified documents in support of financial turn over for the financial year 2019-20, 2020-21 and 2022-23 duly signed by the Chartered Accounts.
11. Copy of the all pages in Tender document with each page duly signed and sealed by the authorised signatory of the agency in token of their acceptance.

Failures to submit any of the above documents will lead to rejection of the Tender.

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

1. List of Manpower to be provided by the agency for selection of manpower in details i.e. date of birth, marital status, address, educational qualification etc.
2. Bio-data indicating the permanent, temporary address, colour photograph and Cell Phone Number.
3. Undertaking from the person concerned.
4. Any other relevant document.

Seal & Signature of Bidder


Principal,
Industrial Training Institute,
Bhubaneswar

AGREEMENT

This Agreement is made on this day of _____

Between

The Principal, Industrial Training Institute, Bhubaneswar represented by Sri _____ herein 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 successor or assignees of the other part.

Whereas, the "Authority" desires that the services of " _____ " are required in The Principal, I.T.I, Bhubaneswar/ Office.

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

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

Now this agreement witness 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 _____ in the Principal, ITI, Bhubaneswar 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.

That this agreement is valid up to _____.

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

Signature of the Contractor

Signed and delivered

Name/Address of the Contractor

Principal, ITI, Bhubaneswar

In the presence of witness:-

1. Signature :

Name

Designation:

Address:

1. Signature

Name:

Designation:

Address:

Seal & Signature of Bidder

ANNEXURE TERMS AND CONDITIONS OF THE AGREEMENT

1. The agreement shall commence from _____(date) and shall continue till date 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 on (date) 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. 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 of 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 at 10.00AM & shall work under the Officer as may have been kept in charge of the Office. 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. The Service Provider shall nominate a coordinator who shall be responsible for immediate interaction with the ITI, Bhubaneswar so that optimal services of the persons deployed could be availed without any disruption.
 - (a). The profile of DEO to be deployed shall be submitted to ITI, Bhubaneswar. The ability of the person concerned will be tested by our Experts& successful candidates will be deployed by the agency.
 - (b). The persons deployed are entitled to avail one day weekly off.
 - (c). The persons deployed may be called upon on Sunday to attend duty for which they may avail any subsequent weekly day as weekly day of rest with due permission of concerned officer.
9. The entire financial liability in respect of services deployed in the ITI, Bhubaneswar shall be that of the Service Provider and the ITI, Bhubaneswar will in no way be liable. It will be the responsibility of the Service Provider to pay to the person deployed a sum not less than the minimum rate quoted in the financial bid and produce such evidence as may be required by the ITI, Bhubaneswar.

10. For all intents and purposes, the Manpower's Service Provider shall be "Employer" within the meaning of different rules and acts in respect of manpower so deployed. The person deployed by the Service Provider shall not have any claim whatsoever like employer and employee relationship against the ITI, Bhubaneswar. There shall not be employer-employee relationship between ITI, Bhubaneswar and the persons deployed on outsourcing basis.

11. The Service Provider shall be solely responsible for the redresses of grievances or resolution of disputes relating to persons deployed. The ITI, Bhubaneswar shall, in no way, be responsible for settlement of such issues whatsoever. In case of grievances, the deployed person can place their grievance before a joint committee consisting of a representative of ITI, Bhubaneswar and an authorized representative of the Service Provider.

12. The ITI, Bhubaneswar shall not be responsible for any financial loss or any injury/death of any person deployed by the Service Provider in course of their performing the functions/duties, or for payment towards any compensation.

13. The persons deployed by the Service Provider shall not claim nor shall be entitled to pay, perks and other facilities admissible to regular/confirmed employees during the period of contract after expiry of the contract.

14. In case of termination of this contract on its expiry or otherwise, the persons deployed by the Service Provider shall not be entitled to and shall have no claim for any absorption in regular or in other capacity.

15. The persons deployed shall not claim any benefit or compensation or absorption or regularization of deployment with office under the provision of rules and Acts. Undertaking in the form of affidavit, from the person deployed to this effect shall be required to be submitted by the Service Provider.

16. The 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 registration should be submitted. The Service Provider shall complete 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.

17. The Service Provider shall provide a substitute well in advance if there occurs any probability of the person leaving the job due to the his/her own personal reasons. The payment in respect of the overlapping period of the substitute shall be the responsibility of the Service Provider. The Service Provider shall be responsible for contribution towards provident Fund and Employees State Insurance, wherever applicable.

18. The persons deployed by the Service Provider should have good police records and no criminal case should be pending against them.

19. 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 ITI, Bhubaneswar . The Service Provider shall be responsible for any act of indiscipline on the part of the persons deployed.

20. The persons deployed shall during the course of their work to 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 service provider as well as the person deployed liable for penal action under the applicable laws besides, action for breach of contract.

21. The Service Provider shall be responsible for compliance of all statutory provisions relating to minimum wages as payable to different types of workers in respect of the persons deployed by it in the ITI, Bhubaneswar . The ITI, Bhubaneswar shall have no liability in this regard.

22. The Service Provider shall also be liable for depositing all taxes, levies, cess etc. on account of service rendered by it to the ITI, Bhubaneswar 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 ITI, Bhubaneswar.

23. The Service Provider shall maintain all statutory registers under the Law and shall produce the same, on demand, to the authority of ITI, Bhubaneswar or any other authority under law.

24. The Tax Deduction at Source (TDS) 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 ITI, Bhubaneswar.

25. In case, the Service provider fails to comply with any liability under appropriate law and as a result thereof, the Principal, ITI, Bhubaneswar is put to any loss/obligation monetary or otherwise, the Principal, ITI, Bhubaneswar will be entitled to get itself reimbursed out of the outsourcing bills or the performance security deposit of the service provider, to the extent of the loss or delegation in monetary terms.

26. 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 Principal, ITI, Bhubaneswar will have no liability towards non-payment of remuneration to the persons employed by the Service Provider and the outstanding statutory dues of the service provider to statutory authorities. If any loss or damage is caused to the Principal, ITI, Bhubaneswar by the person deployed, the same shall be recovered from the unpaid bills or adjusted from the performance Security Deposit.

27. In case of breach of any terms and conditions attached to this agreement, the performance security deposit of the Service Provider shall be liable to be forfeited beside annulment of the Agreement.

28. The Manpower Service Provider shall raise the bill, along with signatures of all Manpower and certification by concerned officer as a proof that payments to all have been made by Contractor in the presence of concerned Officer. On monthly basis, the contractor should submit the bill (in triplicate) along with photocopies of (Wages and attendance) registers for that month as prescribed under minimum wages Act, and authenticated proofs for payment of (EPF,ESI) with ECR & Service tax in respect to all Manpower's latest by 7th of the following month duly certified by the Concerned officer, for payment as per different tender's terms-conditions. The contractor shall submit the bill ay 10th of the month.

29. As far as possible the payment will be released by the 25th of the succeeding month.

30. The amount of penalty calculated @ 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.

31. The Authority reserves the right to withdraw or relax any of the terms and Condition mention above so as to overcome the provision encountered at a later stage.

32. In the event of any dispute arising in respect of the clauses of the agreement of the same shall be resolved through negotiation. Alternatively the dispute shall be referred to the next higher authority for his decision and the same shall be binding on all parties.

33. All disputes shall be under the jurisdiction of Bhubaneswar only.


Principal,
Industrial Training Institute,
2/1/23
Bhubaneswar