

बिड दस्तावेज़ / Bid Document

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	27-03-2026 16:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	27-03-2026 16:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	120 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ministry Of Chemicals And Fertilizers
विभाग का नाम/Department Name	Department Of Fertilizers
संगठन का नाम/Organisation Name	Ramagundam Fertilizers And Chemicals Ltd
कार्यालय का नाम/Office Name	New Delhi
वस्तु श्रेणी /Item Category	Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Security Supervisor , Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Unarmed Security Guard
अनुबंध अवधि /Contract Period	2 Year(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	42 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	1 Year (s)
इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है/Past Experience of Similar Services required	Yes
एमएसएमई के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है/MSE Relaxation for Years of Experience and Turnover	No
टर्नओवर के लिए स्टार्टअप को छूट प्राप्त है / Startup Relaxation for Turnover	Yes Partial Turn over value - 35 (in lakhs)
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),Additional Doc 3 (Requested in ATC),Additional Doc 4 (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

बिड विवरण/Bid Details	
क्या आप निविदाकारों द्वारा अपलोड किए गए दस्तावेजों को निविदा में भाग लेने वाले सभी निविदाकारों को दिखाना चाहते हैं? संदर्भ मेनू 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	3
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	2
बिड से रिवर्स नीलामी सक्रिय किया/Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Single Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	2 Days
अनुमानित बिड मूल्य / Estimated Bid Value	27736761.6
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
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	100000

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).	27

(a). जेम की शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित कटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज प्रस्तुत करने है। एमएसई कटेगरी 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 :

Manager (HR)
Fertilizer City, Ramagundam, District Peddapalli, Telangana - 505210
(Ramagundam Fertilizers And Chemicals Limited)

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 को खरीद में प्राथमिकता, यदि उनका मूल्य L1+X% तक की सीमा में हो / Purchase Preference to MSE OEMs available upto price within L1+X%	15
सूक्ष्म और लघु उद्यम को खरीद में प्राथमिकता के लिए बिड की मात्रा का अधिकतम प्रतिशत / Maximum Percentage of Bid quantity for MSE purchase preference	100

1. 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.
2. 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.
3. 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.
4. Purchase preference to Micro and Small Enterprises (MSEs): Purchase preference will be given to MSEs 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 the Purchase preference for services, the bidder must be the Service provider of the offered Service. Relevant documentary evidence in this regard shall be uploaded along with the bid in respect of the offered service. If L-1 is not an MSE and MSE Service Provider (s) has/have quoted price within L-1+ 15% of margin of purchase preference /price band as defined in the relevant policy, then 100% order quantity will be awarded to such MSE bidder subject to acceptance of L1 bid price. The buyers are advised to refer to 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 the credentials of the service provider are validated on-line in GeM profile as well as validated and approved by the Buyer after evaluation of submitted documents.

5. 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.

6. 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

Buyer to upload Gazette notification for the breakup of ESI/EPF/ELDI etc if required:1772878189.pdf

Scope Of Work For the Service:1772878193.pdf

Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Security Supervisor (3)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Type of Establishment / Area	Office/Commercial/Institutions/ Residential
Category of Profile	Security Supervisor
Category of Skills	Highly Skilled
Gender	Male
Duty Hours in a day	8
Qualification	Graduate
Ex Servicemen	Optional
Age Limit	Up to60 years
Years of Experience	10 - 15 years
Additional Requirements for the Security Personnel	0
Is Geographical presence of the Service Provider registered office is required in the consignee's State	No
Name of states/ UT for geographical presence is required	Not Applicable
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	

विवरण/ Specification	मूल्य/ Values
Title For Optional Allowances 1	HRA
Title For Optional Allowances 3	ESIC on HRA
Title For Optional Allowances 2	Uniform Outfit and Uniform Washing Allowance

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.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Mayank Dhawan	505210,Ramagundam Fertilizers , RFCL Fertilizers City, RFCL Plant, Ramagundam, Peddapalli, Telangana	3	<ul style="list-style-type: none"> Tenure/ Duration of Employment (in months) : 24 Basic Pay (Minimum daily wage) : 1010.8 Provident Fund (INR per day) : 121.3 EDLI (INR per day) : 5.05 ESI (INR per day) : 32.85 EPF Admin charge (INR per day) : 5.05 Bonus (INR per day) : 84.2 Optional Allowance 1 (in Rupees) : 80.86 Optional Allowance 2 (in Rupees) : 80.86 Optional Allowance 3 (in Rupees) : 2.63 Number of working days in a month : 30

**Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential;
Unarmed Security Guard (32)****तकनीकी विशिष्टियाँ /Technical Specifications**

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Type of Establishment / Area	Office/Commercial/Institutions/ Residential
Category of Profile	Unarmed Security Guard
Category of Skills	Skilled , Highly Skilled
Gender	Male
Duty Hours in a day	8
Qualification	Secondary School
Ex Servicemen	Optional
Age Limit	Up to60 years
Years of Experience	3 - 6 years
Additional Requirements for the Security Personnel	0
Is Geographical presence of the Service Provider registered office is required in the consignee's State	No
Name of states/ UT for geographical presence is required	Not Applicable
एडऑन /Addon(s)	
अतिरिक्त विवरण /Additional Details	
Title For Optional Allowances 1	HRA
Title For Optional Allowances 3	ESIC on HRA
Title For Optional Allowances 2	Uniform Outfit and Uniform Washing Allowance

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.No.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Mayank Dhawan	505210,Ramagundam Fertilizers , RFCL Fertilizers City, RFCL Plant, Ramagundam, Peddapalli, Telangana	32	<ul style="list-style-type: none"> • Tenure/ Duration of Employment (in months) : 24 • Basic Pay (Minimum daily wage) : 760 • Provident Fund (INR per day) : 91.2 • EDLI (INR per day) : 3.8 • ESI (INR per day) : 24.7 • EPF Admin charge (INR per day) : 3.8 • Bonus (INR per day) : 63.31 • Optional Allowance 1 (in Rupees) : 60.8 • Optional Allowance 2 (in Rupees) : 60.8 • Optional Allowance 3 (in Rupees) : 1.98 • Number of working days in a month : 30

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

1. Generic

OPTION CLAUSE: The buyer can increase or decrease the contract quantity or contract duration up to 25 percent at the time of issue of the contract. However, once the contract is issued, contract quantity or contract duration can only be increased up to 25 percent. Bidders are bound to accept the revised quantity or duration

2. Buyer Added Bid Specific SLA

Text Clause(s)

SLA

1. While generating invoice in GeM portal, the seller must upload copy of GST invoice and the screenshot of GST portal confirming payment of GST.

2. Without prejudice to Buyer's right to place adjustment by way of discount or any other right or remedy available to Buyer, Buyer may terminate the contract of any part thereof by a written notice to the seller, if

- The seller fails to comply with any material term of the contract.
- The Seller becomes bankrupt or goes into liquidation.

- c. The seller makes a general assignment for the benefit of creditors.
 - d. A receiver is appointed for any substantial property owned by the seller.
 - e. The seller has misrepresented to Buyer, acting on which misrepresentation Buyer has placed the Purchase order on the seller.
3. The Service Provider make insure that working days of a deployed Manpower has been 26 days in a month. Only National holiday will be admissible for engaged manpower's, No other leave/ holiday would be admissible.
 4. The Service provider shall be responsible for paying wages to contract labor at rates not less than the minimum wages as notified by the Appropriate Government.
 5. The Service Provider shall nominate a coordinator/ Single Point Contract (SPOC) who shall be responsible for regular interaction with the Buyer Department so that optimal services of the person deployed could be availed without any disruption.
 6. The attendance of the manpower shall be entered in the register provided by the Service Provider and/or in the Aadhaar based Biometric attendance system at the Buyer's premises.
 7. All deployed manpower shall wear uniform and Identity Card provided by the service provider every day during working hours.
 8. Contractor shall follow escalation of Minimum wages issued by Ministry of Labor and Employment Government of India.

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

Text Clause(s)

SCOPE OF WORK

1. The Security Agency has to carry out security work inclusive of the jobs of adequately safe guard and maintaining the vigilance of the Township equipment's, facilities, Stores, installations, establishments if any etc.
2. The Security Agency shall have to submit the list of personnel engaged by it for the contract immediately on issue of the letter of intent/work order along with their antecedents.
3. None of the security personnel shall be a member of Trade Union/political outfit and /or take any interest in trade union/political outfit activities.
4. The Security Agency will be responsible for un-locking/locking of all rooms etc. switching on or off lights, fans, power points, air conditioners etc., wherever applicable in township.
5. The Security Agency will be responsible for checking of all incoming and outgoing person/vehicles, goods, office property, article etc. and keeping proper records / entry in the register. They will maintain gate pass system in respect of incoming and outgoing goods, office property etc. The Security Agency shall ensure that no material is taken out hiding in vehicle or on person.
6. Security guard on duty at gates shall enquire/interrogate the person/s intending to come inside the Township and/or other installations/office premises for ascertaining his/her identity. After having fully satisfied about the identity of person/s and taking necessary permission from the competent authority of the RFCL Ramagundam Unit, such person/s shall be allowed inside Township premises and the Security Agency shall keep record of entry of all such person/s.

7. The guard posted in the RFCL gates shall see that cattle or any other animals are not allowed to enter inside township and if found, chase them out.
8. The Security Agency will maintain law and order in RFCL premises, guard areas and vulnerable points, carry out investigations and submit report to the concerned officer about any issue, which may be against the interest of the RFCL.
9. The Security Agency shall comply with all the provisions of law of the land applicable while providing security and allied services to the RFCL.
10. The Security Agency shall ensure that at no point of time during the prescribed duty hours the guard leaves his place of duty. The Security Agency shall arrange to send a relief wherever the regular guard is absent or on leave.
11. The Security Agency will make and keep liaison with local Police authorities for smooth running of the contract and do the needful as and when required as per law. Cases of theft/attempted theft shall be immediately brought to the notice of RFCL, Ramagundam Unit and shall report of such incidents to Police and follow up same, if it is referred to court of law until the case is closed / discharged.
12. In case of mishap sustained by security personnel of whatsoever nature (minor/major/total including death during the course of their duty) the responsibility of granting compensation, if any, will be borne by the Security Agency and the RFCL shall not be liable the same in whatever manner.
13. In case of pilferage/theft/robbery, it shall be the responsibility of the Security Agency to bring the matter to the knowledge of the Concerned officer in-charge, RFCL Ramagundam Unit and if situation so requires the local police shall be informed (in writing) by the Security Agency for investigation as per rule.
14. The Security Agency will arrange of its own the payment of salary/wages including overtime/compensatory pay, if any and other benefits, viz., medical care, etc. as may be required by the security personnel deployed against this contract. RFCL is not responsible.
15. The security personnel deployed by the Security Agency for security arrangements at RFCL Ramagundam Unit shall be its employees for all purposes and not of the RFCL whatsoever. RFCL do not undertake to recruit any security personnel employed by the Security Agency.
16. The Security Agency will not employ any person having undesirable antecedents and/or previous records. In case any undesirable activity is noticed by the concerned officer in-charge of the RFCL Ramagundam Unit on the part of any personnel engaged by the Security Agency, he shall be immediately removed from the services of Security Agency against immediate suitable replacement.
17. The agency shall maintain such registers/books/forms that are found necessary for efficient performance of the security work undertaken by them. Security Agency will abide with general direction and conditions for engagement of contract labour by the Security Agency prescribed under various laws in the RFCL Ramagundam Unit which will form a part of contract.
18. The Security Agency shall provide daily attendance/deployment chart duly signed by his authorized signatory (Security Supervisor) to the concerned officer in-charge of the RFCL Ramagundam Unit for his comment and record.
19. The Security Agency shall keep itself registered with the appropriate Registration Authority of State and will obtain Labour License for the provision of casual/contract labour from Labour Department within 15 days of the entering into the Contract.

20. The Security Agency shall have to submit detailed information of their personnel engaged and detailed for this contract to the local police for character verification before execution of contract and also as and when personnel are substituted/redeployed.
21. The Security Agency shall have to ensure adequate training to its personnel on their own cost.
22. The Security Agency will be responsible for providing Security Guards with proper uniform, ceremonial dress, socks, boots, rain protective equipment, torch with cells, gas lamps, bicycle etc. The RFCL may provide security gadgets only.
23. The Security Agency will be responsible for both movable and immovable properties and assets of RFCL Ramagundam Unit/ Township and shall be liable for any loss or damage to the Corporation property due to negligence of security personnel. In the event of theft or pilferage of the material / properties of Unit, the cost of property shall be recoverable from the Security Agency. It is the responsibility of the Security Agency to have necessary supervision and administrative control over the security personnel engaged for performing duties required by RFCL.
24. The Security guard personnel employed by the Security Agency shall keep the concerned officer in-charge of the RFCL Ramagundam Unit informed all the activities in and around the RFCL Ramagundam complex and take necessary action as and when required and assist the establishment in emergency such as labour unrest and/or other calamities.
25. The Security Agency shall ensure that the guards on duty should always appear in smart outfits, wearing full prescribed uniform with proper photo identity card, Name Tag, baton, whistle, etc.
26. The guard shall not take any alcohol or intoxicants and smoke during duty hours. In the event of any misconduct/negligence in discharge of duty by any security guard, necessary disciplinary action is to be initiated by the agency.
27. The Security Agency shall ensure that no familiarity develops between the guards and the nearby public. It is also to be ensured that security personnel do not mix up with anti-social/undesirable elements or any other person/persons who are potential threats to security and safety of the factory/ installations.
28. It shall be binding on the part of Security Agency that it does not directly or through its security personnel divulge any secret or sensitive information of the RFCL, Ramagundam Unit/Township, which comes in his knowledge or in knowledge of his personnel in the discharge of their duties.
29. The guards provided by the Security Agency shall be medically fit, mentally sound and possess good physique and not be suffering from any contagious/major diseases. The age of guards should be preferably below 50 Years.
30. The Security Agency shall provide a 'Guard Checking Register' with the guard deployed at each point for the purpose of checks carried out by the Security Agency/RFCL authorities. The Security Agency shall generate and submit a security status report to the Competent Authority of the RFCL Ramagundam Unit daily by 10.00 AM.
31. The Security Agency shall be absolutely responsible for the payment of salary by 7th of each month as per wage formula promulgated by the DGR on minimum wages, all other statutory obligations on account of salary/wages, houses, arrears, employment, termination benefit, compensation or other claim whatsoever for the personnel (or th

air dependent) employed by him for this Contract and the RFCL shall have no liability whatsoever in relation to such matter.

32. It shall be the Security Agency's responsibility to give all retrenchment benefits to security men, as per Labour Laws when they are released. In case the Security Agency fails to do so, RFCL shall have right to withhold the security deposit, till the Security Agency submits the documentary evidence of payment made to its personnel engaged under this Contract for benefits of retrenchment as per Labour Laws.
33. Any accident/death to Security Agency's employees during the duty hours while performing the duty, will be entirely Security Agency's responsibility and compensation, if any payable under the Compensation Act or any other Act shall be payable by the Security Agency. RFCL shall in no way liable for any compensation to this effect.
34. The Security Agency should ensure that the guard shall not accept any eatables/tea/coffee, tobacco etc. from the strangers.
35. The Security personnel engaged under this contract for deployment in the RFCL, Ramagundam Unit/ Township complex premises must have working knowledge of Telugu, Hindi and English.
36. **STRENGTH OF SECURITY PERSONNEL:**

As per the RFCL's assessment, following category wise security personnel is to be deployed per day:

For Contract (Township Area)	
Security Supervisor	- 03
Security Guard (without Arms)	- 32

	35

37. The strength of security personnel may be increased/decreased depending upon the requirement.
38. RFCL shall not entertain any claim whatsoever for loss and / or any reduction of strength on account of any incidence having affect on strength of security personnel after contract has been entered.
39. The number of guards per shift and duty posts shall be finalized in consultation with the concerned officer in-charge of the RFCL Ramagundam Unit and his decision in this matter will be final and binding.
40. The Security Agency shall have to employ sufficient additional security personnel to maintain the required strength on consistent and sustained basis and to cater for relief during weekly off/leave/holidays, where applicable. However, no claim shall be entertained by the RFCL for idle manpower, if any.
41. No overtime shall be paid by RFCL to the Security Agency in any circumstances. The Security Agency shall have to keep sufficient additional strength to meet relief during weekly off/leave/absenteeism of its personnel rather than rotating/re-detailment of available personnel on additional/extra duties. In case of forced majeure conditions, the payment by the RFCL to the Security Agency shall be limited to proportional of th

e (Basic + VDA) and corresponding service charge only for each additional hour of such detailment.

42. The Security Agency shall have to submit the list of personnel engaged by it for the contract immediately on issue of the letter of intent/work order along with their antecedents.
43. The Deployment of the Security will be as mentioned below. However, the strength of security personnel may be increased/decreased depending upon the requirement.

Position	Manpower Deployment				
	A Shift	G Shift	B Shift	C Shift	Total
Supervisor - Main gate	1	0	1	1	3
Guard - Main gate	2	0	2	2	6
Guard - B Gate	2	0	2	2	6
Guard - VIP Guest House	1	0	1	1	3
Guard - GM Residency	1	0	1	1	3
Guard - IGH	1	0	1	1	3
Guard - Patrolling (Over all township)	1	0	1	1	3
Guard - Patrolling (Outside of township)	1	0	1	1	3
Guard - School Backside, shopping Complex	1	0	1	1	3
Night Patrolling	0	0	0	2	2
					35

These positions are indicative only, However, RFCL has the right to shift any location as per the requirement of RFCL.

44. Personnel Qualifications & Requirements:

To ensure the highest quality of service, the following standards must be met:

Physical Fitness: All guards must be physically fit and below the age of 50.

Training: Guards must be trained in basic firefighting, first aid, and crowd management.

Uniform & Equipment: The agency must provide high-quality uniforms (seasonal), batons, torches (for night shift), whistles, and functional communication devices (Walkie-Talkies).

Background Checks: The agency must provide Police Verification Reports (PVR) for all personnel deployed.

45. Compliance and Statutory Obligations

The Agency shall be solely responsible for compliance with all labor laws, including:

Minimum Wages Act (Central/State as applicable).

EPF (Employees' Provident Fund) and ESI (Employees' State Insurance) contributions.

Provision of weekly offs and national holidays as per statutory norms.

Workmen's Compensation Insurance.

46. Operational Responsibilities

Access Control & Gate Management:

Visitor Management: Maintain a digital or manual Visitor Management System (VMS). Verify the identity of all visitors and confirm entry with the resident via intercom/phone.

Vehicle Screening: Inspect all non-resident vehicles using under-vehicle search mirrors. Issue visitor parking passes where applicable.

Material Gate Pass: Strictly monitor the movement of township property. No material shall leave the premises without a valid gate pass signed by authorized RFCL officials.

Surveillance and Patrolling

Perimeter Security: Conduct hourly foot patrols along the township boundary walls to check for breaches, scaling, or suspicious activity.

Night Vigilance (Shift C): Increased patrolling frequency (every 30 minutes) with high-intensity torches. Focus on poorly lit areas, parks, and utility zones (water tanks, power substations).

CCTV Monitoring: If a central control room exists, the Supervisor on duty is responsible for continuous monitoring and reporting of any anomalies.

Incident & Emergency Response

Fire Safety: Guards must be trained to operate all types of fire extinguishers located within the township.

First Aid: Act as first responders in case of medical emergencies, assisting in the evacuation or transport of residents to the nearest medical facility.

Law & Order: Prevent unauthorized gatherings, strikes, or trespassing. In case of a security breach, the agency must immediately notify the RFCL Management and local Police.

47. Equipment to be Provided by Security Agency

The Agency must equip the security team with the following at their own cost:

Uniforms: Two sets of high-quality uniforms per year, including caps, belts, and industrial-grade safety shoes.

Communication: At least 5 high-frequency Walkie-Talkies for internal coordination.

Logistics: 2 Bicycles or 1 Motorbike for patrolling the township periphery.

Tech Tools: High-power LED torches for Shift C and metal detectors (HHMD) for gate duty.

48. Personnel Standards

Verification: 100% Police Verification of all staff is mandatory before deployment.

Training: Monthly "Refresher Training" on fire safety, soft skills (resident interaction), and emergency protocols.

Age/Health: Personnel must be aged between 21-50 years, with 6/6 vision (with or without glasses) and no chronic health conditions.

49. ACCOMMODATIONS & MOVEMENT:

- RFCL shall not provide any accommodation.
- The Security Agency shall have to make their own arrangement for vehicles etc. for transportation of his personnel.

50. PAYMENT OF WAGES TO SECURITY PERSONNEL:

1. The Security Agency shall have to pay wages to his personnel from time to time and should not be less than the scheduled minimum wages prescribed under the Payment of Minimum Wage Act, 1948 and the Contract Labour (Regulation & Abolition) Act, 1970 and Rules made therein from time to time.
2. No wage period shall exceed one month and the payment has to be made latest by 07th day of every month positively irrespective of the Security Agency's submission of bills to the RFCL, Ramagundam Unit.
3. The Security Agency shall have to make payment of their personnel through bank and shall obtain certificates from them. Wage sheet indicating amount shown in the specified column paid to the security personnel concerned in his bank account to be certified by agency along with seal. Payment to Security Personnel shall be made by Cheque/RTGS only.
4. Security agency shall pay uniform outfit and washing allowances along with the monthly wages to the security guards and supervisors. However, cost of uniform/accessories provided to the security guards/supervisor may be deducted from their wages and supporting documents for reimbursement of uniform outfit has to be submitted along with first RA Bills for processing.

PENALTY

- A. In the instance of short supplying of manpower that affects the normal security functioning of the company, a penalty of Rs. 300/- per person per shift may be levied on the agency by the in charge of security department. This amount will be calculated on physical availability of manpower in a shift. The cumulative penalty will be debited from the monthly bill of the agency.

This penalty of Rs.300/- per manpower per shift shall be imposed for non-deployment of sanctioned manpower after 3 months from the date of awarding of the contract. Leaving of Penalty will be on sole discretion of Engineer-In-Charge.

- B. If the security personnel are found indulging in consuming liquor during duty hours a penalty of Rs.1000/- per instance shall be deducted from the security agency's bill and such security personnel shall not be allowed to continue duty at RFCL Site.
- C. If the security guards & supervisor are found sleeping during duty hours a penalty of Rs. 1000/- per instance shall be deducted from Service Provider's bill. If any security personnel is found sleeping repeatedly more than 3 instances should not be allowed to work at the RFCL Site.

4. Buyer Added Bid Specific ATC

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

अस्वीकरण/Disclaimer

The additional terms and conditions have been incorporated by the Buyer after approval of the Competent Authority in Buyer Organization, whereby Buyer organization is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any eccentricity / restriction arising in the bidding process due to these ATCs and due to modification of technical specifications and / or terms and conditions governing the bid. If any clause(s) is / are incorporated by the Buyer regarding following, the bid and resultant contracts shall be treated as null and void and such bids may be cancelled by GeM at any stage of bidding process without any notice:-

1. Definition of Class I and Class II suppliers in the bid not in line with the extant Order / Office Memorandum issued by DPIIT in this regard.
2. Seeking EMD submission from bidder(s), including via Additional Terms & Conditions, in contravention to exemption provided to such sellers under GeM GTC.
3. Publishing Custom / BOQ bids for items for which regular GeM categories are available without any Category item bunched with it.
4. Creating BoQ bid for single item.
5. Mentioning specific Brand or Make or Model or Manufacturer or Dealer name.
6. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
7. Floating / creation of work contracts as Custom Bids in Services.
8. Seeking sample with bid or approval of samples during bid evaluation process. (However, in bids for [attached categories](#), trials are allowed as per approved procurement policy of the buyer nodal Ministries)
9. Mandating foreign / international certifications even in case of existence of Indian Standards without specifying equivalent Indian Certification / standards.
10. Seeking experience from specific organization / department / institute only or from foreign / export experience.
11. Creating bid for items from irrelevant categories.
12. Incorporating any clause against the MSME policy and Preference to Make in India Policy.
13. Reference of conditions published on any external site or reference to external documents/clauses.
14. Asking for any Tender fee / Bid Participation fee / Auction fee in case of Bids / Forward Auction, as the case may be.

15. 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.
16. Buyer added ATC Clauses which are in contravention of clauses defined by buyer in system generated bid template as indicated above in the Bid Details section, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by GeM GTC.
17. 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 catalogs 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 within 4 days of bid publication on GeM. 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 [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---