



Bid Number/बोली क्रमांक (बिड संख्या):
GEM/2024/B/4912574
Dated/दिनांक : 03-05-2024

Bid Document/ बिड दस्तावेज़

Bid Details/बिड विवरण	
Bid End Date/Time/बिड बंद होने की तारीख/समय	13-05-2024 19:00:00
Bid Opening Date/Time/बिड खुलने की तारीख/समय	13-05-2024 19:30:00
Bid Offer Validity (From End Date)/बिड पेशकश वैधता (बंद होने की तारीख से)	90 (Days)
Ministry/State Name/मंत्रालय/राज्य का नाम	Ministry Of Labour And Employment
Department Name/विभाग का नाम	Na
Organisation Name/संगठन का नाम	Employees Provident Fund Organisation (epfo)
Office Name/कार्यालय का नाम	Regional Office Kadapa
Item Category/मद केटेगरी	Manpower Outsourcing Services - Minimum wage - Semi-skilled; Others; Electrician , Manpower Outsourcing Services - Minimum wage - Semi-skilled; Others; Cook , Manpower Outsourcing Services - Minimum wage - Unskilled; Others; Attendant , Manpower Outsourcing Services - Minimum wage - Unskilled; Others; DISH WASHER , Manpower Outsourcing Services - Minimum wage - Unskilled; Others; COUPON CLERK , Manpower Outsourcing Services - Minimum wage - Unskilled; Others; HOUSE KEEPING
Contract Period/अनुबंध अवधि	1 Year(s)
Minimum Average Annual Turnover of the bidder (For 3 Years)/बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का)	50 Lakh (s)
Years of Past Experience Required for same/similar service/उन्हीं/समान सेवाओं के लिए अपेक्षित विगत अनुभव के वर्ष	3 Year (s)
MSE Exemption for Years of Experience and Turnover/ अनुभव के वर्षों से एमएसई छूट	No
Startup Exemption for Years of Experience and Turnover/ अनुभव के वर्षों से स्टार्टअप छूट	No
Document required from seller/विक्रेता से मांगे गए दस्तावेज़	Experience Criteria,Bidder Turnover,Certificate (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
Bid to RA enabled/बिड से रिवर्स नीलामी सक्रिय किया	No

Bid Details/बिड विवरण

Type of Bid/बिड का प्रकार	Two Packet Bid
Time allowed for Technical Clarifications during technical evaluation/तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय	2 Days
Evaluation Method/मूल्यांकन पद्धति	Total value wise evaluation

EMD Detail/ईएमडी विवरण

Advisory Bank/एडवाइजरी बैंक	State Bank of India
EMD Amount/ईएमडी राशि	100000

ePBG Detail/ईपीबीजी विवरण

Advisory Bank/एडवाइजरी बैंक	State Bank of India
ePBG Percentage(%) / ईपीबीजी प्रतिशत (%)	5.00
Duration of ePBG required (Months) / ईपीबीजी की अपेक्षित अवधि (महीने).	12

(a). 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./जेम की शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित केटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज प्रस्तुत करने है। एमएसई केटेगरी के अंतर्गत केवल वस्तुओं के लिए विनिर्माता तथा सेवाओं के लिए सेवा प्रदाता ईएमडी से छूट के पात्र हैं। व्यापारियों को इस नीति के दायरे से बाहर रखा गया है।

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

Beneficiary/लाभार्थी :

REGIONAL PF COMMISSIONER -II
Regional Office Kadapa, Employees Provident Fund Organisation (EPFO), Ministry of Labour and Employment
(Manoj Shankar)

Splitting/विभाजन

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

MII Compliance/एमआईआई अनुपालन

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

MSE Purchase Preference/एमएसई खरीद वरीयता	Yes
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1. 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.
2. 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 / Public Listed Company. Copies of relevant contracts / orders to be uploaded along with bid in support of having provided services during each of the Financial year.
3. 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 defined in relevant policy, then 100% order quantity will be awarded to such MSE bidder subject to acceptance of L1 bid price.
[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.
4. 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.

Additional Qualification/Data Required/अतिरिक्त योग्यता /आवश्यक डेटा

The Bidder should have executed at least X No. projects with contract value not less than (Rs) yy for each contract of providing manpower services to Central/ State Government Departments/ Public Sector Undertakings/ Autonomous Bodies in last N financial years:ATLEAST HAVING 3 YEARS EXPERIENCE

Geographic Presence: Office registration certificate:THE BRANCH OFFICE SHOULD BE IN KADAPA TOWN

Scope of work & Job description:[1714739850.pdf](#)

Buyer to upload undertaking that Minimum Wages indicated by him during Bid Creation are as per applicable Minimum Wages Act:[1714739897.pdf](#)

Buyer to upload Gazette notification for the breakup of ESI/EPF/ELDI etc if required:[1714739921.pdf](#)

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

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Skill Category	Semi-skilled

Specification	Values
Type of Function	Others
List of Profiles	Electrician
Educational Qualification	ITI
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	MANOJ SHANKAR, RPF-C-II	516004,1/30, Railway Station Road, YerraMukka Palli, Kadapa-516004	1	<ul style="list-style-type: none"> • Minimum daily wage (INR) exclusive of GST : 610 • Bonus (INR per day) : 0 • EDLI (INR per day) : 3 • EPF Admin Charge (INR per day) : 3 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20 • Provident Fund (INR per day) : 73 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

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

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Skill Category	Semi-skilled
Type of Function	Others
List of Profiles	Cook

Specification	Values
Educational Qualification	High School
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	MANOJ SHANKAR, RPFC-II	516004,1/30, Railway Station Road, YerraMukka Palli, Kadapa-516004	1	<ul style="list-style-type: none"> • Minimum daily wage (INR) exclusive of GST : 610 • Bonus (INR per day) : 0 • EDLI (INR per day) : 3 • EPF Admin Charge (INR per day) : 3 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 20 • Provident Fund (INR per day) : 73 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

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

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Skill Category	Unskilled
Type of Function	Others
List of Profiles	Attendant

Specification	Values
Educational Qualification	High School
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	MANOJ SHANKAR, RPF-C-II	516004,1/30, Railway Station Road, YerraMukka Palli, Kadapa-516004	1	<ul style="list-style-type: none"> • Minimum daily wage (INR) exclusive of GST : 522 • Bonus (INR per day) : 0 • EDLI (INR per day) : 3 • EPF Admin Charge (INR per day) : 3 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17 • Provident Fund (INR per day) : 63 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

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

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Skill Category	Unskilled
Type of Function	Others
List of Profiles	DISH WASHER

Specification	Values
Educational Qualification	High School
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	MANOJ SHANKAR, RPFC-II	516004,1/30, Railway Station Road, YerraMukka Palli, Kadapa-516004	1	<ul style="list-style-type: none"> • Minimum daily wage (INR) exclusive of GST : 522 • Bonus (INR per day) : 0 • EDLI (INR per day) : 3 • EPF Admin Charge (INR per day) : 3 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17 • Provident Fund (INR per day) : 63 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

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

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Skill Category	Unskilled
Type of Function	Others
List of Profiles	COUPON CLERK

Specification	Values
Educational Qualification	High School
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	MANOJ SHANKAR, RPFC-II	516004,1/30, Railway Station Road, YerraMukka Palli, Kadapa-516004	1	<ul style="list-style-type: none"> • Minimum daily wage (INR) exclusive of GST : 522 • Bonus (INR per day) : 0 • EDLI (INR per day) : 3 • EPF Admin Charge (INR per day) : 3 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17 • Provident Fund (INR per day) : 63 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

Manpower Outsourcing Services - Minimum Wage - Unskilled; Others; HOUSE KEEPING (5)

Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
Core	
Skill Category	Unskilled
Type of Function	Others
List of Profiles	HOUSE KEEPING

Specification	Values
Educational Qualification	Not Required
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA
Addon(s)/एडऑन	

Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़

Consignees/Reporting Officer/परेषिती/रिपोर्टिंग अधिकारी

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता

S.No./क्र. सं.	Consignee Reporting/Officer/ परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	MANOJ SHANKAR, RPF-C-II	516004,1/30, Railway Station Road, YerraMukka Palli, Kadapa-516004	5	<ul style="list-style-type: none"> • Minimum daily wage (INR) exclusive of GST : 522 • Bonus (INR per day) : 0 • EDLI (INR per day) : 3 • EPF Admin Charge (INR per day) : 3 • Optional Allowances 1 (INR per day) : 0 • Optional Allowances 2 (INR per day) : 0 • Optional Allowances 3 (INR per day) : 0 • Estimated Number of Overtime Hours per Resource per Month : 0 • Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc & excluding GST) : 0 • ESI (INR per day) : 17 • Provident Fund (INR per day) : 63 • Number of working days in a month : 26 • Tenure/ Duration of Employment (in months) : 12

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

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. Service & Support

AVAILABILITY OF OFFICE OF SERVICE PROVIDER: An office of the Service Provider must be located in the

state of Consignee. DOCUMENTARY EVIDENCE TO BE SUBMITTED.

3. Service & Support

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

4. Payment

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

5. Forms of EMD and PBG

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

REGIONAL PF COMMISSIONER
payable at
KADAPA

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

Disclaimer/अस्वीकरण

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.

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.

This Bid is governed by the [General Terms and Conditions/सामान्य नियम और शर्तें](#), 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 General Terms and Conditions/सामान्य नियम और शर्तें is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

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./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।

---Thank You/धन्यवाद---

दूरभाष/Tel.Nos. 08562-244189, 244902

ई मेल/e mail: sro.cuddapah@epfindia.gov.in



कर्मचारी भविष्यनिधि संगठन

EMPLOYEES' PROVIDENT FUND ORGANISATION

श्रम एवं रोज़गार मंत्रालय, भारत सरकार/Ministry of Labour and Employment, Govt. of India

क्षेत्रीय कार्यालय/ REGIONAL OFFICE



1/30, रेलवे स्टेशन रोड, कडपा - 516 004/Railway Station Road, Kadapa - 516 004.

AP/RO/CDP/CT/2024-25

Dated: 01.05.2024.

The bidders should submit the following check points for taking further necessary action. Incomplete submission will be rejected without any intimation.

SI.No	Check Points	YES/NO
1	Branch Office in Kadapa	
2	EPF Code No.	
3	ESI Code No.	
4	Year of Experience	
5	EMD Exemption	
6	Blacklisted Company	
7	Tender Fees Rs. 2000/- (Non -Refundable)	
8	Tender Fee Details	
9	Whether Agree with the Terms and Conditions	

The bidder should forward the Tender Fees(Non-refundable) of Rs.2000/- (Rupees Two Thousand only) in favour of Regional P.F.Commissioner, Payable at Kadapa by way of Demand Draft.

Manoj
(MANOJ SHANKAR)
REGIONAL P.F. COMMISSIONER-II

क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-I.
क्षेत्रीय कार्यालय, कडपा/Regional Office, KADAPA.



कर्मचारी भविष्यनिधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
(श्रम एवं रोजगार मंत्रालय, भारत सरकार/Ministry of Labour and Employment, Govt. of India)
क्षेत्रीय कार्यालय/REGIONAL OFFICE



1/30, रेलवे स्टेशन रोड, कडपा- 516 004/Railway Station Road, Kadapa – 516 004.

AP/RO/CDP/CT/ Bid/2024-25/

Dated: 19.04.2024

TERMS & CONDITION AND SCOPE OF WORK FOR MANPOWER SERVICES

General Term and Conditions:

1. The bidder should have either been a Proprietary/Partnership/Private or Government Agency/Society Limited liability partnership/legally constituted entities eligible to provide manpower Service.
2. The bidder **should** have experience preferably in Government/ Semi Government Organization/Public Sector undertaking for at least last **Three (03)** years. Documentary proof must be submitted.
3. The bidder shall submit full details of his ownership and control or if the bidder is a partnership, Joint venture or consortium, full details of ownership and control of each member thereof.
4. The **Bidder's Registered Office** must be **located in KADAPA TOWN ONLY**. The Bidder should have been engaged as manpower supplier in the district of **KADAPA**. Documentary proof must be submitted.
5. The bidder should have local supervisor stationed at **KADAPA** to ensure efficient and effective service. Documentary proof must be submitted.
6. **Earnest Money Deposit (EMD):Rs. 1 ,00,000/-** (Rupees One Lakh Only) in the form of a Demand Draft drawn in favour of "**REGIONAL PROVIDENT FUND COMMISSIONER**" payable at **KADAPA** and valid for a period of minimum 60 days from the date of opening bid. If the agency after receiving offer letter does not start his work within the stipulated time, his entire Earnest Money deposit (EMD) submitted with the tender will be forfeited and the Office will have the right to choose any other bidder and extra cost incurred in this process may be claimed.
7. **Minimum Annual Turnover for last three FY:** Bidder must have average annual **turnover of Rupees Fifty Lakhs (Rs. 50 Lakhs)** for the last three year (viz. 2023-24, 2023- 22, 2022-21)
8. This **Office** shall have the **right to increase or decrease the number of working days** as per **administrative exigencies/ on need bases** for all the outsourcing employees.
9. The **successful** bidders shall submit a **performance security of 10%** of total value of contract within **15 days** from the date of issue of contract.
10. **(Bidder/Agency must provide following documents with Technical Bid:**
 - (i) GSTIN (ii) ESIC Code (iii) E.P.F. Code (iv) PAN (v) Trade License valid in the state of **ANDHRA PRADESH**
 - (vii) Firm Registration, Partnership deed/Incorporation certificate
 - (viii) Income Tax Return (ITR) and Audited Financial Reports for last three (3) financial years
 - (ix) Labour Department Registration certificate/license valid work permit for **ANDHRA PRADESH**.
 - (x) Signed copy of latest Minimum Wages Notification along with undertaking, to abide by the labour act.
 - (xi) Affidavit/undertaking declaring not being blacklisted by any organization.
 - (xii) Experience Certificates for last three years, proof of supplying manpower to Government Organization/PSUs.
 - (xiii) Declaration on the firm's letter head that the bidder has understood all the points and agree to comply.

11. **Strict Compliance of Minimum Wages Act:** The **minimum wages** prescribed by the Central Government must be strictly complied by the contractor. Accordingly, the rates quoted should ensure that the personnel deployed against this service contract are paid as per the **statutory** norms including the Minimum wages, as prescribed by the Central Government from time to time and the statutory benefits like **PF & ESI**, and Bonus are as **applicable**. Any discounts offered or other charges that are levied should be clearly and explicitly mentioned in the bid. Any deduction from the minimum wages to be paid to the contract labour engaged by the service provider (contractor) shall lead to penalty, legal action and cancellation of contract.
12. The **bidder** should have a **clean Track record**. The agency/its sister concern/any group company or any of its partners/directors etc. should not have been **black listed/debarred** by any of the **government agencies** or department or **should not** have been found to be **guilty of moral turpitude** or convicted of any economic offense or with violation of any labour laws etc. by any court or any authority appointed to enforce any labour laws. (undertaking/declarations to be submitted as per the Annexure-"A", "B" and "C" along with the bid). **The bidder should not have any FIR case in Past/Present.**
13. **Award of Contract:**
- Contract Period:** The service contract will be awarded initially for **ONE (01) YEAR OR as suitably decided by the competent authority of EPFO Regional Office, KADAPA**, from the date of signing of the contract with the awarded bidder and EPFO, Regional Office, **KADAPA**. The contract may be terminated before the normal tenure, owing to cessation of requirement or deficiency in service of manpower deployed by the service provider. The EPFO, Regional Office, **KADAPA** reserves the right to extend the service period beyond one year based on the performance on the recommendation of the committee constituted for this purpose.
 - The Regional Office will award the contract to the bidder whose bid has been determined to the substantially responsive.
 - The Regional Office **reserves the right to increase or decrease** the requirement of **manpower** during the **contract period at any time**. It shall be the responsibility of the service provider to comply with the requirement of the Regional Office failing which should lead to penalty as decided by the committee or termination of contract. The responsibility to withdraw the manpower on the direction of the Office is the sole responsibility of the service provider
14. **Payment Procedure:**
- No advance payment** shall be made under any circumstances. The **timely** payment of **wages & statutory dues** shall be the **responsibility** of the **service provider**. The service provider has to submit the proof of payment along with the bill to be reimbursed by the EPFO, **KADAPA** Regional Office against the deployed manpower.
 - Pre-receipted** previous month bills (**in duplicate**) shall be submitted by the Agency in each month. The bills shall be processed and paid within a **reasonable** time. The bills should be submitted along with **monthly payment challans** of **ESIC** and **EPFO** by the agency of the personnel deployed. **No Work, No Pay to the Contingent Staff**
 - TDS** at the present **prescribed rate** will be **deducted** from the bills in accordance with the provision of Income Tax Act, 1961 and GST Act 2017.
 - Statutory** Contributions under **EPF & MP Act 1952** and **ESI Act, 1948** shall be remitted on wages subject to ceiling as defined under the respective Acts.
 - Any other deductions mandated by the prevailing laws applicable to such contracts would also be made
 - No enhancement in the service charges on any account/reason, whatsoever may be considered during the currency' of contract.

15. Force-closure of the service contract in full or part:

- (i) The **EPFO Regional Office, KADAPA** reserves the **right to reduce/increase** number of **manpower** in part or full during the period of contract. The revised payment shall be accepted by the Agency.
- (ii) EPFO Regional Office, KADAPA reserves the **right to terminate** the **contract forthwith** if it is found that **continuation** of the contract is **not** in interest of **EPFO**.
 - i. If the **Contractor** fails or shows **negligence** or **deficiency** in providing the **services** as envisaged herein within the **period (s)** specified in the contract or any **extension** thereof as may be **granted** by EPFO Regional Office, KADAPA, the agreement shall liable to be **terminated**.
 - ii. If at any later date, it is found that the documents and **certificates** submitted by the Contractor are **forged** or have been **manipulated**, the work order issued to the contractor shall be **cancelled** and **Performance Security deposited** in the Office shall be **forfeited** without any claim whatsoever on EPFO Regional Office KADAPA and the contractor is liable for legal action as appropriate under the extant laws.
 - iii. The EPFO Regional Office, KADAPA may **terminate** the contract if it is **found** that the **service** provider is **black listed** on previous occasions by the any of the Central Government/State Government/Public Sector Undertakings, etc
 - iv. The EPFO Regional Office, KADAPA may also **terminate** the **contract** in the event of **non- satisfactory service**.
 - v. The contractor is **not eligible** for any **compensation** or claim in the event of **cancellation/termination** of **contract**.
 - vi. If the agency fails to supervise the manpower the contract will be terminate without intimation.

Responsibilities of the Manpower Service Provider

1. Service provider shall be responsible for **providing** and **verification** of all **documents** related to **proofs** of **photo** identity, age, address, educational qualification, experience certificates, etc. for each manpower supplied to EPFO Regional Office, KADAPA. Authorized committee/person(s) of EPFO Regional Office, KADAPA may **verify** all **documents** for each **person** and based on recommendation received from authorized committee/person(s) of EPFO Regional Office, KADAPA service provider can deploy those recommended manpower to start work under this contract. If any proposed person fails to qualify in document verification, then agency must propose again new list with all documents.
2. **Uniforms & Cost: Contractor shall provide two sets of uniform and Identity Cards to their workers while on duty. The uniform must have printed/embroidered the name of the service providing agency. NO SEPARATE PAYMENTS SHALL BE MADE FOR SUCH THINGS. THE BIDDER MUST CALCULATE AND INCLUDE SUCH EXPENSES INTO THEIR OFFERED SERVICE CHARGES. Manpower engaged in Office. If any one found Without Uniform the salary will be deducted for that day.**
3. **Salary Payments:** The agency must pay salary/monthly wages to its employees **within fifth (05th) day of succeeding month** as per the Minimum Wages Act. The payment to the service provider/agency will be made on the production of payment proof of wages to manpower, challans of ESIC and EPFO to EPFO Regional Office, KADAPA and on producing the duly verified billin duplicate.
4. **Penalty for defaulting in payment to employees:** Ordinarily the Service Provider/Agency has to pay monthly wages/salary within **5th day each** and **every** month according to minimum wages act.

5. The personnel to be deployed at Regional Office, KADAPA must be a citizen of India.
6. The personnel deployed by the service provider shall be on the pay roll of the service provider. In no case they shall be treated as **regular/temporary employee** of the EPFO Regional Office, KADAPA and also have no right to claim for the same in present and future. The Service provider/agency shall be responsible for the labour engaged under this contract and deployed in the Office as well as staff quarters for all purposes. The manpower deployed at the EPFO Regional Office, KADAPA, shall strictly comply with the instructions issued by the authorities and have no choice of place of duty and time.
7. In case of need the EPFO Regional Office, KADAPA, **reserves the right to ask** the deployed **manpower to work in beyond duty hours** and/or at **night**.
8. Personnel to be deployed shall be well behaved and in case it is felt by the EPFO Regional Office, KADAPA that any personnel deployed is not suitable for carrying out his/her duties, then the personnel is to be replaced immediately by the service provider. Substitute should be provided in absence of manpower, fails which the contract will terminate without any further notice.
9. Indemnity of EPFO Regional Office, KADAPA: The **agency** service provider be **responsible** for all **involved risks, liabilities and obligations** arising out of this contract under any provisions of law in force from time to time. Under no circumstances the EPFO Regional Office, KADAPA shall be held **liable** for any **mishap, injury, accident, death** (s) of supplied manpower during duty and even off-duty time. The manpower supply agency shall have all the responsibilities in all cases. The Service Provider/Agency shall be liable to pay the compensation in accordance with the provisions of Act, Laws or Rule (as applicable) of land. An undertaking to that effect must be submitted along with same EPFO Regional Office, KADAPA due to a negligence of the manpower deployed the same may be recovered from the Service Provider/Agency.
10. **Prohibition of engaging Child labour:** This is totally prohibited as per instruction of Government of India. The bidder must comply with the Child Labour (Prohibition and Regulation) Act, 1986. Agency/supplier shall also ensure that the norms prescribed by the State and Central Human Rights Commission, Minimum Wages Act, Provision of Industrial Dispute Act or any such legislation (both State and Central Govt.) to the extent applicable are fully observed. Any violation or non-compliance shall be viewed very seriously resulting in penal action as well as termination of the contract depending on the seriousness of the violation.
11. **Settlement of Disputes & Arbitration:** In the event of any dispute or difference whatsoever arising out of this service contract, the same shall be settled amicably. If not resolved, the decision of the Regional Provident Fund Commissioner, EPFO Regional Office, KADAPA, or any person appointed by the Regional Provident Fund Commissioner, EPFO Regional Office, KADAPA will be final and binding on both the parties.
12. **Jurisdiction:** The court at KADAPA alone will have the jurisdiction to try any matter, dispute or reference between parties arising out of this tender/contract it is specifically agreed that no court outside and other than KADAPA court shall have jurisdiction in matter.
13. **Scope of work:**

The agency or deployed manpower cannot choose any work or place/office, i.e., EPFO Regional Office, KADAPA, D.O, Tirupati, DO, Anantapur, DO, Kurnool, D.O, Nellore. The authorities may ask any manpower to do work at EPFO Regional Office KADAPA, D.O, Tirupati, DO, Anantapur, DO, Kurnool, D.O, Nellore.

- (i) **Multitasking Staff:** Multitasking jobs in office i.e.,
 1. Physical maintenance of records of section.
 2. General Cleaning and upkeep of the section/unit
 3. Carrying of files and other papers within the building.
 4. Photo copying.
 5. Other non-clerical work in the section/unit
 6. Delivering of DAK (inside and outside the building).
 7. Watch and ward duties.
 8. Opening and closing of rooms.
 9. Cleaning of rooms.

10. Dusting of furniture and Cleaning of building, fixture etc.
11. Upkeep of parks, lawn, potted plants etc
12. Any other work assigned by superior authority.

- (ii) **All kind of Housekeeping Works:** Cleaning, sweeping, moping and wiping of floors, staircase of different types on daily basis or as required by the Office as well as staff quarters. Clearing of any choked drains/drainages, manholes etc. Cleaning and dusting of entire furniture partitions, wooden cabin walls, railings, doors, windows venetian blinds, racks, sofas, computers, telephones, curtains, wall mounted fans etc. with dry/wet cloth, feather brush and duster. This is not an exhaustive list but indicative list, this category may consist of other works also as directed by the EPFO Regional Office, KADAPA from time to time.
- (iii) **Kitchen Assistant:** Serving of Tea/Coffee, Breakfast to the staff & officers, providing assistance to the cook while preparation of food items; cleaning, dusting and mopping of kitchen, kitchen store, cubicles, dining hall including wash basins, sinks, garbage bins kept in kitchen/dining hall and other works as assigned by the higher authorities.
- (iv) **Cook:** The person must be well versed with the preparation of different varieties of Breakfast, lunch, snacks of north Indian and south Indian varieties and other allied works as assigned by the higher authorities from time to time.

14. SUBMISSION OF ESENTIAL DOCUMENTS ON GEM PORTAL:

A. The following documents are essential to be uploaded by the Bidder on GeM Portal considering during Technical Evaluation.

- 1) Establishment Registration Certificate.
- 2) EPF Registration Certificate.
- 3) ESI Registration Certificate.
- 4) PAN Card.
- 5) Turnover Certificate.
- 6) Experience criteria certificate

15. BID SPECIFIC ADDITIONAL TERMS AND CONDITIONS

1. Buyer uploaded ATC document.
2. For fulfilling the experience certificate if any one of the following documents maybe considered as valid proof for meeting the experience certificate.
3. Purchase order copy along with invoice(s) with self – certification by the bidder that supplies against the invoice have been executed.
4. Execution certificate by client with order value
5. Any other document in support of order execution like third part inspection release note, etc.

“ANNEXURE-A”

**DECLARATION FOR HAVING CLEAN TRACK RECORD AND NOT BEEN
BLACKLISTED**

I _____ hereby solemnly undertake/ declare that, we M/s
_____ / sister concern/any group company
or any of our partners/directors are not been black listed/debarred by any of the Government
departments/CPSU/SPSU/Autonomous body or have not been found guilty of moral turpitude or
convicted any economic offense or violated any labour laws by any court or any authority appointed to
enforce any labour laws. We have maintained clean track record and not foreclosed the services for non-
fulfillment of contractual obligations till date.

Date:

Place:

SIGNATURE OF THE BIDDER

(With official Seal)

“ANNEXURE – B”

**DECLARATION FOR NO POLICE CASE AGAINST
BIDDER/COMPANY**

I _____ hereby solemnly undertake/declare
that, No police case has been registered against our company and Proprietor/Director of
the company. We do not hold any litigations / Arbitration cases with any of the
customer.

Date:

Place:

SIGNATURE OF THE BIDDER

(With official Seal)

File No.1/7(1)/2024-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 6/03/2024
64

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. 01.04.2024 on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.2023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	164	151	149
Semi-Skilled/Unskilled Supervisory	178	164	152
Skilled/Clerical	194	178	164
Highly Skilled	214	200	178

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2024 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+164=497	303+151=454	300+149=449
Semi- Skilled/Unskilled Supervisory	364+178=542	335+164=499	307+152=459
Skilled/Clerical	395+194=589	364+178=542	334+164=498
Highly Skilled	438+214=652	407+200=607	364+178=542

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Onkar Sharma

(Dr. Onkar Sharma)
Chief Labour Commissioner(C)

M.K.L.
क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-I
क्षेत्रीय कार्यालय, कडवा/Regional Office, KADAPA

“ANNEXURE – C”

**DECLARATION FOR NON EMPLOYMENT OF CHILD
LABOUR**

I _____ hereby solemnly undertake/declare that, we M/s
_____ neither employed any child labour nor any violation
of rules and regulations under Child Labour(Prohibition and Regulation) Act, 1986.

Date:

Place:

SIGNATURE OF THE BIDDER

(With official Seal)

F.No.1/7(2)/2024-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 01/03/2024
04

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2413(E) dated 28th July, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.2023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024:-

Rates of Variable Dearness Allowance for employees employed in employments in Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate Mines and Magnetite Mines.

Category of worker	Rates of V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	172	214
Semi-Skilled/Unskilled Supervisory	214	255
Skilled/ Clerical	255	296
Highly Skilled	296	330

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.04.2024 will be as under:-

Category of worker	Rates of wages including V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	350+172=522	437+214=651
Semi-Skilled/ Unskilled Supervisory	437+214=651	523+255=778
Skilled/ Clerical	523+255=778	610+296=906
Highly Skilled	610+296=906	683+330=1013

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Onkar Sharma

(Dr. Onkar Sharma)

Chief Labour Commissioner(C)

Munde
क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-II
क्षेत्रीय कार्यालय, कडपा/Regional Office, KADAPA

F.No.1/7(3)/2023-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: d/03/2024
04

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.2023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024;-

The rates of Variable Dearness Allowance for employees employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE, TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES.**

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	255	214	172
Semi-Skilled/Unskilled Supervisory	283	240	200
Skilled/Clerical	311	283	240
Highly Skilled	335	311	283

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2024 will be as under :-

Category of worker	Rates of wages including V.D.A. per day (in Rupees)		
	A Area	B Area	C Area
Unskilled	523+255=778	437+214=651	350+172=522
Semi-Skilled/Unskilled Supervisory	579+283=862	494+240=734	410+200=610
Skilled/ Clerical	637+311=948	579+283=862	494+240=734
Highly Skilled	693+335=1028	637+311=948	579+283=862

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Onkar Sharma

(Dr. Onkar Sharma)
Chief Labour Commissioner(C)

M.L.N.
क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-II
क्षेत्रीय कार्यालय, कडवा/Regional Office, KADAPA

F.No.1/7(4)/2023-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 01/03/2024
04

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.2023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024:-

Rates of VDA for employees employed in loading and unloading in (i) Goods sheds, Parcel Offices of Railways, (ii) Other Goods-Sheds, Go-downs, Warehouses and other similar employments ; (iii) Docks and Ports; and (iv) Passengers and Goods and Cargo Carried out at Airports (both international and domestic).

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2024 to the employees shall be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	255
'B'	214
'C'	172

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2024 shall be as under:-

AREA	RATES OF WAGES PLUS V.D. A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	523	+	255 = 778
'B'	437	+	214 = 651
'C'	350	+	172 = 522

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Onkar Sharma

(Dr. Onkar Sharma)
Chief Labour Commissioner(C)

M/Under
क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-II
क्षेत्रीय कार्यालय, कडपा/Regional Office, KADAPA

No.1/7(5)/2024-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 01/03/2024
04

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.2023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024:-

RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993".

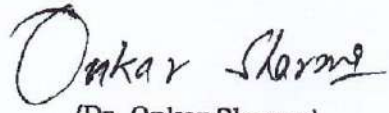
AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	255
B	214
C	172


Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2024 shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY		
	Basic Wages (Rs.)	V.D.A (Rs.)	Total (Rs.)
A	523 +	255 =	778
B	437 +	214 =	651
C	350 +	172 =	522

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.


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Chief Labour Commissioner(C)


क्षेत्रीय मजदूरी निधि आयुक्त-1
Regional Provident Fund Commissioner-I
क्षेत्रीय कार्यालय, कडपा/Regional Office, KADAPA

File No.1/7(6)/2024-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 03/03/2024
04

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.22023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024;-

I. RATES OF VDA. for employees employed in **WATCH & WARD (without arms)** shall be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	311
B	283
C	240

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2024 to employees employed in **WATCH AND WARD (without arms)** shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
A	637	+ 311	= 948
B	579	+ 283	= 862
C	494	+ 240	= 734

II. RATES OF VDA for employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF VDA PER DAY (in Rs.)
A	335
B	311
C	283

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2024 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF WAGES PLUS VDA PER DAY		
	Basic Wages (Rs.)	VDA. (Rs.)	Total (Rs.)
A	693	+ 335	= 1028
B	637	+ 311	= 948
C	579	+ 283	= 862

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Onkar Sharma
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Chief Labour Commissioner(C)

M. Shukla
क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-II
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File No.1/7/(7)2024 LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

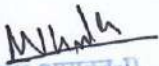
Dated: 01/03/2024
04

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 399.70 from 385.97 as on 31.12.2023 (Base 2016=100) and thereby resulting in an increase of 13.73 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2024;-

Rates of VDA for employees employed in "STONE MINES" shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01.04.2024
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs.175
(ii) Soft Soil with rock	Rs.259
(ii) Rock	Rs.343
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.140
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.1041
Above 1.5 inches to 3.0 inches	Rs.890
Above 3.0 inches to 5.0 inches	Rs.525
Above 5.0 inches	Rs.433


क्षेत्रीय मविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-I
क्षेत्रीय कार्यालय, कडवा/Regional Office, KADAPA

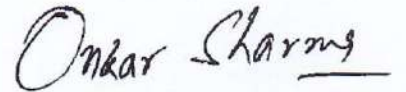
Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.04.2024 to the employees employed in Stone Mines shall be as under:-

Category	Basic Wages	VDA	Total
1. Excavation & removal of over burden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs.351 +	Rs.175 =	Rs. 526
(ii) Soft Soil with rock	Rs.531 +	Rs.259 =	Rs. 790
(iii) Rock	Rs.703 +	Rs.343 =	Rs.1046
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283 +	Rs.140 =	Rs.423
3. Stone Breaking or Stone Crushing for stone size of category **			
	Basic Wages	VDA	Total
(i) 1.0 inch to 1.5 inches	Rs.2171 +	Rs1041 =	Rs.3212
(ii) Above 1.5 inches to 3.0 inches	Rs.1857 +	Rs.890 =	Rs.2747
(iii) Above 3.0 inches to 5.0 inches	Rs.1088 +	Rs.525 =	Rs.1613
(iv) Above 5.0 inches	Rs.893 +	Rs.433 =	Rs.1326


The workers employed on minimum guaranteed time rate of wages per day shall be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

* Per 2.831 cube meters (100 cubic feet)

** Per truck load of 5.662 cubic meters (200 cubic feet)



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क्षेत्रीय भविष्य निधि आयुक्त-II
Regional Provident Fund Commissioner-I
क्षेत्रीय कार्यालय, कडवा/Regional Office, KADAV