

**बिड दस्तावेज़ / Bid Document**

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	03-02-2026 19:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	03-02-2026 19:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	180 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Pmo
विभाग का नाम/Department Name	Department Of Atomic Energy
संगठन का नाम/Organisation Name	Tata Institute Of Fundamental Research Hyderabad
कार्यालय का नाम/Office Name	Hyderabad
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	3 Year(s) 1 Day(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	304 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	7 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
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है /Startup Relaxation for Years of Experience and Turnover	No
विक्रेता से मांगे गए दस्तावेज़/Document required from seller	Experience Criteria,Bidder Turnover,Certificate (Requested in ATC),Additional Doc 1 (Requested in ATC),Additional Doc 2 (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer

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	1
बिड से रिवर्स नीलामी सक्रिय किया जाना चाहिए। / Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Two Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	4 Days
अनुमानित बिड मूल्य /Estimated Bid Value	60820000
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
मूल्य दर्शाने वाला वित्तीय दस्तावेज ब्रेकअप आवश्यक है। / Financial Document Indicating Price Breakup Required	Yes
मध्यस्थता खंड/Arbitration Clause	Yes ( <a href="#">Arbitration clause document</a> ) as per DoE OM No.F.1/2/2024-PPD dated 03.06.2024 Arbitration should not be routinely included in contracts
सुलह खंड/Mediation Clause	Yes ( <a href="#">Mediation clause document</a> ) as per DoE OM No.F.1/2/2024-PPD dated 03.06.2024 mediation clause should not be routinely included in contracts and pre-litigation mediation can be taken up without any such clause also

#### ईएमडी विवरण/EMD Detail

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

#### ईपीबीजी विवरण /ePBG Detail

आवश्यकता/Required	No
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(a). जेम की शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित केटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज़ प्रस्तुत करने हैं। एमएसई केटेगरी के अंतर्गत केवल वस्तुओं के लिए विनिर्माता तथा सेवाओं के लिए सेवा प्रदाता ईएमडी से छूट के पात्र हैं। व्यापारियों को इस नीति के दायरे से बाहर रखा गया है।/EMD EXEMPTION: The bidder seeking EMD exemption, must submit the valid supporting document for the relevant category as per GeM GTC with the bid. Under MSE category, only manufacturers for goods and Service Providers for Services are eligible for exemption from EMD. Traders are excluded from the purview of this Policy.

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

#### लाभार्थी /Beneficiary :

Head, Admin & Finance

Tata Institute of Fundamental Research, Department of Atomic Energy, PMO 36 by P, Gopanpally Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500046  
(Tata Institute Of Fundamental Research, Hyderabad)

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. 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. 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 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 online in GeM profile as well as validated and approved by the Buyer after evaluation of submitted documents.

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.

5. 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:**[1768306913.pdf](#)

**Scope Of Work For the Service:**[1768306945.pdf](#)

#### **Pre Bid Detail(s)**

मूल्य भिन्नता खंड दस्तावेज़/Pre-Bid Date and Time	प्री-बिड स्थान/Pre-Bid Venue
19-01-2026 11:00:00	Meeting ID: 972 4702 0824 Passcode: 707495 Zoom link: <a href="https://tifrh-res-in.zoom.us/j/97247020824?pwd=sbjFJB4ad0lg1bR4FoCC4AlwsKuLXq.1">https://tifrh-res-in.zoom.us/j/97247020824?pwd=sbjFJB4ad0lg1bR4FoCC4AlwsKuLXq.1</a>

#### **Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Security Supervisor ( 6 )**

#### **तकनीकी विशिष्टियाँ /Technical Specifications**

विवरण/ Specification	मूल्य/ Values
<b>कोर / Core</b>	
Type of Establishment / Area	Office/Commercial/Institutions/ Residential
Category of Profile	Security Supervisor
Category of Skills	Skilled
Gender	Male
Duty Hours in a day	8
Qualification	Secondary School
Ex Servicemen	Optional
Age Limit	Up to 45 years
Years of Experience	0 - 3 years

विवरण/ Specification	मूल्य/ Values
Additional Requirements for the Security Personnel	Supervisor
Is Geographical presence of the Service Provider registered office is required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Telangana
<b>एडऑन /Addon(s)</b>	
<b>अतिरिक्त विवरण /Additional Details</b>	
Title For Optional Allowances 1	Leave Wages @ 4.81%
Title For Optional Allowances 2	Additional Allowance (Fixed)

**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 विशिष्ट दस्तावेज /Additional Specification Documents**

**परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity**

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

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Desharaju Hari Prasad	500019,Sy No 36/P Gopanpally Village, Serilingampally Mandal, Ranga Reddy District, 500046	6	<ul style="list-style-type: none"> <li>• Tenure/ Duration of Employment (in months) : 36</li> <li>• Basic Pay (Minimum daily wage) : 981</li> <li>• Provident Fund (INR per day) : 69.23</li> <li>• EDLI (INR per day) : 2.88</li> <li>• ESI (INR per day) : 0</li> <li>• EPF Admin charge (INR per day) : 2.88</li> <li>• Bonus (INR per day) : 81.717</li> <li>• Optional Allowance 1 (in Rupees) : 47.186</li> <li>• Optional Allowance 2 (in Rupees) : 115.38</li> <li>• Optional Allowance 3 (in Rupees) : 0</li> <li>• Number of working days in a month : 26</li> </ul>

### **Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Unarmed Security Guard ( 35 )**

#### **तकनीकी विशिष्टियाँ /Technical Specifications**

विवरण/ Specification	मूल्य/ Values
<b>कोर / Core</b>	
Type of Establishment / Area	Office/Commercial/Institutions/ Residential
Category of Profile	Unarmed Security Guard
Category of Skills	Skilled
Gender	Male
Duty Hours in a day	8
Qualification	Secondary School
Ex Servicemen	Optional
Age Limit	Up to 45 years
Years of Experience	0 - 3 years

विवरण/ Specification	मूल्य/ Values
Additional Requirements for the Security Personnel	Guard
Is Geographical presence of the Service Provider registered office is required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Telangana
<b>एडऑन /Addon(s)</b>	
<b>अतिरिक्त विवरण /Additional Details</b>	
Title For Optional Allowances 1	Leave Wages @ 4.81%

#### 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 विशिष्ट दस्तावेज /Additional Specification Documents

#### परेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

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

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Desharaju Hari Prasad	500019,Sy No 36/P Gopanpally Village, Serilingampally Mandal, Ranga Reddy District, 500046	35	<ul style="list-style-type: none"> <li>• Tenure/ Duration of Employment (in months) : 36</li> <li>• Basic Pay (Minimum daily wage) : 981</li> <li>• Provident Fund (INR per day) : 69.23</li> <li>• EDLI (INR per day) : 2.88</li> <li>• ESI (INR per day) : 0</li> <li>• EPF Admin charge (INR per day) : 2.88</li> <li>• Bonus (INR per day) : 81.717</li> <li>• Optional Allowance 1 (in Rupees) : 47.186</li> <li>• Optional Allowance 2 (in Rupees) : 0</li> <li>• Optional Allowance 3 (in Rupees) : 0</li> <li>• Number of working days in a month : 26</li> </ul>

## केता 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. Generic

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

## 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 नियिदा 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---**

**TENDER DOCUMENT FOR SELECTION OF  
AGENCY FOR PROVIDING  
ROUND-THE-CLOCK SECURITY SERVICES AT  
TATA INSTITUTE OF FUNDAMENTAL  
RESEARCH (TIFR) HYDERABAD**



**TATA INSTITUTE OF FUNDAMENTAL RESEARCH  
Survey No.36/p, Gopanpally Village,  
Serilingampally Mandal, Ranga Reddy District,  
Hyderabad – 500 046**

## **NOTICE INVITING TENDER**

Tata Institute of Fundamental Research, Hyderabad (TIFRH), is a National Centre of the Government of India under the umbrella of the Department of Atomic Energy, operates at the cutting edge of global science.

TIFRH invites online bids (**GeM Tender in two bid system**) for **Selection of Agency for Providing Round-the-clock Security Services for Tata Institute of Fundamental Research, Hyderabad**.

<b>Estimated Bid Value:</b>	<b>Rs.6,08,20,000/- (approx. for 03 years)</b>
<b>Earnest Money Deposit:</b>	<b>Rs.5,00,000/-</b>
<b>Online Pre-Bid Meeting and Time:</b>	TIFR Hyderabad will be conducting a Pre-bid conference through the following Zoom Link Meeting ID: 972 4702 0824 Passcode: 707495 Zoom link: <a href="https://tifrh-res-in.zoom.us/j/97247020824?pwd=sbjFJB4ad0lg1bR4FoCC4A1wsKuLXq.1">https://tifrh-res-in.zoom.us/j/97247020824?pwd=sbjFJB4ad0lg1bR4FoCC4A1wsKuLXq.1</a> On 19-01-2026 at 11.00 AM. All prospective bidders are requested to attend the Pre-Bid Meeting for any clarifications. Based upon the discussion held in the Pre-Bid Conference if required, a Corrigendum/Addendum shall be issued in GeM Portal and it shall be treated as a part of the Tender document. No queries will be entertained after the Pre-bid meeting.
<b>Security Deposit:</b>	The successful tenderer should submit the Security Deposit @ 5% of the work order value drawn in-favour of Tata Institute of Fundamental Research, Hyderabad as interest free security deposit in the form Demand Draft in favour of "Tata Institute of Fundamental Research" payable at Hyderabad from any of the Commercial Banks (or) Bank Guarantee from any of the Commercial Banks (or) Fixed Deposit Receipt (FDR) (or) Insurance Surety Bonds. The Security Deposit should remain valid for a period of Thirty-Eight months from the date of commencement of Contract and would be released only after one month from the date of satisfactory completion of the contract.

The Tender Document can be downloaded from GeM Portal <https://gem.gov.in/> or Institute website <https://www.tifrh.res.in/tender/> and the bid is to be submitted online only through the GeM portal up to the last date and time of submission of tender. No manual bids will be accepted.

**The due date for submission of GeM Bids by 03-02-2026.**

**Amendment to Bidding Documents:**

At any time prior to the due date for submission of bids, the Institute may, for any reason, whether at its own initiative or in response to a clarification requested by a prospective bidder, modify the bidding documents by amendment.

All prospective bidders who have downloaded the Tender Document should visit the Institute website at <https://www.tifrh.res.in/tender/> regularly for the changes/modifications in the Tender Document. The changes/modifications would also be hosted on the website of the Institute.

The TIFR Hyderabad reserves the right to amend or withdraw any of the terms and conditions mentioned in the tender document or to reject any or all tenders at any stage without giving any notice or assigning any reason and not bound to accept the lowest tender keeping in view the Interest of the Institute. The decision of the TIFR Hyderabad in this regard shall be final and binding on all.

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## **INSTRUCTIONS TO THE BIDDERS**

1. The contractor/ agency meeting all the requirements should submit the bid online mode through GeM Portal.
2. The Technical bid will be opened by the TIFR Hyderabad Tender Opening Committee through GeM Portal only. As tender is processed on GeM portal, public opening of bids is not applicable.
3. **Earnest Money Deposit:**
  - i) Bid must be accompanied with **Earnest Money Deposit (EMD)** also known as **Bid Security** in the form of '**Demand Draft**'/ '**Banker's Cheque**'/ '**Fixed Deposit Receipt**' in favor of **Tata Institute of Fundamental research Hyderabad**. Bidder shall ensure that EMD submitted in the form of '**Bank Guarantee**' should have a validity of at least 'two [02] months' beyond the validity of the Bid.
  - ii) The EMD shall be submitted in Indian Rupees only.
  - iii) The EMD will be exempted for valid MSME/NSI.
  - iv) bidders on submission of valid certificate(s) for the same.
  - v) Unsuccessful Bidder's EMD will be discharged/returned after finalization of tendering process.
  - vi) Notwithstanding anything contained herein, the EMD may also be forfeited in any of the following cases
    - a. If a Bidder withdraws his Bid during the 'Bid Validity Period'.
    - b. If a Bidder has indulged in corrupt/fraudulent/collusive/coercive practice.
    - c. If the Bidder modifies Bid during the period of bid validity.
    - d. Violates any other condition, mentioned elsewhere in the Tender Document, which may lead to forfeiture of EMD.
4. The Financial bids of only those agencies who qualify in the technical bid will be opened on stipulated date and time.
5. If any information furnished by the agency is found to be incorrect/false at a later stage, the tender will be rejected and the firm will be liable to be debarred from tendering.
6. The TIFR reserves the right to accept or reject any or all the prospective applications in full or part thereof without assigning any reason whatsoever.
7. Tenders submitted without EMD or valid exemption certificate shall be rejected summarily.

8. The bid will be valid for a minimum of 180 days from the date of its opening.
9. The tenderer may inspect the areas where the services are to be provided for assessing the work involved during office working hours with prior appointment.
10. The TIFR Hyderabad in public interest reserves right to accept or reject any or all tenders without assigning any reason and also to impose/relax any terms and conditions of the tender.
11. **Pre-bid meeting:** The Bidder(s) or his representative(s) are invited to attend a "Pre-Bid Meeting "which will be conducted through online mode. It is expected that a bidder shall not depute more than 02 representatives for the meeting.
  - i) Purpose of this meeting is to clarify the issues and to answer questions on any matter that may be raised at that stage.
  - ii) Non-attendance of the Pre-Bid Meeting will not be a cause for disqualification of the Bidder.
12. Any corrigendum thus issued shall be an integral part of the Tender Document and shall be hosted on the GeM portal website. Bidders have to take into account all such corrigendum before submitting their Bid (Bidders must submit bid in Indian Rupees only).
13. The Prices are to be submitted strictly as per the Price bid on GeM portal. TIFR Hyderabad shall not be responsible for any failure on the part of the bidder to follow the instructions.

### **The brief duties of security guards**

1. Round the clock security of TIFR Hyderabad property, personal machines & instruments, compactors vehicles etc. Switching off the lights, fans etc. in toilets, lobby, rooms after office hours or in Hostel premises. They shall ensure that no damage is caused to the equipment on account of their mishandling.
2. Safety of trees, shrubs, electric overhead installations, water pipelines, boundary walls etc. and fresh additions/installations from time to time during the contract period.
3. Monitoring and checking of material movement, maintenance of registers & monitoring of TIFR Hyderabad transport vehicles.
4. Discharging duties as per instruction of officials of TIFR Hyderabad.
5. Guidance to visitors to connect in floors.
6. Patrolling round the clock at each floor. Opening of rooms in the morning and closing in the evening on all working days at all floors.
7. Protection of building property/personals from anti socials elements.

Report to TIFR Hyderabad officers in case of any mishappening

### **SCOPE OF WORK / CONTRACT**

1. The agency shall deploy security guards trained in all facets of security work. The Agency shall provide necessary undertaking and documentary evidence in this regard.

The security agency will provide security services, on contract basis. The contractor shall himself/or through his authorized supervisor, supervise the work of the guards deployed by him under the contract. He will be responsible for maintaining the attendance and wage register of the guards deployed and shall report to the Head, Admin. & Finance of TIFR Hyderabad as per requirement to guard TIFR campus round the clock throughout the year.

2. The agency shall employ good and reliable persons with robust health of age group of 21 to 45 years. In case any of the personal so provided is not found suitable the TIFR Hyderabad shall have the right to ask for his replacement without giving any reason therefore and the agency shall on receipt of a written /oral communication will have to replace such persons immediately. The agency shall ensure that the security personnel deputed are healthy. The agency will get their antecedents, character and conduct verified. The full particulars of the personnel to be deployed by the agency including their names and addresses, shall be furnished to TIFR Hyderabad along with testimonials before they are actually deployed for the job.

In case any of the persons so deployed by the contractor does not come up to the mark or does not perform his duties properly or indulges in any unlawful activities, riot, or disorderly conduct, the contractor shall withdraw such person from the campus within 24 hours and he has to deploy new personnel in his place.

3. The day-to-day functioning of the services shall be carried out in consultation with and under direction of the TIFR Hyderabad. Proposals for efficient functioning of the security systems shall be discussed, considered and implemented from time to time by the agency with the approval of TIFR Hyderabad.
4. The Agency shall provide Security services by deploying adequately trained and well-disciplined security personnel who shall safeguard the TIFR Hyderabad buildings, moveable and immovable assets, equipment and other items at the above address from any thefts, pilferage or damage and also ensure safety of the employees, visitors, guests or any other persons working in its campus.
5. In case of any loss that might be caused to the TIFR Hyderabad due to lapse on the part of the security personnel discharging security responsibilities will be borne by the Agency and in this connection, TIFR Hyderabad shall have the right to deduct appropriate amount from the bill of contracting agency to make good of such loss to TIFR Hyderabad besides imposition of penalty. In case of frequent lapses on the part of the security personnel deployed by the contractor, TIFR Hyderabad shall be within its right to terminate the contract forthwith or take any other action without assigning any reason whatsoever. In the event of any security personnel being on leave/absent, the agency shall ensure suitable alternative arrangement to make up for such absence. To meet such eventualities the agency shall make provision for leave reserve and provide the same under intimation to TIFR Hyderabad.
6. The contractor must provide Uniform with name badge including Cap & Leather Shoes, Socks, Belt, Torch with cells etc. for all the security staff & ID-card for all the security staff. The contractor has to provide the security equipment & tools includes to his deployed security staff in the TIFR Hyderabad from the award of the contract at his own cost for proper management of security in the TIFR Hyderabad campus. Tools includes Torches with batteries / Search lights, Rain coat, Umbrella, Baton for all the security staff. This is to be provided by the contractor at his own cost for which TIFR Hyderabad will not pay any cost to contractor. The Personnel's deployed ***should wear uniform all the time as approved by TIFRH while on duty compulsorily.***

For purpose of proper identification of these employees of the contractors deployed at various points, all the Guards/Supervisor should wear name badges and carry ID card at the time of performing duty.

7. The security personnel shall be deployed **round the clock in 3 shifts** at the office of TIFR Hyderabad to safeguard the premises.
8. The security personnel shall be responsible for opening/closing of the building and rooms, Keys management as necessitated/directed by TIFR Hyderabad officials on working and holidays/closed days.
9. The Agency shall keep the TIFR Hyderabad informed of all the matters of security and co-operate in the investigation of any incident relating to security. Maintenance of occurrence register with details of by various security related assignments, activities and important occurrences round the clock. Informing the police/lodging complaints (with the permission of the designated officer) in case of any theft, offence or any other warranting circumstances.

10. The Agency shall ensure that water taps/lights/ACs are not left open/on after close of working hours on normal working days as well as on off days, as the case may be. Ensuring closing of all office rooms and extra entry points on the corridors after office hours and on holidays.
11. The visitors shall be regulated as per TIFR Hyderabad procedure and records thereof maintained as stipulated. All visitors shall be attended with due courtesy. A senior level representative of the Agency shall visit TIFR Hyderabad premises at least once-a-week and review the service performance of its personnel. During the weekly visit, Agency's representative will also meet the TIFR Hyderabad officer dealing with service under the contract for mutual feedback regarding the work performed by his personnel and removal of deficiencies, if any, observed in their working by concerned authorities.
12. In case of any theft or pilferages, loss or other offences, the agency will investigate and submit a report to TIFR Hyderabad and maintain liaison with the police. FIR will be lodged by TIFR Hyderabad, wherever necessary. If need be, joint enquiry comprising of both the parties shall be conducted and responsibility fixed. The agency shall ensure that security staff appointed by them is fully loyal-to and assist the TIFR Hyderabad during normal periods as well as during strike and other emergencies for the protection of personnel and property both moveable and immoveable to the entire satisfaction of the TIFR Hyderabad.
13. The contractor shall maintain the records of materials and vehicles, etc. with proper check on the same as per instructions given from time to time by TIFR Hyderabad.

To maintain security check-points/vigil to allow the entry of Officers and Staff of the TIFRH only after verifying their identity.

To be courteous to the officer/employees/staff/other staff members. They should be polite but firm, disciplined, physically fit and alert all the time while on duty. To maintain highest order of integrity, moral and social responsibility especially towards ladies and senior executives.

To permit the entry of visitors/ staff of other departments only after confirming from the designated Officers of TIFRH that the entry is for the official purpose and to ensure issue of visitors pass by maintaining the necessary records thereof.

To permit entry of the Official vehicles of the TIFRH and Private vehicles of the officers and staff of the TIFRH after ensuring that only the authorized persons are inside the vehicle.

To permit private vehicles only after check and the necessary permissions under which material is being brought to or taken out of TIFRH and accordingly allow its entry/exit.

Safeguarding cars, scooters, cycles etc. parked inside the premises/compound, preventing unauthorized persons, vehicles, animals etc., from entering the premises.

Taking charge of any unattended personal property of employees/outsiders if any found in the institute premises and bringing the same to the notice of/ handing over the same to the office/authorized official.

Carrying out the special orders and instructions given by the authorized officials, confidentially whenever specifically told to do so.

Observing strictly instructions/orders as would be given from time to time by the authorized officials.

To issue a temporary visitors pass for the Officers/staff not having the Identity Cards after necessary approval of the designated officers of the TIFRH.

and

**Entry of Officers/Staff during the Holidays and before/ after working Hours:**

- a. Security persons will be responsible to maintain a record of the incoming and outgoing staff cars in working days and in holidays. A register would be maintained for entry of the officers/staff who are coming to office during holidays.
- b. Entry would also be made in a register about the details of the official vehicles and their timings of entry/exit during holidays and before and after working hours.

**Gate passes:**

Issue of Gate Passes for stores/material coming in and going out of the premises based on verification of permissions granted by authorized officers/Scientists for the same.

That the contractor shall ensure that the persons so deployed do not allow any property of the TIFRH to be taken out of the premises without a Gate Pass signed by the designated officials of the Institute. As a safeguard against any dishonesty connivance and/or ulterior motive, the specimen signature of the officials designated and authorized to sign the gate pass will be intimated in writing to the contractor along with subsequent changes, if any. The Head, Admin. & Finance of TIFRH shall take necessary steps to ensure compliance and necessary action in this respect.

14. No part of the TIFRH land measuring about 209 acres at Main Campus Gopanpally, Hyderabad is trespassed encroached or squatted upon or suffer from any unauthorized occupation or use.

The Institute gets a number of distinguished visitors from within India and abroad who are to be handled very carefully/ courteously.

The contractor will be required to provide total security and vigilance to the entire campus, to the properties of the Institute including valuable and delicate instruments worth crores of rupees and to the employees.

Carrying out necessary Security check at the Entry and Exit Gates and also at the reception.

Handling reception desk including the visitor management, phone calls and movement of documents and materials both inward and outward with proper documentation and check at the counter.

Record keeping and the monitoring the movement of Institute vehicles.

15. The security personnel deployed shall take regular rounds of the premises to maintain vigil and remain alert. The security personnel shall be duly trained in Fire Safety Operations. They should be trained to operate various fire control equipment installed at TIFR Hyderabad.
16. No accommodation or departmental transport will be provided by this Institute for the contractor's staff.
17. Maintaining proper traffic and parking discipline inside/outside the Institute premises
18. Handling Guest House/Hostel Keys, Guest assistance and the billing for Guest House/Hostel stay as per instruction by the Administration.
19. Handling room/office/lab keys of the all rooms/offices/labs in the main building/service building-1/service building-2/ Petawatt building/ Hangar 1 & 2 and nutrition building and other structures of the Institute which are constructed after issue of work order and extending assistance to staff members in opening and closing their rooms/offices/labs on demand, with due authorization.
20. The agency shall not deploy or shall discontinue deploying the person(s), if so desired by the TIFR Hyderabad at any time without assigning any reason whatsoever. A local representative of Agency shall be In-charge of the security system and shall be responsible for the efficient rendering of the service under the contract. While working at the premises of TIFR Hyderabad, they shall work under directives and guidance of Competent authority of TIFR Hyderabad and will be answerable to TIFR Hyderabad. This will, however, not diminish in any way, the agency's responsibility under contract to the TIFR Hyderabad.
21. The Security personnel deployed by the agency should be able to read, write & speak in Telugu, Hindi & English as to be able to make entries in the registers kept at the security desk/booth whenever required and also to write their names in the attendance register and mark their arrival and departure by signing in the register.

All the Security personnel should have minimum qualification of SSC or equivalent and age below 45 years. Character assessment, the discharge certificate should

indicate well to exemplary character. The contractor should provide passport size photographs of the workers working in this Institute along with their Bio-data and police clearance certificate.

22. The agency shall arrange to maintain at the security desk/booth, the daily shift-wise attendance record of the security personnel deployed by it showing their arrival and departure time. The Agency shall submit to TIFR Hyderabad an attested photocopy of the attendance record and enclose the same with the monthly bill. The TIFR Hyderabad shall pay the agreed amount on production of monthly bill. No other charges of any kind shall be payable. There would be no increase in rates payable to the Agency during the Contract period except reimbursement of the statutory wages revised by the Government.
23. The Head, Admin. & Finance of TIFRH or his nominee or the Security Supervisor of TIFRH shall be at liberty to carry out surprise check on the persons so deployed by the contractor in order to ensure that required number of persons are deployed and that they are doing their assigned duties.
24. The tenders will be valid for a minimum period of 180 days from the date of its opening. Canvassing in any form in connection with the tender is strictly prohibited and the tender submitted by the contractors who resorts to canvassing will be liable for rejection.

Any conditional bids submitted by the bidder will be summarily rejected.

25. The contractor is responsible for providing Group Medical Insurance, on his own cost, with a minimum sum assured of Rs.3,00,000 for personnel who are not covered under ESIC norms.

## **ELIGIBILITY CRITERIA FOR TIFRH Round-The-Clock Security Services**

### **General Descriptions:** -

1. The bidders for this contract will be considered only from those firms (proprietorship firms, partnership firms, companies, corporations), who meet requisite eligibility criteria prescribed as under.
2. Bidders shall not have a conflict of interest. The bidders found to have a conflict of interest in this tender process shall be disqualified. Bidders shall be considered to have a conflict of interest, if:
  - a. Submit more than one tender for the work.
  - b. If bidders in two different tenders have controlling shareholders in common.
  - c. If bidders have common partner/s
  - d. If bidders having any family relation with the any employee of TIFRH.
3. A firm can submit the tender as an individual firm only. Tender from Joint Ventures/Consortiums of firms is not allowed.
4. The Bidder must not have been blacklisted or deregistered by any central/state government department or public sector undertaking of Govt. of India & State Government during last five years and such black listing is not in force on the date of submission of bid. Self-declaration in this regard may be submitted along with the tender.

### **Minimum Eligibility Criteria:**

1. **Experience:** The bidder will be qualified only if they have **Similar Work** experience during last **Seven (07) years** preceding from **31<sup>st</sup> March 2025** and the firm should have experience of providing satisfactory security services in Central Government / Autonomous bodies / Research organizations/ reputed private sector companies with
  - a) One similar contract of value more than Rs.1,62,00,000/-per annum OR
  - b) Two similar contracts of value more than Rs.1,01,00,000/-each per annum OR
  - c) Three similar contracts of value more than Rs.81,00,000/- each per annum.

All orders should have been executed and completed during last Seven (07) years.  
All the work completion certificates should be enclosed with the tender.

**Similar Works Experience:** - Past experience and satisfactory completion means provisioning of General Security in the **last Seven (07) years** (Reckoned from preceding years from **31.03.2025**) for the Departments of the Government of India/ Any State Government/Statutory Bodies/ Autonomous Govt. Institutions/ Govt. Universities/ Public Sector Banks or Local Govt. Bodies/ Municipalities/ PSUs.

2. **Specialist Training:** Company should have dedicated training Centre with trainers preferably from Defence background.
3. **Financial Criteria:** The bidders will be qualified only if their average annual turnover for **last three (03) audited financial years** from providing of Security Services" is not less than Rs.3,04,00,000/- (Only Summary of Annual Turnover Certified by CA as per the format to be enclosed)
4. **Registration under Provident Fund:** The bidders will be qualified only if they are registered with **Employees' Provident Fund Organization**. Bidder has to submit attested copy of the certificate of PF registration.
5. **ESIC Registration:** The bidders will be qualified only if they are registered with ESI. Bidder has to submit attested copy of the certificate of registration with **Employee State Insurance Corporation**.
6. **Goods & Service Tax Registration:** - The bidder must have a valid GST registration under the relevant act. Bidder has to submit attested copy of the certificate of registration under GST Act.
7. **The bidder should have its registered office located in Hyderabad** and it should be Operational from minimum 1 year. If the Agency does not have such an office as per location mentioned, the bid will be summarily rejected. The Bidder should submit valid documentary proof for the same. Also, the firm preferably have experience of providing satisfactory manpower services in Central Government / Autonomous bodies / Research organizations/ reputed private sector companies in Hyderabad Region.
8. **Registration under PSARA (Mandatory):** The bidders must have a PSARA license in accordance to "Private Security Agency Regulation Act, 2005" and should submit the copy of the same.
9. **Registration:** Statutory Registration under Shop Act License certificate/Company Act/ Certificate of Incorporation (As the case may be).
10. The firms / security service provider should be ISO Certificate.
11. The bidder/contract should submit a valid NSIC / MSME certificate for exemption of tender fees/EMD.
12. **Bidder should submit the all the Annexures mentioned in this document duly signed and stamped with the competent authority.**
13. **Bank Solvency Certificate** of Minimum of Rs.2,43,28,000/- (40%) and above must be submitted this BID.

## EVALUATION CRITERIA

### **Technical evaluation:(Maximum Marks=100)**

The technical proposal will be evaluated on the following criteria. Only those applicants whose technical proposal scores minimum **60 Marks** out of **100 Marks** shall be considered for opening of Financial Bid. Maximum marks assigned for different evaluation criteria specified below:

<b>S. No.</b>	<b>Description of Technical Evaluation Criteria</b>	<b>Maximum Marks</b>
1	<p>Average annual turnover for last Three (03) audited financial years for FY 2022-23, FY 2023-24&amp; FY 2024-25 from “Providing of Security Services” Certified by Chartered Accountant.</p> <p>a) Turnover&lt;3.04 Crore : 0 Marks  b) Turnover≥3.04 Crore&lt;4.04 Crore : 5 Marks  c) Turnover≥4.04 Crore&lt; 5.04 Crore : 10 Marks  d) Turnover≥5.04 Crore&lt;6.04 Crore : 15 Marks  e) Turnover≥6.04 Crore and above : 20 Marks</p>	20
2	<p>Number of years in business from date of Incorporation Registration Certificate of Incorporation/Statutory Registration/Shop Act License certificate (As the case may be) – Period shall be considered from the date of incorporation/Shop Act Registration of bidding firm/company.</p> <p>a) No. of Year &lt;7 : 0 Marks  b) No. of Year≥7&lt;8 : 5 Marks  c) No. of Year≥8&lt;9 : 10 Marks  d) No. of Year≥9 &lt;10 : 15 Marks  e) No. of Year≥10and above:20 Marks</p>	20
3	Certified Training Centre with trainers having experience in training.	20
4	<p>Private Security Agency Regulation Act, 2005 (PSARA License):</p> <p>If Yes: 10 Marks  If No: 0 Marks</p>	10
5	<p>Experience of providing satisfactory Security services in any Central Government /Autonomous bodies/ Research organizations during last five years preceding from 31<sup>st</sup> March 2025 with minimum manpower in single contract.</p> <p>a) 41-82 :10 Marks  b) 82-123 :15 Marks  c) More than 123: 20 Marks</p>	20
6	<p>Established Office in Hyderabad (Evidence of Address to be enclosed) and should be Operational from minimum 1 year.</p> <p>If Yes:10 Marks  If No: No Marks</p>	10
	<b>Total</b>	<b>100</b>

***The bidder should secure minimum of 60 marks out of 100 marks for considering financial bid.***

## **TERMS & CONDITIONS FOR BIDDERS**

1. The Agency/Contractor/ Service Provider is required to pay Salaries/wages of hired staff deployed at TIFR Hyderabad first i.e., on their own and then claim payment from Buyer along with all statutory documents like, PF, ESIC etc. as well as the bank statement of payment done to staff.

Payments of wages to the persons deployed by the Agency/ Contractor will be made through E- payment mode namely Electronic Clearance System (ECS); National Electronic Fund Transfer (NEFT), Real Time Gross Settlement (RTGS); net Banking by direct credit to the account of the beneficiaries on or before 05<sup>th</sup> day of each month to the account and copy of payment sheet duly signed by authorized signatory of the Agency/ Contractor on every month before verifying the monthly bill, failing which punitive action against the contractor will be taken at the discretion of the Centre Director, TIFR Hyderabad. The Agency shall make payment of wages to workers engaged by it by the stipulated date irrespective of any delay in settlement of its bill by the TIFR Hyderabad for whatever reason. The Agency shall also be responsible for the insurance of its personnel. The agency shall specifically ensure compliance of various Laws/Acts, including but not limited to with the following and their re-enactments/ amendments/modifications.

- The Payment of Wages Act 1936
- The Employees Provident Fund Act, 1952
- The Factory Act, 1948
- The Contract Labour (Regulation) Act, 1970
- The Payment of Bonus Act, 1965
- The Payment of Gratuity Act, 1972
- The Employees State Insurance Act, 1948
- The Employment of Children Act, 1938
- The Motor Vehicle Act, 1988
- Minimum Wages Act, 1948
- The Maternity Benefit Act 1961

The agency shall be solely responsible for compliance to the provisions of various labour and industrial laws, such as, wages, allowances, compensations, EPF, Bonus, Gratuity, ESI etc. relating to personnel deployed by it at TIFR Hyderabad or for any accident caused to them and the TIFR Hyderabad shall not be liable to bear any expense in this regard. The Income-tax as applicable shall be deducted from the bill unless exempted by the Income-tax Department.

2. The contractor shall be responsible for fulfilling all their statutory obligations towards the persons deployed under law, namely, under the Minimum Wages Act. P.F. Act, ESI Act, Bonus Act, Maternity Benefit Act, Shops and Establishment Act, etc. as applicable and amended from time to time. The contractor shall be responsible for deposit of employees and Principal employer's share of statutory contribution towards ESI/EPF with the concerned department/authorities at their own level and maintenance such record as per rules. They will be required to submit a copy of ECR (Electronic Challan Receipt) of the amount deposited on account of the statutory contributions along with confirmation receipts with the bill of subsequent month for reimbursement, failing which the payment of service charges of the following month will be withheld. The payment will be released to them towards their service charges after deduction of income tax or any other Government dues,

after the submission of attested copies of Recovery Schedules and other statements in the required formats for all employees, copy of Bank Challan(s)/Scroll(s) as a proof of having deposited the said amount for the period concerned before the reimbursement of the wages bill of staff is claimed. The contractor shall ensure that the cheque(s) issued by them should not be dishonored under any circumstances. They will also arrange to open such EPF/ESI accounts of all the employees deployed by them. The successful Contractor if operating from outside of Hyderabad but having branch office in the city will have to obtain EPF/ESI sub-codes in Hyderabad within 2 months of award of Contract for administrative convenience.

Any breach of the compliance of such formalities on more than two occasions during the currency of the contract shall invite action for imposition of penalty, apart from the cancellation of the contract without any notice. The responsibility for issuance of Annual Statements of EPF deposits and ESI cards to its employees solely lies with the Contractor.

3. The contractor shall pay the minimum monthly wages (Central) fixed by the Chief Labour Commissioner (Central), New Delhi, Govt. of India, Ministry of Labour & Employment, vide Order No.1/ (6)/2025-LS-II, dt. 25-09-2025 and Corrigendum dated 14-10-2025 notified under S.O 191(E) engaged under the Minimum Wages Act as applicable in Hyderabad and wages shall be paid in accordance with the latest Central Minimum Wages notified by the Chief Labour Commissioner (Central) from time to time
4. **PAYMENT: The contractor should pay the wages to the contractual staff before expiry of 05<sup>th</sup> day of every month and claim for reimbursement.**

**The bill/invoice should be submitted along with -**

- **Invoice (original)**
- **Wage calculation sheet**
- **Attendance copies in proof of attendance**
- **Copy by the Challan for ESI (if applicable)**
- **Copy by the Challan for EPF with payment confirmation challan & TRRN**
- **Bank statement for proof of salary credited to the employees**
- **Goods and Services Tax challan of the month for proof of remittance**

**(All documents should be submitted on monthly basis along with duly certified by the agency/contractor)**

5. The contract will be awarded for a period of three years from the date of the agreement. The agreement shall come into effect immediately upon execution unless terminated earlier under Clause 38 of "Terms & Conditions". The Service charges/ administrative charges quoted by the contract should be for all the three years.

***Enhancement in Administrative/Service charges, on any ground will not be entertained during the tenure of the contract.***

***As per Office Memorandum No. 29(1)/2014-PPD of Ministry of Finance, Department of Expenditure dated 28th January 2014, any firm quoting 'Nil' charges/ consideration as service charge will be treated as unresponsive and will be summarily rejected.***

6. **SECURITY DEPOSIT:** The successful tenderer will have to pay an amount of **5% of the work order value drawn in-favour of Tata Institute of Fundamental Research Hyderabad** as interest free security deposit in the form of account payee demand draft/bank guarantee from SBI or any one of the nationalized banks in an acceptable form. Security Deposit should remain valid for a period of **Thirty-Eight (38) months** from the date of commencement of Contract and would be released only after one month from the date of satisfactory completion of the contract.
7. Seeking any deposits /amounts or any other form of monetary acceptance by the service provider from the deployed resource at TIFR Hyderabad is strictly prohibited. If any such complaint is received, incident will be raised on GeM portal for suitable action as per Incident Management Policy of GeM. In addition, buyer department may separately initiate suitable penal action as per their laid down norms.
8. The TIFR Hyderabad reserves the right to withhold bills, if the contract fails to produce proof for having remitted the ESI/EPF/SALARY dues. The payment for successive month will be released on receipt of the evidence of deposition of ESI/ EPF in the worker's account for the previous month. If the contractor does not produce satisfactory evidence regarding deposition of EPF and ESI dues, the Client shall withhold payment of the component of EPF and ESI. The Agency shall submit with monthly bill the following:
9. The staff provided should also maintain discipline in the premises of Institute and required to be present for the whole office hours as per requirement of the Institute also. **If the staff deployed by the contractor is found not on duty for the prescribed working hour, punitive action at the discretion of authority will be taken.** The personnel to be deployed will also be given paid weekly off as per provision of labour laws.

**No security personnel of the Contractor/Agency shall work for more than 26/27 days in a month or as specified by Labor Laws. Paid weekly off is mandatory.**

10. All the workers provided by the contractor should have also been trained in Fire Fighting.
11. Changing of Supplied Staff should be intimated to the Office. The Contractor must employ adult Personnel only; **employment of child labour will lead to the termination of the contract including other punitive action as deemed fit.** The existing staff if any trained in TIFR Hyderabad if wishes to join the firm in contract with TIFR Hyderabad, the preference should be given to same as they are already trained in TIFR Hyderabad work. The firm/contractors should provide the personnel as per requirement and qualification/experience for required work as determined by the Institute or its representative. The staff deployed by the contractor/ firm for the work required should follow strict attendance and alternative arrangements are to be made by agency whenever anyone of staff/ supervisor is to go on leave/weekly rest under intimation to this office. Successful Service provider will ensure continuity of any allocated / deployed resources with the prior consent of the buyer department. Deployed resources cannot be replaced by Service Provider without prior approval of buyer.
12. In case of non-compliance/non-performance of the services according to the terms of the contract, the TIFR Hyderabad shall be at liberty to make suitable deductions from the bill without prejudice to its right under other provisions of the contract. The agency shall be solely liable for all payment/dues of the Workers employed and deployed by it.

13. The agency shall fully indemnify TIFR Hyderabad against all the payments, claims, and liabilities whatsoever incidental or directly arising out of or for compliance with or enforcement of the provisions of any of the labour or other laws to the extent they are applicable to establishment /work in TIFR Hyderabad premises/facility.

14. Any kind of loss to the Govt. / Institute's property due to the negligence of the contractor Personnel's will be deducted from the contractor's bill of that month. During the contract period the Institute will not be responsible for any mishappening of supplied Personnel like Snake bite, Skin disease or any accident / injury (including Death) of the personnel and it will be full responsibility of the contractor for compensation of any claim etc. in this regard.

In the event of exigencies arising due to the death, infirmity, insolvency of the contractor or for any other reasons or circumstances, liabilities of the contract shall be borne by the following on such terms and conditions, TIFRH may think proper in public interest:

- Legal heirs in case of sole proprietor
- The surviving partners in the case of a partnership firm otherwise, TIFRH shall reserve the right to settle the matter according to the circumstances of the case as it may think proper.

15. Income Tax & GST TDS shall be deducted from the payments due for the work done as per rule and any other tax payable shall be paid by the contractor also. The Agency shall be liable to pay all taxes, duties, royalties, statutory minimum payments/ contributions to be paid to and/or on behalf of the manpower supplied by the tenderer, TDS & GST as applicable will also be deducted from the bill of the contractor at the source. No change/revision whatsoever in service charges once quoted shall be admissible during the tenure of tender under any circumstances.

16. The contractor shall keep a complaint register with his supervisor in the Institute and it shall be open to the verification by the authorized officer of TIFR Hyderabad for the purpose. All complaints should be immediately attended to by the Agency.

17. The agency or his workers shall not misuse the premises allotted to them for any purpose other than for which the contract is awarded. The selected agency shall provide the necessary personal (qualified/experienced according to work required) as per requirement at TIFR Hyderabad. Also, the contractor should provide passport size photographs of the workers designated to work in this Institute along with their Bio-data and police clearance certificate.

18. The contractor should not allow his workers to conduct any union activities in the campus of TIFRH.

19. No person(s) has/have been engaged on contract basis in this Institution without the prior approval of the competent authority.

20. No accommodation or departmental transport will be provided by this Institute for the contractor's staff.

21. The entire administration of the Security personnel will be the responsibility of the Contractor. The contractor will provide them the uniforms, liveries etc. at his own cost. The security personnel should wear uniform as approved by the Institute while on duty compulsorily.
22. For purpose of proper identification of these employees of the contractors deployed at various points, all the Worker/Supervisor should wear name badges and carry ID Card at the time of performing duty.
23. Shri. D. Hari Prasad, Head, Admin & Finance of TIFRH or his nominee or the Security Supervisor of TIFRH shall be at liberty to carry out surprise check on the persons so deployed by the contractor in order to ensure that required number of persons are deployed and that they are doing their assigned duties.

#### **24. VALIDITY OF CONTRACT**

The contract will be awarded for a period of three years from the date of the agreement. The agreement shall in come into effect immediately upon execution **unless terminated earlier under Clause 39 of T&C**. The Service charges/ administrative charges quoted by the contract should be for all the three years.

**Enhancement in Administrative/Service charges, on any ground will not be entertained during the tenure of the contract.**

25. **FORCE MAJEURE:** If at any time, during the continuance of this contract, the performance in whole or in part by either party, of any obligation under this contract, shall be prevented or delayed by reason of any floods, explosions, epidemics, quarantine restriction, act of God omissions or acts of public authorities including changes in law, regulations or policies of the Government, or other regulatory authority acts which are beyond the control of any Party (hereinafter referred to as the "events"), provided notice of happenings of any such eventuality is given by either party to the other within 7 days from the date of occurrence thereof, neither party shall be due to reason of such event be entitled to terminate this contract nor shall either party have any such claim for damages against the other in respect of such non-performance or delay in performance. The operation of contract shall be resumed as soon as practicable after such event may come to an end or cease to exist and the decision of the Institute as to whether the operation have been so resumed or not shall be final and conclusive, provided further that if the performance in whole or in part of any obligation under his contract is prevented or delayed by reason of any such event for a period exceeding 60 days either party may at his option terminate the contract.

The contractor shall keep the TIFRH indemnified against all claims of whatsoever nature in respect of the employees deployed by the contractor and any financial or any other liability. In case any Personnel of the contractor so deployed either during performance of the duty or removal, enters into dispute of any nature whatsoever, it will be the responsibility of the Contractor to contest the same, and TIFRH will not take any responsibility whatsoever on the outcome of such disputes.

26. **Risk Clause:** TIFR Hyderabad reserves the right to discontinue the service at any time, if the services are found unsatisfactory by giving a show-cause to be replied within a week and also has the right to award the contract to any other agency at the risk and cost of current agency and excess expenditure incurred on account of this can be recovered from Performance security or pending bills or by raising a separate claim.

**27. Arbitration:** In case of any dispute or differences arising under the terms of this Agreement the same shall be settled by reference to arbitration by an Arbitrator to be mutually appointed by both parties. The provisions of Arbitration and Conciliation Act 1996 shall be applicable. Any violation of instructions/agreement or suppression of facts will attract cancellation of agreement without any reference.

The award of the arbitrator shall be final and binding on both the parties. In the event of such arbitrator to whom, the matter is or originally referred is being transferred or vacating his office or resigning or refusing to work or neglecting his work or being unable to act for any reason whatsoever the Centre Director, TIFR Hyderabad shall appoint another person to act as arbitrator in place of the outgoing arbitrator in accordance with terms of the agreement and the persons so appointed shall be entitled to proceed with the reference from the stage at which it was left by the predecessor.

The Arbitrator may give interim award(s) and/or directions, as may be required.

Subject to the aforesaid provisions, the Arbitration & Conciliation Act, 1996 and the rules made hereunder and any modifications are there of from time to time being in force shall be deemed to apply to the arbitration proceedings under this clause

**Mediation Clause:** The parties agree that any dispute or controversy, arising out of or in connection with this Agreement or any alleged breach thereof, shall be subject to mediation if all parties agree thereto.

28. The agreement is terminable with three-month notice. The contractor shall not sublet the work without prior written permission of the TIFR Hyderabad.
29. The manpower deployed by the contractor are solely employees of the contractor & they have no right to claim for any compensation or regular appointment in TIFR Hyderabad and does not own any responsibility / liability whatsoever either for absorption / continuation or for regularization or compensation etc. on whatsoever grounds and/or reasons. The contractor should provide a copy of appointment order issued by him to the workers.
30. All disputes arising from this contract in respect of personnel posted at TIFR Hyderabad concerning their wages or any other matter connected with their service conditions under relevant Labour Laws are solely and wholly the responsibility of the Contractor. The TIFR Hyderabad will be free from all encumbrances either from the Government or from any other sources.
31. The contractor shall indemnify and TIFR Hyderabad will not be responsible for any claims, loss or damages that may be caused to it on account of any failure to comply with the obligations under various laws. In cases of any dispute, the decision of Centre Director, TIFR Hyderabad shall be final and binding on the contractor.
32. A computerized Monthly Payment Slip shall be issued to all contractors' manpower at the time of monthly payment. The Pay slip must bear the contract agency name & logo etc. The contractor shall submit each employee wise PF Code No. and ESI Code No. along with respective amount to TIFR Hyderabad for all the Contract manpower deployed before claiming the Bills. Previous month Acknowledgement' copy of the 'Return on Contributions' for every contribution period on Form 6 of ESI Act within 15 days of the stipulated date for

submission of return to ESI Authorities subject to change in Govt. notifications from time to time.

33. The agency shall issue identity cards to his workers, which should be suitably displayed by the supplied worker. The contractor offered the contract will have to maintain an Attendance Register as per Format of the Institute. The contractor has to close the absentee/presence statement every day on the Register based on which the concerned end user will verify the bill.
34. The Agency shall ensure that any replacement of the personnel, as required by TIFR Hyderabad for any reason specified or otherwise, shall be affected promptly without any additional cost to the TIFR Hyderabad. If the agency wishes to replace any of the personnel, the same shall be done with prior concurrence of the TIFR Hyderabad at Agency's own cost.
35. The agency shall ensure that the personnel deployed by it are disciplined and do not participate in any activity prejudicial to the interest of the TIFR Hyderabad/ Govt. of India/ any State/ any Union Territory.
36. The contractor shall deploy his persons in such a way that they get weekly rest. The working hours/leave, for which the work is taken from them, do not violate relevant provisions of concerned rules & regulations. On violation, the authority of the Institute will be free to take the action against contractor or his nominee firm.
37. In the event of the contractor committing a default or breach of any of the provisions of the Labour Laws including the provisions of the Contract Labour Regulation & Abolition Act, 1970 as amended from time to time or furnishing any information, or submitting or filing any statement under the provisions of the said regulations and rules which is materially incorrect they shall without prejudice to any other liability pay to the TIFR, Hyderabad, a sum as may be claimed by TIFR.

The Security Guards and Security Supervisors shall be normally required to work in three shifts basis.

38. In the event of the contractor committing a default or breach of any of the provisions of the Labour Laws including the provisions of the Contract Labour Regulation & Abolition Act, 1970 as amended from time to time or furnishing any information, or submitting or filing any statement under the provisions of the said regulations and rules which is materially incorrect they shall without prejudice to any other liability pay to the TIFR, Hyderabad, a sum as may be claimed by TIFR.

39. The contract can be terminated on any of the following contingencies:

- a) On expiry of the contract period.
- b) By giving three month's advance notice by TIFR Hyderabad on account of:
  - i Un Satisfactory performance of the contract (as per tender terms and conditions).
  - ii Losses suffered by TIFR due to lapse on the part of the contractor/ his supervisor/ workers.

- iii For committing breach by the contractor of any of the terms and conditions of contract.
- iv On assigning the contractor or any part thereof or any benefit or interest therein or there under by the contractor to any third person for sub-contracting whole or part of the contract.
- v On violation of any Labour laws as per Contract Labour (Regulation & Abolition) Act, 1970, as amended from time to time.
- vi On contractors being declared insolvent by the competent Court of Law.
- vii The contractor provides unsatisfactory services.

During the notice period of termination of the contract in the contingencies contemplated above, the contractor shall keep on discharging his duties as before till the expiry of notice period.

- 40. If any information furnished by the agency is found to be incorrect/false at a later stage, the tender will be rejected and the firm will be liable to be debarred from tendering.
- 41. The TIFRH reserves the right to accept or reject any or all the prospective applications in full or part thereof without assigning any reason whatsoever.
- 42. The TIFR Hyderabad in public interest reserves right to accept or reject any or all tenders without assigning any reason and also to impose/relax any terms and conditions of the tender.
- 43. Any other provisions as deemed fit may be incorporated in the contract/agreement. The same shall also be binding on the Security Agency.
- 44. Canvassing in any form in connection with the tender is strictly prohibited and the tender submitted by the contractors who resorts to canvassing will be liable for rejection.
- 45. The contractor should submit their annual returns online in the Shram Suvidha Portal of the Ministry of Labour is mandatory.
- 46. Income Tax will be recovered from the contractor's monthly bill as per the Govt. of India's order and necessary TDS certificate will be issued to him as a proof of having deducted the tax.
- 47. If the contractor(s) selected for the work fails to sign the formal agreement within 15 days from the date of receipt of award of work or fails to take up the assignment or fails to commence the work on the date specified in the contract, the Earnest Money Deposit is liable to be forfeited.
- 48. None of the security personnel engaged by the Contractor shall enter into any kind of private work at different locations of the Institute during working hours or otherwise, failing which penalty will be imposed as per rules. The employees should not be put in different shifts at other locations & they should not be employed by other agencies to do so also.

49. TIFR Hyderabad GST NO is: 36AAATT3951F2ZG. GST rule will be applicable with effect from 01.07.2017 as per GST regime. The applicable TDS /other charges if any as per GST rule will be deducted. Also, the contractor should submit a valid GST Registration document/certificate.
50. The TIFR will reimburse Goods and Services Tax (GST), payable, if any on the bill by the contractor to the authorities concerned and it will be the responsibility of the contractor to pay such an amount only if he is liable to pay GST under the relevant Act/Rule/Orders of Govt. of India/State Govt.
51. 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 Security Deposit shall be forfeited without any claim whatsoever on TIFR and the contractor is liable for action as appropriate under the extant laws.
52. Any other provisions as deemed fit may be incorporated in the contract/agreement. The same shall also be binding on the Agency.

**FORMS TO BE SUBMITTED BY THE BIDDER**

**(Annexure I)**

**DETAILS OF LOCAL OFFICE (Hyderabad)**

Location /Address of Firm:

Name of in charge Person:

Phone/Fax/Email:

Office Hours:

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure-II)**

**UNDERTAKING TO SUBMIT PERFORMANCE BANK GUARANTEE**

To

The Head, Admin & Finance,  
Tata Institute of Fundamental Research (TIFR HYDERABAD),  
Survey No.36/P, Gopanpally Village, Serilingampally Mandal,  
Ranga Reddy District, Hyderabad - 500 046

**Sub: Assurance for PBG**

Sir,

We the firm are participating in your Tender No \_\_\_\_\_

\_\_\_\_\_ If our bid is accepted against this subject tender notice, we commit to provide a performance security for due performance of the contract as per TIFR HYDERABAD policy/format/form and warranty-guarantee as per tender specification or agrees as per contract valid for 180 days more than the contract period.

Thank you,

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure-III)**

**Performance Statement/Clientele/List of User**

**Attached separate sheet in same format if above place is not sufficient**

S.No	Name of the Dept/Organization & Name of contract person with Phone No. Contact Person along with Tel. NO., Fax No. & e-mail address	Period		No. of manpower deployed	Contract Order No & Contract Value in Rs.
		From	To		
1.					
2.					
3.					
4					
5					

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure-IV)**  
**Organizational Details**

<b>S. No.</b>	<b>Point</b>	<b>Bidder reply</b>
1	Name of company/firm/service provider	
2	Year of Establishment	
3	Legal status of the applicant (attach copies of original document defining the legal status) a) A proprietary firm b) A firm in partnership c) A limited company or Corporation / Joint venture / Consortia /Any other	
4	Names of Key executives with designation to be connected with this bid /Designation of individuals authorized to act on behalf the organization. (Name Contac No /E mail ID)	
5	Has the bidder, or any constituent partner in case of partnership firm / limited company/ Joint venture, ever been convicted by the court of law? If so, give details.	
6	Any other information considered necessary from your side but not included above.	
7	Confirm that the Bidder has not been banned OR delisted/blacklisted by any Government or Quasi Government agencies or Public Sector /AB	
8	Confirm that Bidder is not under Liquidation, court Receivership or similar proceedings. (Declaration from the Tenderer that there is no litigation / arbitration on firm to be submitted) The Bidder must list out the cases and state all its contingent liabilities that may arise out of litigation if any by way of pending court and/or arbitration cases.	

**(Annexure-V)**  
**Information of the Bidder**

1	Name of company/firm/service provider	
2	Name of Proprietor/Director	
3	Full Address of Registered Office Telephone No.: Fax No.: E-Mail Address:	
4	Full Address of Operating/Branch Office Telephone No.: Fax No.: E-Mail Address:	
5	Banker of the Service Provider Name, Address and Telephone Number of Banker branch	
6	PAN No (Attach attested copy)	
7	GST Registration No. (Attach attested copy)	
8	E.P.F. Registration No. (Attach attested copy)	
9	Labour License/Certificate:	
10	E.S.I. Registration No. (Attach attested copy):	
11	Financial turnover of the company/firm/service provider during the last three year  Audited Balance Sheet and Profit and Loss Accounts for last three years with audit report (Attach attested copy):	FY 2022-23:  FY 2023-24:  FY 2024-25:
<b>COMPETENT AUTHORITY NAME, SIGN &amp; DATE WITH STAMP &amp; SEAL OF ORGANIZATION</b>		

**(Annexure-VI)**  
**FINANCIAL INFORMATION**

**CERTIFICATE FROM CHARTERED ACCOUNTANT**

This is to certify that annual Turnover of M/s.....  
PAN No: ..... GST No: ..... having its office at ..... is in  
the '**Outsourcing of Security Service**' business & for the last 03 financial years in similar  
nature of work turnover are as follows: -

Financial Years	Turnover (in Rs.)	Profit	Loss (if any)
2022-23			
2023-24			
2024-25			

**AVERAGE TURNOVER OF ABOVE LAST THREE YEARS:**

Name, signature and seal of Chartered Accountant

**Date.....**

**Place.....**

**(Annexure-VII)**

**BANK SOLVENCYCERTIFICATE**

**Note: - Banker's certificate should be on letter head of the Bank and should not be more than 06 months old from the date of publication of tender.**

**Date:**

To,  
The Head, Admin & Finance,  
TIFR Hyderabad

**BANK SOLVENCYCERTIFICATE**

We the **(Bank Name)** do hereby certify that **(Name of Firm)** having their Registered office at **(Registered Office Address)** is solvent to the extent of Rs. \_\_\_\_\_  
\_\_\_\_\_ in words \_\_\_\_\_) as disclosed by the information and records which are available with the aforesaid bank.

It is further notified that this certificate is being issued at the request of **(Name of Firm)** without attaching any risk and responsibility on our part in any respect whatsoever more particularly either as guarantor or otherwise.

**Sign & Stamp of Bank Manager**

**Place:**

**Date:**

**(Annexure-VIII)**

**Non-Blacklisting Certificate**

I/We (name) \_\_\_\_\_ do hereby certify that the individual/firm/ companies have not been ever under a declaration of ineligibility for corrupt or fraudulent practices and has not been blacklisted by any State Govt./ Central Govt. / Board / Corporations and Government Societies/ PSU or such other authorities for any reason.

It is also confirmed that our Firm has not been ever insolvent, in receivership, bankrupt or being wound up, not have its affairs administered by court or judicial officer, not have its business activities suspended and must not be the subject of legal proceedings for any of the foregoing reasons. Firm /Any directors, partners and officers not have been convicted of any criminal offence related to their professional conduct or the making of false statements or misrepresentations as to their qualifications to a manpower supplying contract within a period of three years preceding the commencement of the manpower supplying process, or not have been otherwise disqualified pursuant to debarment proceedings.

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure-IX)**

**Details experience with Govt. Institute/Organization& Autonomous bodies**

S. No.	Name of the Institute / Govt. Organization& Name of contact person with Phone Number	Period		No. of staff deployed	Contract number & Value of contract in Rs.
		From	To		

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure-X)**

**Indemnity Bond**

We,....., having a registered office at....., have entered into a contract with TIFR Hyderabad, vide contract dated ....., to provide manpower on outsourcing basis at TIFR Hyderabad situated at Hyderabad

We do hereby indemnify and keep harmless, TIFR Hyderabad, at all times, whether during the continuation of the aforesaid contract and at any time thereafter, in respect of any claim, demand, compensation, liability, penalty, fines, interests, suits etc. of whatsoever nature made, all actions and proceedings taken against the Institute by any party, employee(s), or workman/woman provided by us, on account of any delay, default, lapse, error, or omission on our part, or of rules and regulations, as may be applicable under the said contract from time to time.

We further undertake to indemnify and keep harmless, TIFR Hyderabad against any claim/compensation arising out of any non-payment or short payment of salaries, wages, overtime, or compensation by whatever name called and compensation and claims arising on account of any accident, injury, death, etc. during the course of their engagement by us for the purpose of this contract, or no fulfilment of any obligation under any of the labour laws as applicable to the class of workers/employees engaged by us for the purpose of this contract.

We further declare and agree that this Indemnity Bond is an unconditional and irrevocable undertaking by us and is not restrictive in any manner.

**In case of contract received from TIFR HYDERABAD against this NIT, we accept to submit the above Indemnity Bond.**

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure-XI)**

**Acceptance of Tendered Terms & Conditions**  
**(To be submitted on letter head of the Bidder)**

**To,**  
**The Head, Admin & Finance,**  
**TIFR Hyderabad.**

**Sub: Acceptance of all Terms and Conditions of Bid documents**

**Ref: - GEM BID: -**

1. I/we have downloaded the tender documents for the above-mentioned work from the website(s) of GeM Portal/ TIFR Hyderabad website.
2. I/we hereby certify that I/we have read all terms and conditions of the tender documents including all annexure, which form a part of the contract or agreement and I/we shall abide by all terms/ conditions/clauses contained therein.
3. The corrigendum(s) issued from time to time by your department/organization have also taken into consideration, while submitting this acceptance letter.
4. I/we hereby unconditionally accept the tender terms & conditions of above-mentioned tender.
5. I/we do hereby declare that our firm has not been never blacklisted or debarred by any State/ Central Govt. Department/Public Sector Undertakings/Autonomous Body/ Corporations.
6. I/we certify that all information furnished by our firm is true and correct and in the event the information is found to be incorrect/ untrue or found violated, then your organization shall take any action without giving any notice or reason thereof or summarily reject the bid or terminate the contract without prejudice including the forfeiture of earnest money deposit (if any).

**Yours faithfully,**

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure – XII)**

**Bid Security Declaration**

**(To be submitted on company's Letter Head)**

"I/We the undersigned hereby declare that if we withdraw or modify the bids during the period of its validity, or if we are awarded the contract and fail to sign the contract, or to submit a performance security before the deadline defined in the request for bids document or fail to execute the contract, we will be suspended for the period of time specified in the request for bids document from being eligible to submit bids for contracts with the entity that invited the bids."

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

**(Annexure – XIII)**

**FORMAT OF AGREEMENT FOR ROUND THE CLOCK SECURITY SERVICES AT TIFR  
HYDERABAD**

This AGREEMENT made on this day \_\_\_\_\_ of \_\_\_\_\_ between the Tata Institute of Fundamental Research, Hyderabad (an autonomous institution of Department of Atomic Energy, Government of India) of the ONE PART.

And

M/s \_\_\_\_\_ at \_\_\_\_\_  
(Here in after referred to as Contractor) of the  
OTHER PART.

This Agreement shall commence on the date of its execution and shall remain in force for a period of 3 Years, unless terminated earlier in accordance with the provisions of this Agreement.

WHEREAS the TIFRH is desirous of giving a job contract for providing the security services at the TIFR, Hyderabad Campus located at Gopanpally, Hyderabad (hereinafter referred to as Institute) and whereas the Contractor has offered to provide the security services on the terms and conditions hereinafter stated.

WHEREAS the Contractor has represented that he is a registered Contractor under the provisions of Contract Labour (Regulation and Abolition Act.), 1970 and registered with DG (Resettlement) and has further represented that he is eligible to get this contract and there is no legal or any other bar for him in this respect. Any obligations and/or formalities which are required to be fulfilled under the said Act or any amendment thereto for the purpose of entering into and/or execution of this contract shall be carried out by the contractor at his own expenses, etc. and the contractor shall report the compliance thereof to the TIFRH.

The contractor shall be solely liable for any violation of the provision of the said Act or any other Act.

WHEREAS TIFR has agreed to award the contract of work of security services as mentioned in the tender document.

AND WHEREAS the contractor has agreed to furnish to the Institute a security deposit @ 5% of the work order value by way of Demand Draft from any of the Commercial Banks (or) Bank Guarantee from any of the Commercial Banks (or) Fixed Deposit Receipt (FDR) (or) Insurance Surety Bonds in an acceptable form in favour of TIFR Hyderabad.

NOW THEREFORE BY THESE ARTICLES AND ON THE PREMISES mentioned above, the parties have agreed to as under:

**A. GENERAL CONDITIONS**

1. That it is expressly understood and agreed between the parties to this Agreement that the persons deployed by the contractor for the services mentioned above shall be the employees of the contractor for all intents and purposes and that the persons so deployed shall remain under the control and supervision of the contractor and in no case, shall a relationship of employer and employee between the said persons and the TIFR shall accrue/arise implicitly or explicitly.
2. That on taking over the responsibility of providing security services, the contractor shall formulate the mechanism and duty assignment of security personnel in consultation with D. Hari Prasad, Head, Admin & Finance of the Institute or his nominee. Subsequently, the contractor shall review the security services from time to time and advise the Head, Admin & Finance of the Institute, for further streamlining their cleaning system. The contractor shall further be bound by and carry out the directions/instructions given to him by the Head, Admin & Finance, Administration of the Institute or the officer designated in this respect from time to time.
3. That in case any of the persons so deployed by the contractor does not come up to the mark or does not perform his duties properly or indulges in any unlawful riots or disorderly conduct, the contractor shall immediately withdraw and take suitable action against such persons on the report of the Institute in this respect. Further, the contractor shall immediately replace the particular person so deployed on the demand of the Head, Admin. & Finance of the Institute in case of any of the aforesaid acts on the part of the said person.

**B. CONTRACTOR'S OBLIGATIONS**

1. That the Contractor shall provide manpower for security services at TIFR Hyderabad Campus as detailed in Tender Document as deemed fit by him in consultation with Head, Admin & Finance, TIFR Hyderabad.
2. That for performing security duties, the contractor shall deploy persons as per the timings scheduled by the Head, Admin & Finance of the Institute. The contractor shall ensure that the persons are punctual and disciplined and remain vigilant in performance of their duty. It is further agreed that the Contractor shall engage medically and physically fit persons preferably below the age of 45 years for security duties. Only properly trained security personnel of integrity and good conduct are to be deployed by the contractor.
3. That the Contractor shall submit personal & residential details of the deployed members by him in the premises of the Institute for the purpose of proper identification of the employees of the contractor deployed at various points, he shall issue identity cards bearing their photographs/Identification, etc. and such employees shall display their identity cards at the time of duty.

4. That the Contractor shall at his own cost, if required, take necessary insurance cover in respect of the aforesaid services rendered to TIFR and shall comply with the statutory provisions of Contract Labour (Regulation & Abolition) Act, 1970; Employees State Insurance Act, Workman's Compensation Act.1923, payment of Wages Act, 1936, The Employees Provident Fund (and Miscellaneous Previsions) Act, 1952; Payment of Bonus Act, 1965. The Minimum Wages Act, 1948, Employer's Liability Act, 1938, Employment of Children Act, 1938 and/or any other Rules/regulations and/or statutes that may be applicable to them and shall further keep the TIFR indemnified from all acts of omission, fault, breaches and/or any claim, demand; loss; injury and expense arising out from the non-compliance of the aforesaid statutory provision. Contractor's failure to fulfill any of the obligations hereunder and/or under the said Acts, rules/regulations and/or any bye-laws or rules framed under or any of these the TIFR shall be entitled to recover any of the such losses or expenses which it may have to suffer or incur on account of such claims, demands, loss or injury from the contractor's monthly payments.
5. That the contractor shall particularly abide by the provisions of Central Minimum Wages Act, 1948 with Rules framed there-under, as amended from time to time.
6. That the Contractor shall be required to maintain permanent attendance register/roll within the building premises which shall be open for inspection and checking by the authorized officers of Institute.
7. The Contractor will ensure that payment of wages to the contractual employees is made by the 05<sup>th</sup> of every month and wage slips are issued to every employee. The contractor shall make payment to the workers by depositing the payment towards the wages in their bank accounts and submit the bank details to the office duly certified by the bank with the bill for verification. This obligation is imposed on the contractor to ensure that he is fulfilling his commitments towards his employees so deployed under various Labour laws, having regard to the duties of TIFR in this respect as per the provisions of Contract Labour (Regulation and Abolition) Act, 1970. The contractor shall comply with or cause to be complied with the Labour regulations from time to time in regard to payment of wages, wage period deductions from wages, recovery of wages not paid and deductions un-authorized made, maintenance of wages book, wage slip, publications of scale of wages and terms of employments, inspection and submission of periodical returns.
8. The Contractor shall take all reasonable precautions to prevent any unlawful riots or disorderly conduct or acts of his employees so deployed and ensure preservation of peace and protection of persons and property of TIFR.
9. The Contractor shall deploy his persons in such a way that they get weekly rest. The working hours/leave for which the work is taken from them, do not violate relevant provisions of Shops and Establishment Act. The Contractor shall in all dealings with the persons in his employment have due regard to all recognized festivals, days of rest and religious or other customs. In the event of the contractor committing a default or breach of any of the provisions of the Labour Laws including the provision of Contract Labour (Regulation Abolitions) Act, 1970 as amended from time to time or furnishing any information or submitting or filing any statement under the provisions of

the said regulations and rules which is materially incorrect, they shall without prejudice to any other liability pay to the TIFRH a sum as may be claimed by the TIFRH.

10. **PAYMENT:** The contractor should pay the wages to the contractual staff before expiry of 05th day of every month and claim for reimbursement.

- ❖ The bill/invoice should be submitted along with -
- ❖ Invoice (original)
- ❖ Wage calculation sheet
- ❖ Attendance copies in proof of attendance
- ❖ Copy by the Challan for ESI (if applicable)
- ❖ Copy by the Challan for EPF with payment confirmation challan & TRRN
- ❖ Bank statement for proof of salary credited to the employees
- ❖ Goods and Services Tax challan of the month for proof of remittance

(All documents should be submitted on monthly basis along with duly certified by the agency/contractor)

#### **C. TIFRHYDERABADOBLIGATIONS**

1. That in consideration of the service rendered by the contract or as stated above he shall be paid a lump sum of Rs.\_\_\_\_\_ on\_\_\_\_\_ basis. Such Payment shall be made by the 10th day of the month on the basis of the bills raised by the contractor and duly certified by the officer designated by TIFRH in this regard.
2. That the aforesaid lump sum amount has been agreed to be paid by TIFRH to the Contractor.
3. That payment on account of enhancement/escalation charges on account of revision in wages by the appropriate Govt. from time to time shall be payable by TIFRH to the contractor.
4. That the TIFRH shall reimburse the amount of GST, if any, paid by the contractor to the authorities on account of the services rendered by him. This reimbursement shall be admissible on production of proof of deposit of the same by the contractor.

#### **D. INDEMNIFICATION**

1. The Contractor shall keep the TIFRH Indemnified against all claims whatsoever in respect of the employees deployed by the Contractor. In case any employee of the contractor so deployed enters in dispute of any nature whatsoever, it will be the primary responsibility of the contractor to contest the same. In case TIFRH is made party and is supposed to contest the case, the TIFRH will be reimbursed for the actual expenses incurred towards Counsel fee and other expenses which shall be paid in advance by the contractor to TIFRH on demand. Further, the contractor will ensure that no financial or any other liability comes on TIFRH in this respect of any nature whatsoever and shall keep TIFRH indemnified in this respect.
2. The Contractor shall further keep the TIFRH indemnified against any loss to the TIFRH property and assets. The TIFRH shall have further right to adjust and/or deduct any of the amounts as aforesaid from the payments due to the contractor under this contract.

## **E. PENALTIES/LIABILITIES**

1. The Contractor shall be responsible for faithful compliance of the terms and conditions of this agreement. In the event of any breach of the agreement, the same may be terminated and the security deposit will be forfeited and further the work may be got done from another agency at their risk and cost.
2. If the contractor violates any of the terms and conditions of this agreement or commits any fault or their services are not to the entire satisfaction of officer authorized by the TIFRH in this behalf, a penalty leading to a deduction up to a maximum of 10% of the total amount of bill for a particular month will be imposed.
3. The security money deposited shall be liable to be forfeited or appropriated in the event of unsatisfactory performance of the contractor and/or loss/damage if any, sustained by the Institute on account of the failure or negligence of the workers deployed by him or in the event of breach of the agreement by the Contractor.
4. In the event that any security guard deployed by the Contractor is found not wearing the prescribed uniform during duty hours, the Contractor shall be liable to a penalty of Rs.1500/- per incident, which may be deducted from the monthly bill. Repeated violations may result in further actions, including termination of the contract, at the discretion of the Tata Institute of Fundamental Research.
5. The Contractor shall disburse salary to its deployed guarding manpower, latest by 5<sup>th</sup> of every month, failing which penalty of Rs. 1500/- per day will be imposed upto 15th of the month and thereafter the contract shall be liable to be terminated, the Security Deposit / Performance Bank Guarantee shall be forfeited and the Contractor is liable to be blacklisted by the Client. In such cases, the Client shall have the power to appoint any other agency for the security services at the risk and cost of the Contractor.
6. Whenever and wherever it is found that the assigned work is not performed upto the entire satisfaction as per the directions of the Client, it will be brought to the notice of Contractor by the Client and if no action is taken immediately, penalty of Rs. 1500/- per day per complaint will be imposed by invoking penalty clause.
7. Besides, deploying the minimum requirements of number of security guards / supervisors in the Client's premises, the Contractor shall also ensure that adequate numbers of guarding personnel are available with the Contractor as a pool of standby guarding personnel. If the required number of security guards/ supervisors are less than specified number as mentioned in the contract, a penalty of Rs. 1500/- per absentee per day shall be deducted from the bill(s).
8. In case the Contractor fails to fulfil the minimum statutory requirements like payment of Minimum Wages, Benefit of EPF, ESIC, Leave, Gratuity etc. as per the conditions of the tender document and fails to produce the concerned documents, it shall be treated as breach of the Contract and the Contractor is liable to be blacklisted by the Client, in addition to forfeiting of the monthly bills and Performance Security Deposit.

9. In case of breach of any conditions of the contract and for all types of losses caused including excess cost due to hiring of security services in the event of Contractor failing to provide requisitioned number of security manpower, the Client shall make deductions at double the rate of hiring rate on prorate basis from the bills preferred by the Vendor or that may become due to the Vendor under this or any other contract or from the security deposit or may be demanded from him to be paid within seven days to the credit of the Client.

## **F. COMMENCEMENT AND TERMINATION**

1. That this contract shall come into force w.e.f. \_\_\_\_\_ against awarding contract to successful contractor and shall remain in force for a period of three years.
  2. During the notice period for termination of the contract, in the situation contemplated above, the Contractor shall keep on discharging his duties as before till the expiry of the notice period.
  3. It shall be the duty of the contractor to remove all the persons, deployed by him on termination of the contract, on any ground whatsoever and ensure that no person creates any disruption/hindrance/problem of any nature for TIFRH.

IN WITNESS WHEREOF the parties here to have signed these presents on the date, month and year first above written.

For and on behalf of Tata Institute of Fundamental Research, Hyderabad

( )

For and on behalf of the Contractor

**WITNESS:**

1.

**(Annexure – XIV)**

**PRICE BID FORMAT**

The Contractor has to quote only the Service Charges/Profit **in Rupees per Person per Month** in the table below: -

<b>Wage Calculations for Security Services</b>			
<b>S. No.</b>	<b>Payment Components</b>	<b>Security Supervisor</b>	<b>Security Guard</b>
		<b>Per Head (in Rs.)</b>	<b>Per Head (in Rs.)</b>
1	Basic Wages	16562.00	16562.00
2	Variable Dearness Allowance	8944.00	8944.00
<b>3</b>	<b>Sub Total</b>	<b>25506.00</b>	<b>25506.00</b>
4	Leave Wages @ 4.81% on S. No 3	1226.84	1226.84
5	PF @ 13.00% on S. No 3	1950.00	1950.00
6	Bonus @ 8.33% on S. No 3	2124.65	2124.65
7	Additional Allowances (Fixed)	3000.00	0.00
<b>8</b>	<b>Total amount payable (S. No. 3 to 7) including statutory payments</b>	<b>33807.49</b>	<b>30807.49</b>
9	Service Charges (should be quoted in percentage)		
<b>10</b>	<b>Grand Total (8+9)</b>		
11	Add: GST 18% (on S. No.10)		
<b>12</b>	<b>Grand Total (S. No. 10+11)</b>		
13	No of persons	<b>6</b>	<b>35</b>
<b>14</b>	<b>Wages per month (S. No. 12*13)</b>		
15	Total wages per month (including Supervisors and Guards)		
<b>16</b>	<b>Grand Total per Annum</b>		
<b>17</b>	<b>Grand Total per Annum in words</b>		

**Note:** The basic wages and VDA quoted shall be as per the rates pertaining to 'A' Area of CLC (C), Govt. of India, New Delhi Notification No.1/ (6)/2025-LS-II, dated 25/9/25. As per the latest Central Government Minimum Wages, a sample pay matrix for Unarmed Security Guards per person is given above: A total of 06 Supervisors, 35 Male Guard duties are required for all seven days a week.

**Note:**

1. The rates quoted above are as per the rates fixed by the Chief Labour Commissioner (Central) Delhi vide Notification No. S.O.191 (E), as circulated by office of the RLC (Central) Vidyanagar, Hyderabad for Watch & Ward currently in force and is subject to revision from time to time by the Govt. However, the rates will be revised and paid as and when notification to the change of minimum wage is issued by the authority.
2. IT will be deducted at source. GST as applicable shall be reimbursed to the contractor on production of proof of having deposited the same with the GST Department.
3. Bonus amount will be reimbursable /payable by TIFRH at the end of the contract period subject to eligibility/fulfillment of conditions laid down under Labour Laws/ Bonus Act, for such payment.
4. However, the contractor's administrative/service charges (quoted at S. No. 9) would remain unchanged throughout the contract.
5. The TIFR Hyderabad reserves the right to decrease the number of guards/ supervisors at the time of issue of contract. However, the maximum number of guards/ supervisors required is stated in the price bid. (Annexure - XIV).

**COMPETENT AUTHORITY NAME, SIGN & DATE  
WITH STAMP & SEAL OF ORGANIZATION**

\*\*\*\*\*

Dated: 25/09/2025

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated **19<sup>th</sup> 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. **01.10.2025** on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	181	167	165
Semi-Skilled/Unskilled Supervisory	198	181	168
Skilled/Clerical	215	198	181
Highly Skilled	237	221	198

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 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+181=514	303+167=470	300+165=465
Semi- Skilled/Unskilled Supervisory	364+198=562	335+181=516	307+168=475
Skilled/Clerical	395+215=610	364+198=562	334+181=515
Highly Skilled	438+237=675	407+221=628	364+198=562

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 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

(Ashutosh A.T Pednekar)  
 Chief Labour Commissioner(C)

F.No.1/6(2)/2025-LS-II  
 Government of India  
 Ministry of Labour & Employment  
 Office of the Chief Labour Commissioner(C)  
 New Delhi

Dated: 09/09/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2413(E) dated **28<sup>th</sup> 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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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	191	237
Semi-Skilled/Unskilled	237	282
Supervisory		
Skilled/ Clerical	282	328
Highly Skilled	328	366

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.10.2025 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+191=541	437+237=674
Semi-Skilled/ Unskilled	437+237=674	523+282=805
Supervisory		
Skilled/ Clerical	523+282=805	610+328=938
Highly Skilled	610+328=938	683+366=1049

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 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

(Ashutosh A.T Pednekar)  
 Chief Labour Commissioner(C)

Dated: 25/09/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated **19<sup>th</sup> 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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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.**

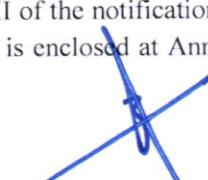
Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	282	237	191
Semi-Skilled/Unskilled Supervisory	314	266	222
Skilled/Clerical	344	314	266
Highly Skilled	372	344	314

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 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+282=805	437+237=674	350+191=541
Semi-Skilled/Unskilled Supervisory	579+314=893	494+266=760	410+222=632
Skilled/ Clerical	637+344=981	579+314=893	494+266=760
Highly Skilled	693+372=1065	637+344=981	579+314=893

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 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
 (Ashutosh A T Pednekar)  
 Chief Labour Commissioner(C)

Dated: 25/09/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated **19<sup>th</sup> 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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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. 01.10.2025 to the employees shall be as under:-

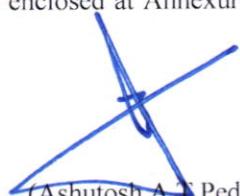
AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	282
'B'	237
'C'	191

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.10.2025 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	+	282 = 805
'B'	437	+	237 = 674
'C'	350	+	191 = 541

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 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(Ashutosh A. Pednekar)  
Chief Labour Commissioner(C)

File. No.1/6(5)/2025-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated **19<sup>th</sup> 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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

**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”.**

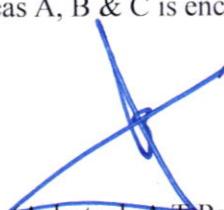
AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	282
B	237
C	191

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2025 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	+	282 = 805
B	437	+	237 = 674
C	350	+	191 = 541

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 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.



(Ashutosh A.T. Pednekar)  
Chief Labour Commissioner(C)

Dated: 25/09/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated **19<sup>th</sup> 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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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	344
B	314
C	266

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2025 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	344	981
B	579	314	893
C	494	266	760

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

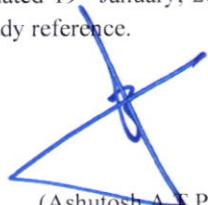
AREA	RATES OF VDA PER DAY (in Rs.)
A	372
B	344
C	314

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 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	372	1065
B	637	344	981
C	579	314	893

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 **19<sup>th</sup> January, 2017**. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(Ashutosh A. T. Pednekar)  
Chief Labour Commissioner(C)

File No.1/6(7)2025 LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2025

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated **19<sup>th</sup> 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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

Rates of VDA for employees employed in “**STONE MINES**” shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01.10.2025
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs.194
(ii) Soft Soil with rock	Rs.287
(ii) Rock	Rs.380
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.155
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.1152
Above 1.5 inches to 3.0 inches	Rs.985
Above 3.0 inches to 5.0 inches	Rs.581
Above 5.0 inches	Rs.479

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.10.2025 to the employees employed in Stone Mines shall be as under:-

Category	Basic Wages	VDA	Total
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1. Excavation & removal of over burden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs.351	+	Rs. 545
(ii) Soft Soil with rock	Rs.531	+	Rs. 818
(iii) Rock	Rs.703	+	Rs.1083
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283	+	Rs.438
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	+	Rs.3323
(ii) Above 1.5 inches to 3.0 inches	Rs.1857	+	Rs.2842
(iii) Above 3.0 inches to 5.0 inches	Rs.1088	+	Rs.1669
(iv) Above 5.0 inches	Rs.893	+	Rs.1372

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)



(Ashutosh A.T Pednekar)  
Chief Labour Commissioner(C)

भारत सरकार

श्रम एवं रोजगार मंत्रालय

मुख्य श्रम आयुक्त (कै.) का कार्यालय

नई दिल्ली

दिनांक: 25.09.2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 186(ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़त होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोहस्ताक्षरी ने एतदद्वारा दिनांक 01.10.2025 से कृषि क्षेत्र में कार्यरत कर्मचारियों के लिए परिवर्ती महंगाई भत्ते की दरों में परिशोधन किया गया है। दिनांक 01.10.2025 से परिशोधित परिवर्ती महंगाई भत्ते की दरें इस प्रकार होंगी:-

कामगारों की श्रेणी	दैनिक क्षेत्रवार वी. डी. ए. की दरें (रुपये में)		
	'क'	'ख'	'ग'
अकुशल	181	167	165
अर्ध-कुशल/अकुशल	198	181	168
पर्यवेक्षक			
कुशल/ लिपिकीय	215	198	181
अति कुशल	237	221	198

अतः, कृषि क्षेत्र में कार्यरत कर्मचारियों के लिए दिनांक 01.10.2025 से देय मूल दर सहित भत्ते की न्यूनतम दर और परिवर्ती महंगाई भत्ता इस प्रकार होंगे:-

कामगारों की श्रेणी	वी.डी.ए.सहित मजदूरी की दरें क्षेत्रवार प्रतिदिन (रुपये में)		
	'क'	'ख'	'ग'
अकुशल	333+ 181=514	303+ 167=470	300+ 165=465
अर्ध-कुशल/अकुशल पर्यवेक्षी/	364+ 198=562	335+ 181=516	307+ 168=475
कुशललिपिकीय/	395+ 215=610	364+ 198=562	334+ 181=515
अत्यधिक कुशल	438+237=675	407+221=628	364+ 198=562

न्यूनतम मजदूरी सलाहकार बोर्ड के निर्णय अनुसार वी.डी.ए. को अगले उच्चतर रूपये में पूर्णांकित किया जाता है।

विभिन्न वर्गों के तहत कर्मकारों का वर्गीकरण अधिसूचना के भाग-I में दिए अनुसार होगा, तथापि शहरों का वर्गीकरण दिनांक 19 जनवरी, 2017 को अधिसूचना के भाग-II में दिए अनुसार होगा। शहरों का वर्तमान वर्गीकरण क्षेत्र ए, बी तथा सी सुलभ संदर्भ हेतु अनुलग्नक-1 के रूप में संलग्न है।

(आशुतोष ए. टी. पेडणेकर)  
मुख्य श्रमायुक्त (कै.)

भारत सरकार

श्रम एवं रोजगार मंत्रालय

मुख्य श्रम आयुक्त (कै.) का कार्यालय

नई दिल्ली

दिनांक: 95.09.2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 2413 (ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़त होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोहस्ताक्षरी ने एतद्द्वारा परिवर्ती महंगाई भत्ते की दरों में परिशोधन किया गया है। दिनांक 01.10.2025 से परिशोधित परिवर्ती महंगाई भत्ते की दरें इस प्रकार होंगी:-

जिप्सम खान, बैराइट खान, बॉक्साइट खान, मैंगनीज खान, चाइना क्ले खान, कायनाइट खान, तांबा खान, क्ले खान, मैग्नेसाइट खान, सफेद मिट्टी खान, पत्थर खान, स्टीटाइट खान (सोप स्टोन और टैल्क का उत्पादन करने वाली खानों सहित), गेरु खान, एस्बेस्टस खान, आग मिट्टी की खान, क्रोमाइट खान, क्वार्ट्जाइट खान, क्वार्ट्ज खान, सिलिका खान, ग्रेफाइट खान, फेलस्पार खान, लैटेराइट खान, डोलोमाइट खान, रेड ऑक्साइट खान, वोल्फराम खान, लौह अयस्क खान, ग्रेनाइट खान, रॉक फॉस्फेट खान, हेमेटाइट खान, संगमरमर और कैल्साइट खान, यूरेनियम खान, अभ्रक खान, लिग्नाइट खान, बजरी ब्लूज़, स्लेट खान और मैग्नेटाइट खान में कार्यरत कर्मचारियों के लिए परिवर्तनीय महंगाई भत्ते की दरें।

कर्मकारों की श्रेणी	क्षेत्रवार प्रति दिन परिवर्ती महंगाई भत्ते की दरें (रुपयों में)	
	भूमि से ऊपर कार्य के लिए	भूमि से नीचे कार्य के लिए
अकुशल	191	237
अर्ध-कुशल/अकुशल पर्यवेक्षक	237	282
कुशल/ लिपिकीय	282	328
अति कुशल	328	366

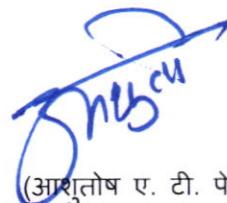
अतः, दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भत्ते को दर्शाती न्यूनतम मजदूरी की दरें निम्नानुसार होंगी:-

कर्मकारों की श्रेणी	क्षेत्रवार प्रति दिन परिवर्ती महंगाई भत्ते सहित मजदूरी की दरें (रुपयों में)	
	भूमि से ऊपर कार्य के लिए	भूमि से नीचे कार्य के लिए
अकुशल	350+191=541	437+237=674
अर्ध-कुशल/ अकुशल पर्यवेक्षक	437+237=674	523+282=805
कुशल/लिपिकीय	523+282=805	610+328=938
अति कुशल	610+328=938	683+366=1049



न्यूनतम मजदूरी सलाहकार बोर्ड के निर्णय अनुसार वी.डी.ए. को अगले उच्चतर रूपये में पूर्णांकित किया जाता है।

विभिन्न वर्गों के तहत कर्मकारों का वर्गीकरण अधिसूचना के भाग-I में दिए अनुसार होगा, तथापि शहरों का वर्गीकरण दिनांक 19 जनवरी, 2017 को अधिसूचना के भाग-II में दिए अनुसार होगा। शहरों का वर्तमान वर्गीकरण क्षेत्र ए, बी तथा सी सुलभ संदर्भ हेतु अनुलग्नक-1 के रूप में संलग्न है।



(आशुतोष ए. टी. पेंडेकर)  
मुख्य शमायुक्त (कैं.)

भारत सरकार

श्रम एवं रोजगार मंत्रालय

मुख्य श्रम आयुक्त (कै.) का कार्यालय

नई दिल्ली

दिनांक: 25.09.2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 188(ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़त होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोहस्ताक्षरी ने एतद्द्वारा परिवर्ती महंगाई भत्ते की दरों में परिशोधन किया गया है। दिनांक 01.10.2025 से परिशोधित परिवर्ती महंगाई भत्ते की दरें इस प्रकार होंगी:-

सङ्कों या रनवे के निर्माण या रखरखाव या भूमिगत बिजली, वायरलेस, रेडियो, टेलीविजन, टेलीफोन, टेलीग्राफ और विदेशी संचार केबल और इसी तरह के अन्य भूमिगत केबलिंग कार्य, बिजली लाइनों, जल आपूर्ति लाइनों और पेय पाइप लाइनों सहित भवन निर्माण कार्यों में कार्यरत कर्मचारियों के लिए परिवर्तनीय महंगाई भत्ते की दरें।

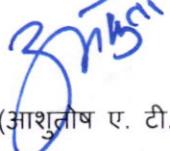
कामगारों की श्रेणी	वी.डी.ए.की दरें क्षेत्रवार प्रतिदिन(रुपये में)		
	'क'	'ख'	'ग'
अकुशल	282	237	191
अर्ध-कुशल/अकुशल पर्यवेक्षक	314	266	222
कुशल/ लिपिकीय	344	314	266
अति कुशल	372	344	314

अतः, दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भत्ते को दर्शाती न्यूनतम मजदूरी की दरें निम्नानुसार होंगी:-

कामगारों की श्रेणी	वी.डी.ए.सहित मजदूरी की दरें प्रतिदिन (रुपये में)		
	'क' क्षेत्र	'ख' क्षेत्र	'ग' क्षेत्र
अकुशल	523+282=805	437+237=674	350+191=541
अर्ध-कुशलअकुशल पर्यवेक्षी/	579+314=893	494+266=760	410+222=632
कुशललिपिकीय/	637+344=981	579+314=893	494+266=760
अत्यधिक कुशल	693+372=1065	637+344=981	579+314=893

न्यूनतम मजदूरी सलाहकार बोर्ड के निर्णय अनुसार वी.डी.ए. को अगले उच्चतर रुपये में पूर्णाकित किया जाता है।

विभिन्न वर्गों के तहत कर्मकारों का वर्गीकरण अधिसूचना के भाग-I में दिए अनुसार होगा, तथापि शहरों का वर्गीकरण दिनांक 19 जनवरी, 2017 को अधिसूचना के भाग-II में दिए अनुसार होगा। शहरों का वर्तमान वर्गीकरण क्षेत्र ए, बी तथा सी सुलभ संदर्भ हेतु अनुलग्नक-1 के रूप में संलग्न है।

  
(आशुतोष ए. टी. पेडणेकर)  
मुख्य श्रमायुक्त (कै.)

भारत सरकार

श्रम एवं रोजगार मंत्रालय

मुख्य श्रम आयुक्त (कै.) का कार्यालय

नई दिल्ली

दिनांक: 25.09.2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 192(ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़त होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोहस्ताक्षरी ने एतद्वारा परिवर्ती महंगाई भत्ते की दरों में परिशोधन किया गया है। दिनांक 01.10.2025 से परिशोधित परिवर्ती महंगाई भत्ते की दरें इस प्रकार होंगी:-

गुड्स शेड, रेलवे के पार्सल कार्यालय, (ii) अन्य गुड्स-शेड, गो-डाउन, गोदाम और अन्य समान रोजगार में लोडिंग और अनलोडिंग में कार्यरत कर्मचारियों के लिए वी.डी.ए. की दरें; (iii) डॉक एवं पोर्ट्स और (iv) हवाई अड्डों (अंतर्राष्ट्रीय और घरेलू दोनों) पर यात्रियों और माल और कार्गो की दुलाई में कार्यरत कर्मचारियों के लिए वी.डी.ए. की दरें।

अंतः, दिनांक 01.10.2025 से कर्मचारियों को देय मूल दर और परिवर्ती महंगाई भत्ते सहित न्यूनतम मजदूरी की दरें निम्नानुसार होंगी:-

क्षेत्र	प्रतिदिन महंगाई की दरें (रु. में)
“क”	282
“ख”	237
“ग”	191

अतः, दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भत्ते को दर्शाती न्यूनतम मजदूरी की दरें निम्नानुसार होंगी:-

क्षेत्र	प्रति दिन परिवर्तनीय महंगाई भत्ते सहित मजदूरी की दरें (रुपयों में)		
	मूल मजदूरी (रुपए)	परिवर्तनीय महंगाई भत्ता (रुपए)	कुल (रुपए)
क	523	+ 282	= 805
ख	437	+ 237	= 674
ग	350	+ 191	= 541

न्यूनतम मजदूरी सलाहकार बोर्ड के निर्णय अनुसार वी.डी.ए. को अगले उच्चतर रूपये में पूर्णांकित किया जाता है।

विभिन्न वर्गों के तहत कर्मकारों का वर्गीकरण अधिसूचना के भाग-I में दिए अनुसार होगा, तथापि शहरों का वर्गीकरण दिनांक 19 जनवरी, 2017 को अधिसूचना के भाग-II में दिए अनुसार होगा। शहरों का वर्तमान वर्गीकरण क्षेत्र ए, बी तथा सी सुलभ संदर्भ हेतु अनुलग्नक-1 के रूप में संलग्न है।

(माशुतोष ए. टी. पेडणेकर)  
मुख्य श्रमायुक्त (कै.)

सं. 1/6(5)/2025-एलएस ॥

भारत सरकार

श्रम एवं रोजगार मंत्रालय

मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय

नई दिल्ली

दिनांक: 25/09/2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 190(ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़ोतरी होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोग्रहस्ताक्षरी ने एतद्वारा परिवर्ती महंगाई भते की दरों में परिशोधन किया है। दिनांक 01.10.2025 से परिशोधित परिवर्ती महंगाई भते की दरें इस प्रकार होंगी:-

सफाई कर्मचारी नियोजन और शुष्क शौचालय सन्निर्माण (प्रतिषेध) अधिनियम, 1993 के अंतर्गत निषेध क्रियाकलापों के अलावा झाड़ लगाने और सफाई करने के नियोजन में कार्यरत कर्मचारियों हेतु वी.डी.ए. की दरें

क्षेत्र	दैनिक वी.डी.ए. की दरें (रुपयों में)
ए	282
बी	237
सी	191

अतः दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भते को दर्शाती न्यूनतम मजदूरी की दरें निम्नानुसार होंगी:-

क्षेत्र	दैनिक आधार पर मजदूरी दर+ वी.डी.ए.		
	मूल मजदूरी (रुपयों में)	वी.डी.ए. (रुपयों में)	कुल (रुपयों में)
ए	523	+	282
बी	437	+	237
सी	350	+	191

न्यूनतम मजदूरी सलाहकार बोर्ड के निर्णय के अनुसार वी.डी.ए. को अगले उच्चतर रूपये में पूर्णांकित किया गया है।

विभिन्न वर्गों के अंतर्गत कामगारों का वर्गीकरण अधिसूचना के भाग-। में दिए अनुसार होगा, जबकि शहरों का वर्गीकरण दिनांक 19 जनवरी, 2017 की अधिसूचना के भाग-॥ में दिए अनुसार होगा। शहरों का वर्तमान वर्गीकरण क्षेत्र ए, बी एवं सी सुलभ संदर्भ हेतु अनुलग्नक-। के रूप में संलग्न है।

(आशुतोष ए. टी. पेडणेकर)  
मुख्य श्रमायुक्त (कै.)

सं. 1/6(6)/2024-एलएस ॥

भारत सरकार

श्रम एवं रोजगार मंत्रालय

मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय

नई दिल्ली

दिनांक: 25/09/2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 191(ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़त होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोहस्ताक्षरी ने एतद्द्वारा परिवर्ती महंगाई भते की दरों में परिशोधन किया गया है। दिनांक 01.10.2025 से परिवर्ती महंगाई भते की दरें इस प्रकार होंगी:-

I. वीडीए की दरें, निगरानी और देखभाल (बिना आमर्स के) में कार्यरत कर्मचारियों के लिए निम्नानुसार होंगी:-

क्षेत्र	दैनिक वी.डी.ए. की दरें (रुपयों में)
ए	344
बी	314
सी	266

अतः दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भते को दर्शाती न्यूनतम मजदूरी की दरें निगरानी और देखभाल (बिना आमर्स के) में कार्यरत कर्मचारियों के लिए निम्नानुसार होंगी:-

क्षेत्र	दैनिक आधार पर मजदूरी दर+ वी.डी.ए.		
	मूल मजदूरी	वी.डी.ए (रुपयों में)	कुल (रुपयों में)
ए	637	+	344
बी	579	+	314
सी	494	+	266

II. वीडीए की दरें, निगरानी और देखभाल (आमर्स के साथ) में कार्यरत कर्मचारियों के लिए निम्नानुसार होंगी:-

क्षेत्र	दैनिक वी.डी.ए. की दरें (रुपयों में)
ए	372
बी	344
सी	314

✓

अतः दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भते को दर्शाती न्यूनतम मजदूरी की दरें निगरानी और देखभाल (आम्र्स के साथ) में कार्यरत कर्मचारियों के लिए निम्नानुसार होंगी:-

क्षेत्र	टैनिक आधार पर मजदूरी दर+ वी.डी.ए.			
	मूल मजदूरी	वी.डी.ए (रुपयों में)		कुल (रुपयों में)
ए	693	+	372	= 1065
बी	637	+	344	= 981
सी	579	+	314	= 893

न्यूनतम मजदूरी सलाहकार बोर्ड के निर्णय के अनुसार वी.डी.ए. को अगले उच्चतर रूपये में पूर्णांकित किया गया है।

विभिन्न वर्गों के अंतर्गत कामगारों का वर्गीकरण अधिसूचना के भाग-I में दिए अनुसार होगा, जबकि शहरों का वर्गीकरण दिनांक 19 जनवरी, 2017 की अधिसूचना के भाग-II में दिए अनुसार होगा। शहरों का वर्तमान वर्गीकरण क्षेत्र ए, बी एवं सी सुलभ संदर्भ हेतु अनुलग्नक-I के रूप में संलग्न है।

(आशुतोष ए. टी. पेडणेकर)  
मुख्य श्रमायुक्त (कै.)

सं. 1/6(7)/2025-एलएस ॥

भारत सरकार  
श्रम एवं रोजगार मंत्रालय  
मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय  
नई दिल्ली

दिनांक: 25/09/2025

आदेश

श्रम एवं रोजगार मंत्रालय के दिनांक 19 जनवरी, 2017 की अधिसूचना सं. एस.ओ. 189(ई) के अंतर्गत औद्योगिक कामगारों के लिए औसत उपभोक्ता मूल्य सूचकांक (वीडीए) के दिनांक 31.12.2024 (आधार वर्ष 2016=100) को 402.09 से 413.42 पर पहुँचने और इसके परिणामस्वरूप इसमें 11.33 अंकों की बढ़त होने के आधार पर केन्द्रीय सरकार द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए अधोहस्ताक्षरी ने एतद्वारा परिवर्ती महंगाई भत्ते की दरों में परिशोधन किया गया है। परिशोधित परिवर्ती महंगाई भत्ता दिनांक 01.10.2025 से निम्नानुसार देय होगा:-

“पत्थर खानों” में कार्यरत कर्मचारियों हेतु वी.डी.ए. की दरें निम्नानुसार हैं:-

कार्य विवरण

दिनांक 01.10.2025 से  
परिवर्ती महंगाई भत्ते की दरें

- 50 मीटर लीड/1.5 मीटर लिफ्ट के साथ  
अतिरिक्त भार की खुदाई व निष्कासन\*  
(i) नर्म मिट्टी रु. 194  
(ii) चट्टान सहित नर्म मिट्टी रु. 287  
(iii) चट्टान रु. 380
- 50 मीटर लीड/1.5 मीटर लिफ्ट के साथ  
अस्वीकृत पत्थरों का निष्कासन व ढेर लगाना रु. 155
- निम्नलिखित आकार के पत्थर हेतु  
पत्थर तोड़ना या पत्थर पेराई:-  
1.0 इंच से 1.5 इंच तक रु. 1152  
1.5 इंच के ऊपर से 3.0 इंच तक रु. 985  
3.0 इंच के ऊपर से 5.0 इंच तक रु. 581  
5.0 इंच के ऊपर रु. 479



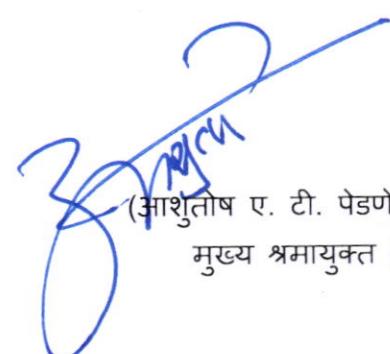
अतः दिनांक 01.10.2025 से देय मूल दर और परिवर्ती महंगाई भते को दर्शाती न्यूनतम मजदूरी की दरें पत्थर खानों में कार्यरत कर्मचारियों के लिए निम्नानुसार होंगी:-

श्रेणी	मूल मजदूरी	वीडीए	कुल
1. 50 मीटर लीड/1.5 मीटर लिफ्ट के साथ अतिरिक्त भार की खुदाई व निष्कासन			
(i) नर्म मिट्टी	रु. 351	+	रु. 194 = रु. 545
(ii) चट्टान सहित नर्म मिट्टी	रु. 531	+	रु. 287 = रु. 818
(iii) चट्टान	रु. 703	+	रु. 380 = रु. 1083
2. 50 मीटर लीड/1.5 मीटर लिफ्ट के साथ अस्वीकृत पत्थरों का निष्कासन व ढेर लगाना	रु. 283	+	रु. 155 = रु. 438
3. निम्नलिखित आकार के पत्थर हेतु पत्थर तोड़ना या पत्थर पेराई:-	मूल मजदूरी	वीडीए	कुल
(i) 1.0 इंच से 1.5 इंच तक	रु. 2171	+	रु. 1152 = रु. 3323
(ii) 1.5 इंच के ऊपर से 3.0 इंच तक	रु. 1857	+	रु. 985 = रु. 2842
(iii) 3.0 इंच के ऊपर से 5.0 इंच तक	रु. 1088	+	रु. 581 = रु. 1669
(iv) 5.0 इंच के ऊपर	रु. 893	+	रु. 479 = रु. 1372

दैनिक मजदूरी की न्यूनतम गारंटीकृत समय दर पर कार्यरत कामगार पत्थर खानों में अनुसूचित नियोजन के संबंध में केन्द्रीय सरकार द्वारा समय-समय पर सतह के ऊपर काम करने वाले कामगारों के अकुशल वर्ग हेतु विशिष्ट भते, यदि कोई है तो, के साथ न्यूनतम मजदूरी के समय दर के हकदार होंगे।

\* प्रति 2.831 घन मीटर (100 घन फीट)

\*\* 5.662 घन मीटर प्रति ट्रक भार (200 घन फीट)



(आशुतोष ए. टी. पेंडेकर)

मुख्य श्रमायुक्त (कै.)