



Bid Number/बोली क्रमांक (बिड संख्या): GEM/2023/B/440789!

Dated/दिनांक : 28-12-2023

**Bid Document/ बिड दस्तावेज़**

<b>Bid Details/बिड विवरण</b>	
<b>Bid End Date/Time/बिड बंद होने की तारीख/समय</b>	04-01-2024 09:00:00
<b>Bid Opening Date/Time/बिड खुलने की तारीख/समय</b>	04-01-2024 09:30:00
<b>Bid Offer Validity (From End Date)/बिड पेशकश वैधता (बंद होने की तारीख से)</b>	180 (Days)
<b>Ministry/State Name/मंत्रालय/राज्य का नाम</b>	Pmo
<b>Department Name/विभाग का नाम</b>	Department Of Atomic Energy
<b>Organisation Name/संगठन का नाम</b>	Uranium Corporation Of India Limited
<b>Office Name/कार्यालय का नाम</b>	Kadapa
<b>Item Category/मद केटेगरी</b>	Manpower Outsourcing Services - Minimum wage - Highly-Skilled; Others; Mill Wright Fitter Argon Welder Rubber Liner Fabricator Boiler cum Compressor Operator EOT Crane Technician , Manpower Outsourcing Services - Minimum wage Skilled; Others; Mechanic Fitters Welder Gas cutter Riggers Turner Machinist , Manpower Outsourcing Services - Minimum wage - Unskilled; Others; Helpers
<b>Contract Period/अनुबंध अवधि</b>	2 Month(s)
<b>Minimum Average Annual Turnover of the bidder (For 3 Years)/बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का)</b>	15 Lakh (s)
<b>Years of Past Experience Required for same/similar service/उन्हीं/समान सेवाओं के लिए अपेक्षित विगत अनुभव के वर्ष</b>	1 Year (s)
<b>Past Experience of Similar Services required/इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है</b>	Yes
<b>MSE Exemption for Years of Experience and Turnover/ अनुभव के वर्षों से एमएसई छूट</b>	No
<b>Startup Exemption for Years of Experience and Turnover/ अनुभव के वर्षों से स्टार्टअप छूट</b>	No
<b>Document required from seller/विक्रेता से मांगे गए दस्तावेज़</b>	Experience Criteria,Bidder Turnover,Certificate (Requested in ATC),OEM Annual Turnover,Additional Doc 1 (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer

**Bid Details/बिड विवरण**

<b>Bid to RA enabled/बिड से रिवर्स नीलामी सक्रिय किया</b>	No
<b>Type of Bid/बिड का प्रकार</b>	Two Packet Bid
<b>Time allowed for Technical Clarifications during technical evaluation/तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय</b>	2 Days
<b>Estimated Bid Value/अनुमानित बिड मूल्य</b>	4831270.75326
<b>Evaluation Method/मूल्यांकन पद्धति</b>	Total value wise evaluation

**EMD Detail/ईएमडी विवरण**

Advisory Bank/एडवाइजरी बैंक	State Bank of India
EMD Amount/ईएमडी राशि	48500

**ePBG Detail/ईपीबीजी विवरण**

Required/आवश्यकता	No
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(a). EMD EXEMPTION: The bidder seeking EMD exemption, must submit the valid supporting document for the relevant category as per GeM GTC with the bid. Under MSE category, only manufacturers for goods and Service Providers for Services are eligible for exemption from EMD. Traders are excluded from the purview of this Policy./जेम शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित केटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज 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।

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

**Beneficiary/लाभार्थी :**

DGM(Accounts)

URANIUM CORPORATION OF INDIA LIMITED, PMO, Department of Atomic Energy, KADAPA  
(Uranium Corporation Of India Limited)**Splitting/विभाजन**

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

**MII Compliance/एमआईआई अनुपालन**

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

MSE Purchase Preference/एमएसई खरीद वरीयता	Yes
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1. The minimum average annual financial turnover of the bidder during the last three years, ending on 31st March of the previous financial year, should be as indicated above in the bid document. Documentary evidence in the form of certified Audited Balance Sheets of relevant periods or a certificate from the Chartered Accountant / Cost Accountant indicating the turnover details for the relevant period shall be uploaded with the bid. In case the date of constitution incorporation of the bidder is less than 3-year-old, the average turnover in respect of the completed financial years after the date of constitution shall be taken into account for this criteria.

2. Years of Past Experience required: The bidder must have experience for number of years as indicated above in bid document (ending month of March prior to the bid opening) of providing similar type of services to any Central / State Govt Organization / PSU / Public Listed Company. Copies of relevant contracts / orders to be uploaded along with bid in support of having provided services during each of the Financial year.

3. Purchase preference to Micro and Small Enterprises (MSEs): Purchase preference will be given to MSEs as defined in Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012 dated 23.03.2012 issued by Ministry of Micro, Small and Medium Enterprises and its subsequent Orders/Notifications issued by concerned Ministry. If the bidder wants to avail the Purchase preference for services, the bidder must be the Service provider of the offered Service. Relevant documentary evidence in this regard shall be uploaded along with the bid in respect of the offered service. If L-1 is not an MSE and MSE Service Provider (s) has/have quoted price within L-1+ 15% of margin of purchase preference /price band defined in relevant policy, then 100% order quantity will be awarded to such MSE bidder subject to acceptance of L1 bid price. [OM No.1 4 2021 PPD dated 18.05.2023](#) for compliance of Concurrent application of Public Procurement Policy for Micro and Small Enterprises Order, 2012 and Public Procurement (Preference to Make in India) Order, 2017.

4. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.

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.

6. Short Duration Bid has been published by the Buyer with the approval of the Competent authority due to Emergency procurement of critical products/services.

### Additional Qualification/Data Required/अतिरिक्त योग्यता /आवश्यक डेटा

**The Bidder should have executed at least X No. projects with contract value not less than (Rs) yy for each contract of providing manpower services to Central/ State Government Departments/ Public Sector Undertakings/ Autonomous Bodies in last N financial years:**Three similar works each costing not less than Rs. 19.33 Lakh

Two similar works each costing not less than Rs. 24.16 Lakh

one similar works each costing not less than Rs. 38.65 Lakh

**The Bidder should have executed at least X No. projects with supply of xx..no. of manpower in each contract of providing manpower services to Central/ State Government Departments/ Public Sector Undertakings/ Autonomous Bodies in last N financial years:**One similar work order for Supply of manpower of at least 3840 mandays in a year.

Two similar work orders each having at least 2400 mandays.  
Three similar work orders each having at least 1920 mandays.

**Scope of work & Job description:**[1703768415.pdf](#)

**Buyer to upload undertaking that Minimum Wages indicated by him during Bid Creation are as per applicable Minimum Wages Act:**[1703768418.pdf](#)

**Manpower Outsourcing Services - Minimum Wage - Highly-Skilled; Others; Mill Wright Fitter Argon Welder Rubber Liner Fabricator Boiler Cum Compressor Operator EOT Crane Technician ( 7 )**

**Technical Specifications/तकनीकी विशिष्टियाँ**

Specification	Values
<b>Core</b>	
Skill Category	Highly-Skilled
Type of Function	Others
List of Profiles	Mill Wright Fitter Argon Welder Rubber Liner Fabricator Boiler cum Compressor Operator EOT Crane Technician
Educational Qualification	ITI
Specialization	Relevant Engineering field
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	3 to 7 Years
State	NA
Zipcode	NA
District	NA
<b>Addon(s)/एडऑन</b>	
<b>Additional Details/अतिरिक्त विवरण</b>	
Title for Optional Allowances 1	NA
Title for Optional Allowances 2	NA
Title for Optional Allowances 3	NA
Designation	Mill Wright Fitter/ Argon Welder/ Rubber Liner/ Fabricator/ Boiler cum Compressor Operator/ EOT Crane Technician

**Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़**

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

S.No./क्र. सं.	Consignee Reporting/Officer/परेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	Satish Chandra Bitra	516349,CHIEF CONTROLLER OF PURCHASE, URANIUM CORPORATION OF INDIA LIMITED, MC PALLE (POST), VEMULA (MANDAL), YSR KADAPA DISTRICT, AP	7	<ul style="list-style-type: none"><li>• Minimum daily wage (INR) exclusive of GST : 875</li><li>• Bonus (INR per day) : 72.89</li><li>• EDLI (INR per day) : 4.38</li><li>• EPF Admin Charge (INR per day) : 4.38</li><li>• Optional Allowances 1 (INR per day) : 0</li><li>• Optional Allowances 2 (INR per day) : 0</li><li>• Optional Allowances 3 (INR per day) : 0</li><li>• Estimated Number of Overtime Hours per Resource per Month : 0</li><li>• Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc &amp; excluding GST) : 0</li><li>• ESI (INR per day) : 28.44</li><li>• Provident Fund (INR per day) : 105</li><li>• Number of working days in a month : 30</li><li>• Tenure/ Duration of Employment (in months) : 2</li></ul>

**Manpower Outsourcing Services - Minimum Wage - Skilled; Others; Mechanic Fitters Welder Gas Cutter Riggers Turner Machinist ( 41 )****Technical Specifications/तकनीकी विशिष्टियाँ**

Specification	Values
<b>Core</b>	
Skill Category	Skilled
Type of Function	Others
List of Profiles	Mechanic Fitters Welder Gas cutter Riggers Turner Machinist
Educational Qualification	ITI

Specification	Values
Specialization	Relevant Engineering field
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	3 to 7 Years
State	NA
Zipcode	NA
District	NA
<b>Addon(s)/एडऑन</b>	
<b>Additional Details/अतिरिक्त विवरण</b>	
Title for Optional Allowances 1	NA
Title for Optional Allowances 2	NA
Title for Optional Allowances 3	NA
Designation	Mechanic/ Fitters / Welder/ Gas cutter / Riggers/ Turner/ Machinist

**Additional Specification Documents/अतिरिक्त विशिष्ट दस्तावेज़**

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

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

S.No./क्र. सं.	Consignee Reporting/Officer/प रेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	Satish Chandra Bitra	516349,CHIEF CONTROLLER OF PURCHASE, URANIUM CORPORATION OF INDIA LIMITED, MC PALLE (POST), VEMULA (MANDAL), YSR KADAPA DISTRICT, AP	41	<ul style="list-style-type: none"> <li>• Minimum daily wage (INR) exclusive of GST : 751</li> <li>• Bonus (INR per day) : 62.56</li> <li>• EDLI (INR per day) : 3.76</li> <li>• EPF Admin Charge (INR per day) : 3.76</li> <li>• Optional Allowances 1 (INR per day) : 0</li> <li>• Optional Allowances 2 (INR per day) : 0</li> <li>• Optional Allowances 3 (INR per day) : 0</li> <li>• Estimated Number of Overtime Hours per Resource per Month : 0</li> <li>• Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc &amp; excluding GST) : 0</li> <li>• ESI (INR per day) : 24.41</li> <li>• Provident Fund (INR per day) : 90.12</li> <li>• Number of working days in a month : 30</li> <li>• Tenure/ Duration of Employment (in months) : 2</li> </ul>

### Manpower Outsourcing Services - Minimum Wage - Unskilled; Others; Helpers ( 32 )

#### Technical Specifications/तकनीकी विशिष्टियाँ

Specification	Values
<b>Core</b>	
Skill Category	Unskilled
Type of Function	Others
List of Profiles	Helpers
Educational Qualification	Metric or below
Specialization	Not Required
Post Graduation	Not Required

Specification	Values
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
Zipcode	NA
District	NA

**Addon(s)/एडऑन**

**Additional Details/अतिरिक्त विवरण**

Title for Optional Allowances 1	NA
Title for Optional Allowances 2	NA
Title for Optional Allowances 3	NA
Designation	Helpers

**Additional Specification Documents/अतिरिक्त विशिष्टि दस्तावेज़**

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

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

S.No./क्र. सं.	Consignee Reporting/Officer/प रेषिती/रिपोर्टिंग अधिकारी	Address/पता	Number of Resources to be hired	Additional Requirement/अतिरिक्त आवश्यकता
1	Satish Chandra Bitra	516349,CHIEF CONTROLLER OF PURCHASE, URANIUM CORPORATION OF INDIA LIMITED, MC PALLE (POST), VEMULA (MANDAL), YSR KADAPA DISTRICT, AP	32	<ul style="list-style-type: none"> <li>• Minimum daily wage (INR) exclusive of GST : 504</li> <li>• Bonus (INR per day) : 41.98</li> <li>• EDLI (INR per day) : 2.52</li> <li>• EPF Admin Charge (INR per day) : 2.52</li> <li>• Optional Allowances 1 (INR per day) : 0</li> <li>• Optional Allowances 2 (INR per day) : 0</li> <li>• Optional Allowances 3 (INR per day) : 0</li> <li>• Estimated Number of Overtime Hours per Resource per Month : 0</li> <li>• Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc &amp; excluding GST) : 0</li> <li>• ESI (INR per day) : 16.38</li> <li>• Provident Fund (INR per day) : 60.48</li> <li>• Number of working days in a month : 30</li> <li>• Tenure/ Duration of Employment (in months) : 2</li> </ul>

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

### 1. Generic

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

### 2. Buyer Added Bid Specific ATC

Buyer Added text based ATC clauses

## 1. Pre Qualification Criteria

### A. Experience Criteria:

The bidder should have experience of having successfully executed any one criterion of similar

works (“a” or “b” or “c” or “d” or “e” or “f”) during last 07 years ending with the last date previous to the month in which tender is floated as below:

- a) One similar work order for Supply of manpower of at least 3840 man days in a year [2304 man days of Fitter/Mechanic/Rigger/Welder/Machinist/ Turner/Argon welder/ Rubber Liner /Fabricator/ Boiler operator plus 1536 man days of helpers].
- b) Two similar work orders for Supply of manpower of at least 2400 man days in a year [ 1440 man days of Fitter/Mechanic/Rigger/Welder/Machinist/Turner /Argon welder/ Rubber Liner /Fabricator/ Boiler operator plus 960 man days of helpers].
- c) Three similar work orders for Supply of manpower of at least 1920 man days in a year [1152 man days of Mechanic/Rigger/Welder/Machinist/Turner /Fabricator/ Boiler operator plus 768 man days of helpers].
- d) One Similar work order costing not less than Rs.38.65 Lakh.
- e) Two Similar work orders each costing not less than Rs.24.16 Lakh.
- f) Three Similar work orders each costing not less than Rs.19.33 Lakh

**“Similar work”** means

“Supply of services of Mechanic/Fitter/Rigger/Welder/Machinist/Turner/other helpers for mechanical maintenance works (OR) Maintenance contracts of mechanical equipments (like conveyers/ crushers/ Grinding Mills/ Screens/ Thickeners/Gear boxes/ Agitators/ Horizontal Belt Filters/Pumps/ Heat Exchangers) (OR) Fabrication & Erection of Structural steel works (OR) Erection/ commissioning works of ore/material handling & processing consisting of conveyers/ crushers/ Grinding Mills/ Screens/ Thickeners/Gear boxes/ Agitators in any reputed organization”

The bidder shall submit documentary evidence by way of copy/copies of work order/Contract Agreement specifying the work & the amount of order and Work done certificate/completion certificate with executed amount and date of completion from client in support of meeting above technical eligibility criteria.

- In support of credentials for Supply of manpower, bidder shall submit the documentary evidence of schedule of rates or price schedule of previous order clearly establishing that work has been carried out based on manpower supply rate and Work done certificate/completion certificate with executed amount and date of completion from client in support of meeting above technical eligibility criteria.

### **B. Financial Criteria:**

The average annual financial turnover of the Bidder during last (3) three consecutive financial years ending 31st March’ 2023 shall not be less than Rs.15.00 Lakhs. Bidder shall submit signed copy of Audited Annual Financial Reports for last 3 (three) consecutive financial years ending 31st March 2023 (Balance Sheet and Profit & Loss Account). Chartered Accountant signed/authorized Balance Sheet and Profit & Loss statements to be furnished by Bidders for fulfilling financial eligibility and they should clearly indicate the details of the Membership No. & Firm No. of the Chartered Accountant.

In case Bidder is not able to submit the above, for genuine reasons to be specified in writing, Chartered Accountant’s Certificate, in original, may be submitted to substantiate the financial eligibility. The Chartered Accountant’s Certificate should clearly indicate the details of the Membership No. & Firm No. of the Chartered Accountant and the UDIN.

- a) The average shall be compared with the minimum requirement to ascertain the eligibility status of the bidder.
- b) If any bidder does not submit the Turnover value for any of the 3 years, the bidder will not disqualify and instead shall consider all 3 years for computing the average assuming a value of “zero” for the year for which no information has been furnished by the bidder.

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### **PQC additional documents:**

The eligibility is to be decided strictly based on documents submitted at the time of receipt of tenders. No additional documents are to be allowed to be submitted after receipt of tenders. But there is no bar to seek clarification or authentication of submitted document

Also If desired, UCIL may ask the bidders to submit the additional documents relevant to eligibility in the tender for ensuring the genuineness of the bidder. However, in case of poor response, with a view to increase the competition, admission of additional documents to meet the PQC-criteria may be allowed subject to the condition that

- a) 'Poor Response' implies when less than three bids are found suitable on the basis of submitted eligible documents as per NIT.
- b) The additional document should not be issued subsequent to last date of receipt of tender as mentioned in the NIT.
- c) The bidder submitting additional documents has submitted EMD and tender cost as prescribed in NIT. And the opportunity of submission of additional documents will be given to all the bidders.

***Note: Labour License was not considered in the estimation amount. The actual amount incurred in the above Labour License will be reimbursed in actual, based on documentary evidence.***

- a) ***The units registered under "Single Point Registration Scheme of NSIC"/ "MSME" are eligible to get the only benefit of issue of EMD /Tender document at free of cost.***
- b) ***No Exemption has been given from submission of previous orders & financial criteria to any of MSME/NSIC bidders. All the bidders must submit the credentials to fulfill the mentioned Pre-Qualification criteria. Bidders who are failing in meeting the Pre-Qualification criteria will not be considered for next evaluation process.***

**Special Notes:**

- 1) ***Any failure by the vendor/contractor to supply/execute the contract as per tender terms and conditions may result in black listing of respective vendor's /contractor***
- 2) ***This tender was released for a period of 60 days. Further, UCIL also reserves the right to short close the contract at any point of time within order tenure period by giving 07 days prior notice as per the discretion of UCIL without assigning any reason.***
- 3) ***Labour License was not considered in the estimation amount. The actual amount incurred in the above Labour License will be reimbursed in actual, based on documentary evidence.***

## **SCOPE OF WORK**

### **1.0 Defined Scope of Bidder**

The scope of work shall be hiring of services on contractual basis for various categories of manpower on supply basis. Various work and services to be rendered by the Contractor shall include but not being limited to the following:

1. Manpower in various categories like Mechanic/ Fitter, Welder cum Gas cutter, Rigger, Mill right tter, Rubber liner, Machinist, Argon Welder, Fabricator, EOT Crane Technician and Helpers etc are required, who have hands on experience in running /routine /preventive /breakdown maintenance of material handling plant / processing plant consists of Conveyor belts, Crushers, Screens, Horizontal belt filers/Pre coat filters/conveyers, crushers, Thickeners, Gear boxes, Agitators, Slurry Pumps, compressor, boilers, pipe lines, valves and other rotating equipments. Mechanic / Fitters should be capable for taking measurement by micro meter, vernier callipers etc. Manpower required for 08 (Eight) working hours in any general shift or shift maintenance duty as per consultation of Engineer-in-charge.
2. Supplied manpower has to do the job anywhere and at any place under Tummalapalle Process Plant and Underground Mines if required on need basis as per the instruction of Engineer-in-charge.
3. Contractor has to ensure the availability of required number of manpower of various categories on regular basis.
4. The contractor will have to engage manpower of various categories for 08 (Eight) working hours in general shift and / or shift maintenance duty as per instruction of Engineer-in-charge.
5. The contractor shall have to undertake the breakdown jobs as and when such requirements arise beyond 8 (eight) working hours. **The Extra payment for Overtime shall be made to the contractor.**

tractor as per the **Min. payment of wages act, Factories act 1948 & Atomic Energy Factories Rules 1996**. Depending up on the plant condition prevailing at that time the job will have to be done continuously till its completion as per instruction of Engineer-in-charge.

6. Coordination and supervision of jobs shall be in contractor's scope of work. Your supervisor shall maintain diary of each technician for their day to day output/work done and has to produce to Engineer-in-charge or his representative as and when asked for.
7. Contractor site supervisor shall ensure thorough removal of all types of technological waste such as steel & iron pieces, various foreign materials debris etc. generated in the process of maintenance jobs by the supplied manpower to the assigned place.
8. Liaisoning with SPF for issue of necessary gate passes to contract workmen shall under be in the scope of work. UCIL will only forward the documents for issue of gate pass after fulfilment of statutory requirement.
9. The Contractor shall maintain attendance records for manpower supplied as per the proforma mutually agreed with UCIL and get it certified with Engineer-in-charge on daily basis.
10. The contractor shall have to maintain all statutory register as required under the Contract Labour Regulation and Abolition Act, Payment of Wages act, Minimum Wages Act, Factory Act etc. the statutory return to be submitted to the personnel Department / Statutory bodies as required under the acts and Rules.
11. Statutory central minimum wages to all skilled/unskilled labour shall be paid by the contractor as per the latest notification of the government/ local authority.
12. **EPF provision shall have to be made by the contractor as per rules. EPF remittance for the workers engaged shall be done on monthly basis. Records of wages, EPF, insurance etc to be produced along with Monthly RA bills**
13. The contractor shall abide by the legal provision with regard to health, welfare and safety of persons engaged by him as per factory act and rules. The contractor shall also be responsible for medical care of their personnel engaged. Ex-gratia / bonus leave salary, retrenchment benefits etc. under statutory levies shall be paid by the contractor to their personnel as per bonus act / other rules at his own cost. No extra payments shall be made by UCIL in this regard.
14. The contractor has to maintain details on
  - a) Records of medical examination of their employees before joining.
  - b) Records of initial training before engagement to job.
  - c) Records of contractor workers mentioning their category of employment, age, Father's name, Address, contact number, photographs, police verification details, ID proof etc.
  - d) Records of issuing PPE's to contract workers,
  - e) Records of re-training to contract workers.
15. Proper care should be taken to ensure safety and security of workers engaged in the job. In case of any accident and injury to the workers or any other person directly or indirectly involved in the work during execution of the job, the contractor shall have to compensate them at their own cost. UCIL will have no responsibility, whatsoever, and will be kept fully indemnified and harmless in his regard. The contractor shall make adequate insurance policy at their own cost so that the workmen employed by them are sufficiently covered against risk of any accident.

### 1.0 Tentative Manpower requirement

The contractor shall depute all Highly Skilled, Skilled & unskilled workers for satisfactory execution of maintenance jobs. Average manpower requirement per day is given as below:

#### A. Maintenance jobs:

The daily required man power should be deployed in General shift, 'A' , 'B' and 'C' shift as per planning of UCIL Engineers / Engineer-in-charge.

Sl. No	Category	Level of Skill Required	Total no's of workers to be deployed in each category per day	Total no's of workers to be deployed per day	No. Of days required	Total No. Of man days required for this tender
1.	Mechanic/Fitter	Skilled Worker	22 no's	41 no's	60	2460
2.	Welder cum Gas cutter	Skilled Worker	13 no's			
3.	Rigger	Skilled Worker	05 no's			
4	Turner/Machinist	Skilled Worker	01 no's			
5	Helper	Un-skilled Worker	32 no's	32 no's	60	1920

6	Mill Wright Fitter	Highly Skilled Worker	01 no's	07 no's	60	420
7	Argon Welder	Highly Skilled Worker	01 no's			
8	Rubber Liner	Highly Skilled Worker	01 no's			
9	Fabricator	Highly Skilled Worker	02 no's			
10	Boiler cum Compressor Operator	Highly Skilled Worker	01 no's			
11	EOT Crane Technician	Highly Skilled Worker	01 no's			
	<b>Total</b>		<b>80 nos.</b>	<b>80 nos.</b>		<b>4,800 man days</b>

Required manpower in TMPL Process Plant area: 4,800-man days/ year

Contractor shall provide minimum supervisory staff regularly to co-ordinate with the Engineer-in-charge, deployed contractual labor, other technical staff of UCIL & for the clerical works related to the tender / further work order and should be available in Tummalapalle plant as below. And No charges will be reimbursed to the party from UCIL end against to their supervisor/ representative deployment to site. Bidder has to include all these type of expenses in his scope at any overheads and has to quote accordingly during submission of tender prices.

Duty timings of others, **General Shift** :( 8.00AM-1.00PM, & 2.00PM-5.00PM)  
**A Shift** :( 6.00AM-02.00PM)  
**B Shift** :( 2.00PM-10.00PM)  
**C Shift** :( 10.00PM-06.00AM)

**The contractor shall have to undertake the breakdown jobs as and when such requirements arise beyond 8 (eight) working hours. The Extra payment for Overtime shall be made to the contractor as per the Min. payment of wages act, Factories act 1948 & Atomic Energy Factories Rules 1996. Depending up on the plant condition prevailing at that time the job will have to be done continuously till its completion as per instruction of Engineer-in-charge.**

### 3.0 Penalty on failure in Supplying / deploying manpower:

The contractor shall maintain average attendance of 60 no's of workmen altogether (Includes only Skilled, Highly Skilled & Helpers in workmen category) per day in every running month.

Failure to maintain the minimum attendance of the workman, imposition of penalty will be done as desired by UCIL. The penalty shall be imposed as follows:

- No Penalty shall be deducted from monthly bill when 100% and greater or equal to 90% of average attendance is maintained.
- 10% of Invoice amount shall be deducted from monthly running bill when less than 90% and greater or equal to 75% of average attendance is maintained, if recommended by UCIL.
- 15% of Invoice amount shall be deducted from monthly running bill when less than 75% and greater or equal to 60% of average attendance is maintained. if recommended by UCIL
- 20% of Invoice amount shall be deducted from monthly running bill when less than 60% of average attendance is maintained, if recommended by UCIL
  - Party shall submit **labour insurance / ESI with minimum validity period equal to contract period before** start of work.
  - Party shall have to take **ESI insurance coverage/ Workmen compensation Insurance under EC act as applicable / Group Insurance coverage** for all the **labour deployed** before/during the tenure of work. The description of work order should clearly mention in the Insurance coverage submitting.

During execution of the Contract, if it is observed that contractor is not able to supply required number of manpower and plant operation is hampering, the competent authority shall have the right

t to get the work done by engaging other capable external Agency/Agencies at the risk and cost of the Contractor and management may also terminate the work order.

#### 4.0 MINIMUM QUALIFICATION & EXPERIENCE OF PERSONEL:

Eligibility criteria of different categories of persons shall be as below. It may be relaxed in case of highly experienced/deserving candidates.

Sl.No	Category	Qualification & Experience	Nature of Experience
1.	Mechanic / Fitter <b>(Skilled )</b>	ITI/ Metric/ Non Metric in fitter trade  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Assembling of pumps, gearboxes, agitators, crushers & other rotating equipments and its alignment, Fabrication / erection of light & medium duty structural jobs & pipeline to suit at site without drawing as per instruction.
2.	Rigger <b>(Skilled )</b>	Metric / Non Metric/ Literate with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should be capable of fixing lifting devices at heights, Lifting/shifting of heavy machines/structures to height. Preparation of scaffoldings and approach structures.
3.	Welder cum gas cutter <b>(Skilled)</b>	Metric / ITI /Non Metric with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should be capable of gas cutting & welding of MS/GI/CI/SS material at shop floor / at different heights / temporary platforms. (specialised in welding at all positions)
4	Helper <b>(unskilled)</b>	Metric / Non Metric/Literate with good physique  & 0- 3 years of experience	Shifting of heavy machines or structures and assist to Fitter/Welder/Rigger/ fabricator/ Rubber liner/ Argon welder
5	Turner/ Machinist <b>(Skilled)</b>	ITI / Metric/Literate with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should have hands on experience on the different operations of Lathe, drill machine, shaping machine, slotting machine, power hacksaw and accuracy on machining jobs. He should be capable for taking measurement by micro meter, vernier callipers etc.
6	Mill Wright Fitter <b>(Highly Skilled)</b>	ITI / Metric/Literate with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should have hands on experience in the field of alignment using dial gauges with reverse alignment method for heavy equipments like Ball Mills/Rod mills/ Turbines and critical drives. He should also have experience on levelling, aligning and installing machinery on foundations or base plates and setting, levelling and aligning <u>electric motors</u> or other power sources such as Gear box/pump with the equipment, which millwrights typically connect with some type of <u>coupling</u> and also capable of making alignment protocols.

7	Argon Welder <b>(Highly Skilled)</b>	ITI / Metric/ Non Metric with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should have hands on experience in welding of SS/Duplex & super duplex steels in addition to MS/Cast Iron/Cast Steel and enough experience in gas cutting & welding of TIG/MIG/MS/GI/CI/SS material at shop floor / at different heights / temporary platforms.
8	Rubber Liner <b>(Highly Skilled)</b>	ITI / Metric/ Non Metric with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should have hands on experience in the field of cold/hot rubber vulcanizing for pipes tanks, chutes, Launders etc...
9	Fabricator <b>(Highly Skilled)</b>	ITI / Metric/ Non Metric with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should have experience in the field of fabrication of Structures especially like tanks, Supporting frames for Agitators/Gear boxes / Pumps etc, Pipe lining at critical locations etc...
10	Boiler Cum Compressor Operator <b>(Highly Skilled)</b>	Metric & First/ Second class Boiler Attendant Certificate of Competency and have minimum of 3 years of experience post to the certification.	Should have sufficient knowledge on the operations of Steam Boilers. Persons with previous experience (Preferably 03 yrs) in any Fire tube boilers or in any thermal power plants as a boiler operator will be given preference.
11	EOT crane Technician <b>(Highly Skilled)</b>	ITI (in electrical or Fitter)/ Metric/ Non Metric with good physique  (03 years for ITI or 05 years for Metric pass or 07 years for Non Metric)	Should have experience in the field of maintenance & repairs of EOT / hoists at all types of locations etc... Should have good knowledge and hands on experience in electric connections and other controls of EOT's & hoists.

**Note:** The list of technicians shall be duly approved by a committee/ Engineering in charge of UCIL, Tummalapalle. Before start of the work the bidder shall submit certificates of the skilled manpower & highly skilled manpower for verification & record.

#### 5.0 General instructions to Bidder:

- The Bidder/ contractor shall have to maintain all statutory register as required under the contract Labour Regulation and Abolition Act, Payment of Wages act, Minimum Wages Act, Factory Act etc. the statutory return to be submitted to the personnel Department / Statutory bodies as required under the acts and Rules and to be submitted to office during submission of monthly bills.
- Statutory central minimum wages to all skilled/unskilled labour shall be paid by the contractor as per the latest notification of the government/ local authority.
- **To all the deployed workers, the Contractor has to do the payment of monthly wages along with statutory (EPF & Bonus) on or before 10<sup>th</sup> day of immediate successive month, failing which the company may take action against bidder, as per the tender terms and conditions.**
- The contractor has to maintain details on
  - (a) Records of medical examination of their employees before joining
  - (b) Records of initial training before engagement to job
  - (c) Records of contractor workers mentioning their category of employment, age, Father's name, Address, contact number, photographs, police verification details, ID proof etc.
  - (d) Records of issuing PPE's to contract workers,
  - (e) Records of re-training to contract workers
  - (f) Records of Academic qualifications of contract workers

(g) Records of affidavit cum declaration regarding no claim for employment with UCIL by contractor workers on non-judicial paper of Rs 20/- duly attested by Notary Public.

**Note: Proper care should be taken to ensure safety and security of workers engaged in the job. In case of any accident and injury to the workers or any other person directly or indirectly involved in the work during execution of the job, the contractor shall have to compensate them at their own cost. UCIL will have no responsibility, whatsoever, and will be kept fully indemnified and harmless in this regard. The contractor shall make adequate insurance policy so that at the workmen employed by them are sufficiently covered against risk of any accident inside or outside of the plant occurred during the tenure of the order.**

## 6.0 Personal Protective Equipment:

All necessary personal protective equipment (PPE) shall be provided by the contractor at his own cost for his workers, supervisors, staffs and visitor/visiting staffs. All PPEs shall conform to relevant IS code / ASTM BS or any other international code of practice as given under. The contractor shall make available all type of personal protective equipment for use of workers, supervisors and visitors at site as considered necessary by the Engineer-in-charge and they shall be maintained in a condition suitable for immediate use. Also the contractor shall take adequate steps to ensure proper use of equipment by those concerned.

Safety Helmet: IS: 2925-1984 (Reaffirmed 2000)

Safety Goggles: IS: 5983-1980 (Reaffirmed 2002) or EN 166:2001

Full body harness safety belt: IS: 3521-1999

Ear Muff / Ear Plug: IS: 6996-1973 (Reaffirmed 1998) or EN 352-1:2002 and EN 352-2:2002

Face shield: IS: 8521 (Part II) - 1977 (Reaffirmed 2002) IS: 8521 (Part I) -1994 (Reaffirmed 2002) or EN 175F

Fall arrestor: EN 353-2:2002

Respirators: IS: 15321 - 2003, IS: 15322 - 2003

Safety shoes: IS: 15298 - 2002

Hand gloves: IS: 4770 - 1991 (Reaffirmed 2001)

And No charges will be re-imbursed to the party from UCIL end against to these PPE supply. Bidder has to include all these type of expenses in his scope at any over heads and has to quote accordingly during submission of tender prices.

## 7.0 SECURITY DEPOSIT:

The Amount of Security Deposit including the amount of Earnest Money shall be **10%** of the awarded value of work. Fifty percent of this amount (**i.e., 5% of awarded value**) shall have to be deposited as security deposit at the time of execution of agreement including the amount deposited as Earnest Money.

In addition to the above, further amount to the extent of the **5%** of awarded value of the work will be deducted from the running account bills by way of percentage deductions. Such percentage deduction shall be deducted from the running account bills till the full amount of security deposit is realized / retained by the contractor.

Failure in carry out the awarded work shall entail forfeiture of the security deposit. Security deposit will be refunded without any interest on written request in duplicate to the Engineer-In-Charge after three months satisfactory completion of the work order. This will be released after successful completion of the work order & on submission of PBG till defect liability period.

## 8.0 PAYMENT TERMS:

Payment shall be released within 30 days through RTGS upon submission of pre-receipted invoice with correct & complete documents. UCIL will not be responsible for delay in payments in case of receipt of documents/ receipt of incorrect & incomplete documents. The Contractor shall intimate the bankers details and Account No. etc. to Finance Section, UCIL, and Tummalapalle.

Contractor shall be paid as per the following schedule duly certified by the Engineer-in-charge of the contractor bill, Subject to deduction in price which UCIL is authorized to make under this contract, the contractor shall be entitled to receive monthly R.A bill as follows:

Ø 100% (Hundred percent) of the basic amount of the invoice along with proportional GST arrived based on the actual monthly deployment within 30 days after duly certification of UCIL Engineer-In-charge & receipt of mail from UCIL Engineer-In-charge, as per agreed GeM unit rates for each category of manpower shall be paid on monthly basis.

hly basis.

- a) Tax Invoice.
- b) Certification from EIC regarding deployment of required number of manpower of different categories along with required tools & tackles and personal safety equipment
- c) Certification from EIC regarding that Contractor has submitted certified attendance sheet of manpower supplied as per schedule
- d) Certification from EIC that Contractor has made all statutory payments for the Bill period incl. EPF/ESI/WC Insurance (as applicable) adherence to the payment of minimum wages etc.
- e) Undertaking that CONTRACTOR has complied with all statutory requirements during the period for which the payment has been claimed.
- f) Dully signed No claim certificate, along with last bill, in UCIL's prescribed format.
- g) Certification from UCIL, along with last bill, that Contractor has completed entire obligations under his order.
- h) Any other documents as required by UCIL not specifically mentioned hereof.

The decision of Engineer-in-charge in this matter shall be final.

In case any or all of the documents listed under clause 14 above is not submitted along with the invoice, payment shall be kept in abeyance till submission of the requisite documents. In such an event contractor shall ensure payment of due wages to his workmen as well as payment to statutory authorities keeping MECON / UCIL completely indemnified against any claims.

### **9.0 PERIOD OF CONTRACT:**

The time for completion is one of the most important aspects of this order and shall be firm & binding. The work against this order shall be deemed to be completed only after acceptance of the work by UCIL.

The contract period shall remain valid for a span of 60 days from the date of actual commencement of work after successful site mobilization. Site mobilization shall have to be done within 15 days on receipt of LOI indicating contract price of the work. However, date of actual start of work shall be fixed by UCIL.

### **10.0 EXTENSION OF CONTRACT:**

The contract period may also be extended up to 15 months beyond the actual stipulated contract period, if so deemed fit by UCIL and agreed by the Contractor on repeat work order basis. If so happens contractor shall have to work on the same terms & conditions and price of the contract without any escalation of prices.

The completion schedule shall be suitably extended due the following reasons:

- i) Delay in providing fronts by UCIL, for undertaking the work
- ii) Any suspension order given by UCIL under
- iii) Any occurrence of Force Majeure as provided in tender

### **11.0 Escalation Clause:**

Escalation Clause is only applicable on the "Prevailing Min. wages and its related components like VDA i.e. Min. Wages, EPF, Bonus, overtime payment & any other statutory components only" and shall be reimbursed on actual basis subject to documentary evidence of latest Central. Govt. /State Govt. Circulars on Minimum wages.

### **13.0 Evaluation process:**

- Ø *The tender will be evaluated considering the entire quoted amount and value*
- Ø In case, during the evaluation process, if there are changes in tax rate or abolition of old tax or introduction of new tax, cess etc., accordingly the tax treatment or new tax shall be considered.
- Ø During evaluation, if it is found that bidder has quoted incorrect applicable rate of tax then correct applicable rate of tax shall be considered for evaluation.
- Ø In case, price/ fee quoted by any bidder is silent on the incidence of taxes & duties, it will be construed that the prices quoted by him include the incidence of all taxes, duties, levies etc.
- Ø Bidder must quote their rates against all the items in Price Schedule enclosed with this tender. If bidder fails to quote any of the items of Price Schedule, it will be assumed that bidder has included price against such items in the total quoted price and shall execute those items without any payment.

Ø Final discussions shall be held with the techno-commercially acceptable L-1 Bidder only, if required.

#### **14.0 AWARD OF CONTRACT:**

Ø The **L1** bidder will be decided considering the entire quoted amount and value .

Ø The acceptance of a tender and award of contract to one or more than one tenderer, if considered necessary is the decision with the Corporation. It shall not be obligatory on part of the Corporation to accept the lowest tender. The Purchaser would be at liberty to accept any tender, lowest or otherwise, in whole or in part and to reject any or all the tenders received, without assigning any reasons, and no explanation can be demanded from him by any Tenderer in respect thereof.

#### **15.0 CONTRACT AGREEMENT: -**

Contract Agreement should be executed in prescribed format on a non-judicial stamped paper not less than of Rs. 100/- before commencement of work within *one week* from the date of issue of work order / L.O.I. However, no payment will be made without execution of contract agreement & Indemnity Bond.

#### **16.0 INDEMNITY BOND:**

Indemnity Bond should be executed in prescribed format on a non-judicial stamped paper not less than of Rs. 100/- before commencement of work within *one week* from the date of issue of work order / L.O.I. However, no payment will be made without execution of contract agreement & Indemnity Bond. Contractor will fully indemnify the corporation against all responsibility and whatsoever arising out of accident/injury to contractor's workmen, third party or to corporation's personnel and properties.

#### **17.0 VARIATION IN QUANTITY OF ITEMS:**

Variation in quantity of items mentioned under scope of work: The quantities mentioned against individual items are tentative. The actual quantities of individual items may vary (from those indicated in the documents due to actual conditions of the site or due to other reasons) to any extent, keeping the actual total work done well within  $\pm 10\%$  on the contract sum or work order value. The contractor shall carry work up to total variations of  $\pm 10\%$  on the contract sum or work order value and all tendered rates shall firm within this limit. Any individual item may vary to any extent and be excluded altogether.

#### **18.0 Quoting of Price Bid in GEM:**

Bidder should quote "Percentage of (Service charge + Profit)" inclusive of GST

And the resultant FORMULA in GEM consider as:

$$\frac{(((\text{Minimum daily wage (INR) exclusive of GST} + \text{ESI (INR per day)} + \text{Provident Fund (INR per day)} + \text{EDLI (INR per day)} + \text{Bonus (INR per day)} + \text{EPF Admin Charge (INR per day)} + \text{Optional Allowances 1 (INR per day)} + \text{Optional Allowances 2 (INR per day)} + \text{Optional Allowances 3 (INR per day)}) * \text{Number of working days in a month}) * 1.18 + (\text{Percentage of Service charge inclusive of GST} * (\text{Minimum daily wage (INR) exclusive of GST} + \text{ESI (INR per day)} + \text{Provident Fund (INR per day)} + \text{EDLI (INR per day)} + \text{Bonus (INR per day)} + \text{EPF Admin Charge (INR per day)} + \text{Optional Allowances 1 (INR per day)} + \text{Optional Allowances 2 (INR per day)} + \text{Optional Allowances 3 (INR per day)}) * \text{Number of working days in a month}) / 100) * \text{Number of Resources to be hired} * \text{Tenure/ Duration of Employment (in months)})}{100}$$

### **3. Buyer Added Bid Specific ATC**

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

## **Disclaimer/अस्वीकरण**

The additional terms and conditions have been incorporated by the Buyer after approval of the Competent Authority in Buyer Organization, whereby Buyer organization is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any eccentricity / restriction arising in the bidding process due to these ATCs and due to modification of technical specifications and / or terms and conditions governing

the bid. Any clause(s) incorporated by the Buyer regarding following shall be treated as null and void and would not be considered as part of bid:-

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.
9. Mandating foreign / international certifications even in case of existence of Indian Standards without specifying equivalent Indian Certification / standards.
10. Seeking experience from specific organization / department / institute only or from foreign / export experience.
11. Creating bid for items from irrelevant categories.
12. Incorporating any clause against the MSME policy and Preference to Make in India Policy.
13. Reference of conditions published on any external site or reference to external documents/clauses.
14. Asking for any Tender fee / Bid Participation fee / Auction fee in case of Bids / Forward Auction, as the case may be.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller within 4 days of bid publication on GeM. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

This Bid is governed by the [General Terms and Conditions/सामान्य नियम और शर्तें](#), conditions stipulated in Bid and [Service Level Agreement](#) specific to this Service as provided in the Marketplace. However in case if any condition specified in General Terms and Conditions/सामान्य नियम और शर्तें is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

In terms of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which share land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws./जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते समय बिडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इस अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्रवाई का आधार होगा।

**---Thank You/धन्यवाद---**