

NATIONAL TEXTILE CORPORATION LIMITED-(WR) MUMBAI

(A GOVERNMENT OF INDIA UNDERTAKING)

NTC HOUSE, 15 N.M. MARG, BALLARD

ESTATE, MUMBAI-400001.

Phone: 022-22686600, FAXNO-022-22686631

Website -www.ntcltd.org

INVITE TENDER FOR

ENGAGEMENT OF AGENCIES FOR PROVIDING

SALESMAN/GIRL IN SHOPS AND STAFF IN RMD ON CONTRACT BASIS FROM 01.12.23 to 30.11.24.

FOR

NATIONAL TEXTILE CORPORATION LTD - (WR) MUMBAI

Tender Starting Date &	03.11.23	
Tender Closing Date	23.11.23	At 2 PM
Tender Opening Date	23.11.23	At 3 PM

TENDER NOTICE

Sealed and super scribed tenders are invited in prescribed format, under two bid system(Technical Bid and Price Bid) for undertaking the contract for supply of Sales Man/Girl in shops and staff in RMD on contract basis to National Textile Corporation Ltd – (WR)Mumbai and its Mills located in the state of Maharashtra. The works involved and terms & conditions are given in schedules of this tender document.

The Bidder should be experienced and registered under various required Acts & Laws in undertaking supply of similar type of manpower contracts. The work requirements in details and other terms and conditions are given in the tender document.

NTC Ltd (WR) Mumbai reserves the right to amend or withdraw any of the terms and conditions contained in the Tender Document or to reject any or all the tenders without giving any notice or assigning any reason. The decision of the NTC Ltd. Mumbai in this regard shall be final and binding on all.

INSTRUCTION TO BIDDERS

- 1. This bid is invited for engagement of agencies for supply of Sales Man/Girl in shops in RMD on contract basis to National Textile Corporation Ltd (WR) Mumbai and its Mills located in the state of Maharashtra as mentioned in this Bid from reputed, experienced and financially sound Manpower Companies /firms /agencies located in the states of Maharashtra for a period of one year commencing from the date of signing of agreement.
- **2.** This is a TWO BID system comprising of:
 - (a) Technical Bid
 - (b) Price Bid.

3. <u>EMD:</u>

- a) The Technical Bid should accompany a demand draft of Rs. 1,00,000/- (Rs. One Lakh) refundable (without interest on any Nationalized/Scheduled Commercial Bank(excluding co-operative/rural bank) to be prepared in the name of N.T.C.Ltd. Unit Western Region Mumbai" payable at Mumbai towards Earnest Money Deposit (EMD), Those bids that are not accompanied by EMD of Rs.1,00,000/- (Rs. One Lakh) & tender fees of Rs. 1000/- (One thousand) will not be eligible for consideration.
- b) Both the bids shall be submitted in sealed covers separately and shall be super scribed on the respective covers i.e. "price bid" & "technical bid" in order to clearly identify between two bids. The two separately sealed and super scribed bids enclosed in a single cover sealed and super scribed with the Tender No., complete in all respect, addressed to General Manager (Tech/Material) National Textile Corporation Limited, NTC House, 15, N.M. Marg, Ballard Estate, Mumbai -400 001 should reach us on or before the due date and time mentioned in the Tender notification(NTC Ltd (WR) Mumbai shall not be responsible for the delay, in the delivery of the bidding documents or non-receipt of the same.)
- **c)** Demand drafts towards EMD& tender fees shall be kept in the envelope mean for Technical Bid.
- d)However, any successful bidder (MSME Party) who has found eligible and got the above contract need to submit the Performance Security Deposit Amount of Rs.1,00,000.00 (Rs. One Lakh Only) before issuing the work order, mill management will inform about the same to successful bidder (MSME Party) before issuing the work order. This Performance Security Deposit Amount of Rs.1,00,000.00 (Rs. One

- Lakh Only) will be refunded to the bidder after the successful completion of contract period.
- **e)**The interested Bidders may present themselves at the time of opening of the technical bids at the stipulated date & time.
- f) In case the date mentioned above is declared subsequently as holiday for the company's office, the due date for sale/ submission and opening of bids will be the next working day at the same venue and time. Bids received after the last date and time for submission shall not be considered.
- **g)**The Bidder is expected to examine all work requirement, Instructions, Forms, Terms and conditions given in the Bidding documents. Failure to furnish all information required in the bidding documents or submission of a bid not substantially responsive to the bidding documents in every respect will be at the Bidders risk. Incomplete bids shall be deemed as non responsive bid & will be rejected.
- **h)**A declaration as given in Schedule-F stating that ALL TERMS AND CONDITIONS of this tender are acceptable should accompany the tender, failing which the tender will be summarily rejected.

4. Bid Validity:

The validity of the tender shall be for a period of 90 Days.

Pre Qualification Criteria:

- a) The price bid of those Bidder who qualify in the technical bid only will be opened. The date and time of opening of price bid will be intimated separately. The EMD of the Bidders who do not qualify in technical/financial bid will be returned without interest.
- b) The Bidder be kept informed that the management reserves the right to empanel the agency /agencies for respective category of post as per their lowest rates for each category of post. The lowest rate for each post shall be the total CTC to the NTC Ltd (WR) Mumbai. In case two or more agencies quote same rate(which found to be lowest) for any particular category of posts, then the right of selection of any one agency or different agencies on the basis of merit is reserved by NTC Ltd (WR) Mumbai.

- c) The conditional bids shall not be considered and will be out rightly rejected in very first instance.
- d) Bids, offering rate, which are lower than the minimum wages as prescribed by the respective state Govt. /Authority and as applicable to respective location, contribution towards EPF and ESI (as applicable) for the pertinent category of Manpower, would be rejected.
- e) The successful bidder shall furnish the following documents in respect of the individual category of person deployed by the National Textile Corporation Ltd –(WR) Mumbai and its Mills located in the state of Maharashtra, Mumbai before the commencement of work:
 - List of personnel shortlisted by the agency for deployment in NTC containing full details i.e. date of birth, marital status, address, photographs, identification mark etc.
 - ii. Bio-data of the persons.
 - iii. Certificate of verification of antecedents of persons by local police authority.
- f) In case, the person employed by bidder commits any act of omission/commission that amounts to misconduct/in discipline/in competence and security risk, the successful Company / Firm / Agency will be liable to take appropriate disciplinary action against such persons, including their removal from site of work, if required by the competent authority. The bidding company/ firm/ agency shall replace within two days any of its personnel who is found unacceptable by National Textile Corporation Ltd (WR) Mumbai and its Mills located in the state of Maharashtra. Any loss caused to NTC by acts or omission of deployed Sales Man /Girls shall be indemnified by the bidder.
- g) The Bidder Company shall provide identity cards to the personnel deployed in National Textile Corporation Ltd(WR) Mumbai and its Mills located in the state of Maharashtra. Carrying the photographs of the personnel and personal information as to name, DOB, age and identification mark etc.
- h) The service provider shall ensure that any details of office, operational process, technical know-how, security arrangements, and administrative/ organizational matters are not divulged or disclosed to any person by its personnel deployed in National Textile Corporation Ltd-(WR) Mumbai and its Mills located in the state of Maharashtra.

- i) The service provider shall ensure proper conduct of his personnel in office premises, and enforce prohibition of consumption of alcoholic drinks, paan, tobacco chewing, smoking, and loitering without work, chewing gum or any other material which may cause unnecessary spitting.
- j) For all intents and purposes, the service providing agency shall be the "Employer" within the meaning of different labour Legislations in respect of personnel so employed and deployed in the NTC. The persons deployed by the agency in the NTC shall not have claims of any Master and Servant relationship nor have any principal and agent relationship with or against National Textile Corporation Ltd (WR)Mumbai and its Mills located in the state of Maharashtra.
- k) In case of termination of this contract or its expiry or otherwise, the person deployed by the service providing agency shall not be entitled to and will have no claim for any absorption nor for any relaxation for absorption in the regular post/otherwise capacity in National Textile Corporation Ltd – (WR) Mumbai and its Mills located in the state of Maharashtra.
- I) That all pages have been stamped and signed by the authorized person(s).
- m) That all page shave been numbered.
- n) That all the documents are legible (clearly readable).
- o) The candidates shall be selected after the test/interview to be conducted at respective place of NTC Ltd (WR) Mumbai and its mill which is at the discretion of the Management only those who qualify the said test/interview shall be selected to work in the office. (Management will take a decision on this point)

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engaged through manpower agency.

Requisite skill sets and qualification required for personnel to be

S.N o	Name of Post	Category	Educational Qualification	Age
1	Sales Man/Girl in shops and staff in various departments of RMD.	Unskilled	Minimum 10 th pass in any discipline from are cognized Board.	Maximum 40years
2	Sales Man/ Girl in shops and staff in various departments of RMD.	Semi skilled	Minimum 10 th passed from a recognized board & 3 year experience in sales related work.	Maximum 45years
3	Sales Man/ Girl in shops and staff in various departments of RMD.	Skilled	12 th / graduation from a recognized board or 5 years experience in sales related work.	Maximum 50years

The per month(Gross) will be as under:-

Compliance of all other benefits in pursuance of statutory i.e. 1) P.F. Act, 2)ESIC Act, 3) Gratuity Act, 4) Maternity Benefits Act, 5) Maharashtra work men's Minimum House Rent allowance Act. 6) Applicable Taxes. 7) Any other Act applicable to respective region is the obligation of the service provider and the same should be factored at the time of quoting the tender.

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GENERAL REOUIREMENTS

- 1. To provide required number of efficient Sales Man/Girl in shops and staff in RMD on contract basis by the Agency as and when required by the company without any delay (not beyond ten days of date of requisition). Failure in providing manpower in time will attract penalty and /or may result in termination of contract without prior notice, forfeiture of EMD / Security Deposit and legal action for recovery of loss or damage suffered by the company on account of failure.
- 2. The Agency shall ensure compliance of all statutory requirements, as applicable and suggested/ instructed by NTC Limited (WR) Mumbai from time to time.

3. HEALTH CONDITION:

All persons prior to employment shall be physically fit and shall be free from any contagious diseases.

4. RECORDS MAINTENANCE:

The Agency will be liable to keep updated Attendance Register, Wage Register and other Statutory Registers and any other Records to be maintained as required by the against National Textile Corporation Ltd – (WR) Mumbai and its Mills located in the state of Maharashtra. From time to time, and as required by respective statutory requirements. The agency shall produce the same on demand to the concerned authority of the National Textile Corporation Ltd – (WR) Mumbai and its Mills located in the state of Maharashtra or any other authority under law.

5. LEGAL COMPLIANCE:

- a) The Agency should have license registration under the contract Labour (R&A) Act1970,PF code, ESIC Code, GST and any other law as applicable or statutory licenses wherever applicable. The agency should produce proof to the company of the items prescribed in the **Schedule-E.**
- b) The Agency should take insurance for their employees against any eventuality of accident etc. National Textile Corporation Ltd (WR) Mumbai and its Mills located in the state of Maharashtra will not be liable for any accident sustained to Agency's employees while on or out of the work during the contract period. The Agency has to cover personal accident insurance policy in respect of the employees engaged by him under Workmen Compensation Act/ or any other Act on the subject.
- 6. The agency shall also arrange periodical training to the employees engaged for updating of the skill and keep records of the same.
- 7. The technical bid evaluation will be made as per requirements given in Schedule-E, therefore any deficiency there will construed as incomplete tender & hence will be rejected.

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(General information of the Bidder)

1.	Name	e and Address of the Bidder	:	
	I. III. IV. V. VI. VII.	Telephone No. Landline Phone Mobile Phone Fax Email Address Name of contact person with Mobile No. if any (in case of organization)	: : :	
	Whet	her individual/Proprietor/		
	Partn	ership firm/Limited Co./Society/	others	:
	(Give	e Details)		
	Detai	ls of Partners/Director/Proprieto	r/others	:
	(i) (ii) (iii) (iv)	PAN Income Tax Return of last 3yea Bank A/c. details Aadhar No. If applicable	irs. :- :	 : :
2.		code nos. of (Proof is to be enclosed Registration(with co	-	tocopy of Regn. Certificate)
	(b)ES	I Registration:	-	do
3.	No 8	date of license obtained under	the	
	Provi	sions of the Contract Labour (R&	A) Act:	
	1970	, if any .Please attach an atteste	d	
	Photo	ocopy of the license.	:	

4.	Details of experience in carrying out	:
	Manpower supply contract in State/Central	:
	Government institution/PSUs and	:
	No. of persons engaged during last 3 years. Also attach the copy of Certificate in proof.	:
5.	Are you ready to undertake and carryout the work by engaging adequate manpower without fail as per the terms and conditions given in Tender Document?	•
	given in remaci becament.	<u>i</u>

- 6. On awarding the contract can you:
 - I. Engage persons qualified and experienced as given in Schedule-A of this Bid?
- II. Ensure that the persons engaged by you are free from contagious diseases?
- III. Ensure clean clothing to the persons engaged by you?
- IV. Prohibit smoking, chewing, eating and Drinking in the work area.
- 7. Do you agree to follow the provisions of all relevant laws in respect of labour, Payment of Minimum Wages / Payment of Wages Act. And all other Laws applicable to such engagement.
- 8. Have you read, understood and agreed to abide by the terms and conditions of the Agreement to be signed by the Bidder and the company, once the work is awarded?

DECLARATION

I/We confirm haterms and condit Document No	ions dr	aft ag	greement a	nd al	II rele	var	nt info	ormation	regarding	the Te	ender
from what are											
agreement.											
Place:											
									Signatur	e	
Date:								Na	ame & Add	ress	

Seal(in case of Society/Organization/Firm)

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TERMS AND CONDITIONS

- 1. The Tender should be complete in all respect. Incomplete tenders are liable to be rejected.
- 2. The company shall have the right to inspect the existence and correctness of the details claimed in the technical bid, to determine the eligibility of the Bidder prior to opening of price Bid or the award of work and the Bidder shall extend all cooperation for this. If any information provided in the Technical Bid is found to be false or not correct at the stage of inspection, the Bidder may be disqualified. If any information provided in the Technical bid is found false at any point time during the contract period, the same shall result in termination of contract with the Bidder, disqualification of the Bidder from future tendering, for feature of EMD and security deposit paid besides Bidder being liable to payment of compensation towards loss or damage caused to the company on account of making false claims.
- 3. The bidder who does not meet the minimum eligibility criteria shall be considered as **DISQUALIFIED** in **Technical bid tender.** Their price bid shall be returned unopened to them.
- 4. The successful Bidder shall provide performance security by Demand draft/ Bank guarantee on any Nationalized/ Scheduled Commercial Bank. (excluding cooperative / rural bank) to be prepared in the name of "National Textile Corporation Ltd. Unit Western Region Mumbai" payable at Mumbai covering the period of contract for an amount of 10% of the value of the contract before commencement of the work. The performance security will remain with NTC Ltd(WR) till the completion of contract.
- 5. A declaration (as given in schedule-F) from the Bidder that the offer being submitted is as per the requirement given in this Bid is to be attached along with the Technical Bid.

- Persons engaged for the work as per this tender by the contractor will be employee of the contractor at all times and for all purposes and not of National Textile Corporation Ltd- (WR)Mumbai and its Mills located in the state of Maharashtra and there will not be any employer employee relationship between National Textile Corporation Ltd-(WR) Mumbai and its Mills located in the state of Maharashtra and the persons employed by contractor for aforesaid work.
- 7. The persons to be engaged for this work by the contractor should be in age between 20 and 50 years with qualification and experience as given SCHEDULE-A of this bid and physically fit. The Bidder shall ensure towards prohibit of consumption of alcoholic drink, pan, smoking, chewing tobacco etc. at work place by the persons provided and shall comply with all relevant legal provisions.
- 8. The contract awarded shall not be subcontracted to any other person/organization. In case the company finds at any point of time during the period of contract, that the contract under taken by the contractor has been subcontracted, the same will be treated as violation of the agreement, resulting Bidder being liable for legal action, termination of contract, for feature of EMD, security deposit and disqualification from future tenders to NTC Ltd(WR)Mumbai.
- 9. The requirement of manpower per day given in scheduled A may vary based on needs of the Corporation. However Minimum requirement per day may be within 25 to 35 comprising all grades. However there is no such commitment by the corporation for the minimum requirement which is exceptional situation may vary considerably. The Bidder will be given specified direction regarding requirement of contract persons to be provided along with place, time of engagement and any other instruction that maybe necessary for the performance of the contract.
- 10. The validity of the work order shall be initially for a period of one year & may be extended for further two years as per NTC Management discretion.

11. Technical Bid:

Supporting Document: - Self attested copies of statutory liabilities as following should be uploaded online –

- (1) Valid PF Registration No.
- (2) Valid ESIC Registration No.
- (3) PAN No.
- (4) GST No.
- (5) Labour License
- (6) Minimum Turnover Rs 1.00 Crore / year, C.A. certified Copy of turnover of last three years.,
- (7) Bidder should have minimum 2 years' experience in similar field.
- (8) scanned copy of EMD
- (9) Integrity pack

(However, the Management reserves the right to amend the requisite documents)

12. PRICE BID

The Bidder shall quote the lowest competitive rate to provide **Service charge percentage requisitioned in the SCHEDULE-C**.

- 13. Before quoting the rate in the price bid, the Bidder should study well the nature of contract and responsibilities specified in this tender. Thereafter **the bidder shall quote separately.**
 - (1) The salary to be paid to the persons
 - (2) Contractor's PF and ESI contribution
 - (3) G.S.T. as applicable, Insurance cover age for his/her/its persons, Services charges and the statutory obligation.

National Textile Corporation Ltd-(WR) Mumbai and its Mills located in the state of Maharashtra shall have no obligation with regard to statutory or other welfare measures of the contract persons provided by the contractor. The contractor shall bear and absorb the entire rise in wages or other monthly payment and other statutory levies in respect of the employees provided by him during the tenure of contract. He should comply with all statutory obligations in respect to Salesman/Girls, etc.

- 14. The Bidder is kept informed that the management reserves the right to empanel the agency/agencies (i.e. one or different) for respective category of post as per their lowest rates for each category of post. The lowest rate for each post shall be the total CTC to the National Textile Corporation Ltd (WR) Mumbai and its Mills located in the state of Maharashtra. In case of rates to be same/similar for different/one category of post that the selection of agency for the award of work will be chosen as per individual merit of the respective agency.
- 15. On finalization, the Bidder shall execute an agreement as per draft agreement available in NTC Ltd (WR) NTC House, 15 N.M. Marg, Ballard Estate, Mumbai400001onastamppaperworthRs.100.00.Theagreementshallcontaintheterms & conditions mutually agreed upon and this tender shall be part of the agreement. The agreement will be valid initially for a period of one year and extendable on same terms & conditions on mutual consent of Bidder& NTC Ltd(WR)Mumbai upto a period of three more year.

16. RECOVERY OF LOSS/DAMAGE TO COMPANY:-

On awarding the contract, but before signing the agreement, the Bidder shall furnish security deposit by either demand draft or Bank Guarantee of 10% of the Value of the contract which will be returned without interest on completion of contract period. This Security deposit shall be forfeited in case the Bidder withdraws from the contract once it is awarded or fails in providing the sufficient number of persons in time as required by the company or in case any loss or damage is caused to the company by the contractor or by his/her /its persons or on breach of any of the conditions of the contract. Loss or damage caused to the company at the instance of the contract awarded to the contractor shall be recovered from Security Deposit in proportion to the loss or damage sustained By the Company and the decision on the amount of compensation for the loss or damage shall be at the discretion of the NTC Ltd (WR) Mumbai. The NTC Ltd (WR) Mumbai shall also have the right to recover such loss or damage from the movable or immovable properties of the contractor and his heirs and legal representatives if the loss or damage caused is in excess of security deposit.

17. GENERAL

This tender is liable to be suspended or cancelled at any time at the discretion of the Management, NTC Limited with or without assigning any reason. Also any technical Bid and Price Bid can be rejected or cancelled by him/her without assigning any reason.

TECHNICAL BID

QUESTIONAIRE TO BE FILLED FOR MINIMUM ELIGIBILITY CRITERIA MANPOWER SUPPLY SALESMAN/GIRL IN SHOPS IN MUMBAI ON CONTRCAT BASIS

	SUPPLY SALESMAN/GIRL IN SHOPS IN MUMBAI ON C	<u>OITIITEAI</u>	
Sr.	Description		Qualifying
No.			Marks
1	Do you have minimum 2 years experience in engaging Similar type of Sales Man/Girl in shops in Mumbai/ Maharashtra.	Yes/No	30
2	Have you provided minimum 30 contract Salesman /Girl in shops in any single industry per day throughout 12 Months? (Attach Proof)	Yes/No	20
3.	Do you have an average turnover of minimum Rs.0.50 crore per annum in last 2 years? (Attach Proof)	Yes/No	30
4	If the above 1,2 & 3 are yes, have you enclosed the copies of Experience Certificate and copy (i.e) of theproof 2'& '3' along with the technical Bid?	Yes/No	*
5	Do you agree to provide Security deposit for an amount of 10% of the contract value by DD or bank Guarantee from a Nationalized /Scheduled bank before undertaking the work, if awarded?	Yes/No	*
6	Do you have enclosed herewith the proof of Provident Fund Registration in your favor i.e. Bidder?	Yes/No	
7	Do you have enclosed here with proof of ESI registration in your favor i.e. Bidder?	Yes/No	
8	Do you have enclosed herewith proof of GST Registration in your favor i.e. Bidder?	Yes/No	20
9	Have you attached the Declaration (as in Schedule-F)along with this bid?	Yes/No	*
10	Will you meet all the legal/statutory requirements like Minimum Wages Act, PF, ESI Acts, Workmen Compensation Act etc. with respect to this work?	Yes/No	*
11	Have you enclosed demand draft for Rs.1,00,000/-(Rs. One lakhs) towards EMD in Technical Bid? If yes, furnish the demand draft details	Yes/No	*

^{*}Mandatory, failing which the bidder will be discontinued.

All the information provided here in above are true and correct.

NAME & SIGNATURE OF THEBIDDER

Place:

NATIONAL TEXTILE CORPORATION LIMITED-(WR) MUMBAI

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DECLARATION

I / We confirm having read and understood all the work requirements, instructions,
forms, terms and conditions and all other requirements of the above tender in full and
the offer being submitted is as per the requirements given in this bid and that I/we
agree to abide by all without any deviation. I also confirm that my agency /firm have not
been "blacklisted" by any Govt. Dept./PSE/Statutory organization.

SIGNATURE:

NAME & ADDRESS OF AUTHORISED PERSON

(Seal of the Authorized Person)

PRICE BID TENDER FORM RATE SCHEDULE FOR PROVIDING CONTRACT MANPOWER

1. Name & Address of the Bidder

	The tenders has to quote only Service charges in % of agency charge of							
minir	mum wages Rate for a month to the Natio	nal Textile Corporation Ltd -						
(WR)	Mumbai and its Mills / Offices located in	the state of Maharashtra, as						
per t	he category given in SCHEDULE-A of this I	Bid.						
	Particulars & Category	Service charges in %						
1	Salesman / sales Girl.							

CONTRACT RATE FOR ONE YEAR

The security agency will quote competitive Service charge in %.

Rates strictly as per the format

DECLARATION

I/We am/are fully aware of the statutory obligation to be complied with respect to this offer and on awarding the contract to me/us. I/We will be responsible for all the statutory/legal aspects related to this offer. I/We have also fully understood the nature of contract and costs involved. The rates quoted by me/us in this bid area all-inclusive and in case contract is awarded, during the period of contract I/We will not claim any upward revision in the rate.

SIGNATURE OF THE BIDDER
NAME & ADDRESS
(SEAL OF THE BIDDER)
PLACE:
DATE:

Approximate Requirement of Salesman/ Salesgirl.

Unit under Retail Marketing Division , Name of Showroom / Godown/ Office given below

Sr.	Name of Unit Of Retail Marketing Division(National Textile Corporation Ltd.) Mumbai	Location (Mumbai, Maharashtra)	Total No. of persons requirement (Approximate)
1	Digvijay Exhibition Showroom	Kalachowki	4
2	DigvijayChawl Showroom	Kalachowki	2
3	Tata Admin Bldg Showroom	Dadar	4
4	Tata Hindmata Showroom	Dadar	3
5	Goldmohur Showroom	Dadar	2
6	Chowpatty Showroom	Chowpatty	4
7	Kalaghoda Showroom	Kalaghoda, Fort	2
8	Central Distribution Depot	Finlay Mill, Parel	5
9	RMD Office	Digvijay Mill, Kalachowki	4
	Total		30