



ଅତିରିକ୍ତ ଜିଲ୍ଲା ସହରାଞ୍ଚଳ ଜନସ୍ୱାସ୍ଥ୍ୟ ଅଧିକାରୀଙ୍କ କାର୍ଯ୍ୟାଳୟ, ରାଉରକେଲା

OFFICE OF THE ADDITIONAL DISTRICT URBAN PUBLIC HEALTH OFFICER, ROURKELA

ନଗର କାର୍ଯ୍ୟକ୍ରମ ପରିଚାଳନା ଯୁଗ୍ମ, ଜାତିୟ ସହରାଞ୍ଚଳ ସ୍ୱାସ୍ଥ୍ୟ ମିଶନ, ରାଉରକେଲା

(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: 1977 / CPMU-NUHM- RKL/ 2022-23

Date: 25/04/2022

(ଠିକା ପତ୍ରାବ)

Terms and Conditions for Expression of Interest for providing manpower (Support Staff –cum Attendant (Male) and Data Entry Operator to City Programme Management Unit, NUHM, Rourkela

TO

**Additional District Urban public health officer,
Rourkela**

Tel / Fax: 0661-2501100

E-Mail-cpmunhm.rkl4@gmail.com

TENDER DOCUMENT FOR Expression of Interest for providing manpower (Support Staff –cum Attendant (Male) and Data Entry Operator

LAST DATE & TIME FOR SUBMISSION OF
TENDER DOCUMENT

: 26/05/2022 upto 5 P.M

DATE & TIME FOR OPENING OF
TENDER DOCUMENTS

27/05/2022 at 11:30AM

PLACE OF OPENING OF TENDER

Office of the Municipal Commissioner,
Rourkela Municipal Corporation,
Rourkela

ADDRESS FOR COMMUNICATION
AND
RECEIPT OF BID DOCUMENT

Office of the Additional District Urban
Public Health Officer, Rourkela
City Programme Management Unit,
NUHM Rourkela, Sub division Hospital,
Panposh, Rourkela-769004

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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23

Date: ____/____/____

Expression of Interest for providing manpower (Support Staff –cum-Attendant (Male) and Data Entry Operator to City Programme Management Unit, NUHM, Rourkela
Tender Call Notice

Sealed tenders are invited from reputed intending manpower agency/service providers/placement agency to provide the following manpower to City Programme Management Unit, National Urban Health Mission, Rourkela, C/O-Rourkela Municipal Corporation, RMC, Rourkela & various UPHCs as follows.

Sl.N.	Name of the Post	Educational Qualification	No. of Post	Working Place	Remarks
01	Data Entry Operator	As annexed at annexure-V	01 no.	CPMU NUHM Rourkela	No. of Post may increase or decrease
02.	Support Staff – cum-Attendant (Male)	Having qualification 10 th pass	01 no.	CPMU NUHM Rourkela	No. of Post may increase or decrease
03.	Support Staff – cum-Attendant (Male)	Having qualification minimum 8 th pass	06 nos.	<u>Urban Primary Health Centre (UPHC)/Urban Health & Wellness Center</u> 1.DAV MAC 2.UFWC-Balughat 3.Gopabandhupalli 4.Koelnagar 5.Chhend 6.Sector-06	

The tender proposals should reach to the undersigned on or before dt 26/05/22 time 5:00 PM and the same will be opened on dated: 27/05/22 in the office chamber of the Municipal Commissioner, RMC Rourkela in presence of the tenderers or their authorized representatives. The authority reserves full rights to accept or reject any or all tenders without assigning any reason thereof.

1) Eligibility Criteria for participating in the tender process:

- 1.1 Having minimum 3 years of experience for providing manpower services to the **Govt/corporate/PSU** in the same category.
- 1.2 Valid Labor License from the Labor Department.
- 1.3 Valid ESIC Registration from the Employees State Insurance Corporation.
- 1.4 Valid EPF Registration from the Employees Provident Fund Organization.
- 1.5 Valid GST Registration from the GSTIN
- 1.6 **Annual Average Turnover** : Average Annual Turnover of **Rs. 50 lakhs** or more in the last three (3) financial years (2018-19,2019-2020 and 2020-21)
- 1.7 **Tenderers who have been blacklisted either by the Tender inviting authority or by any state Govt. or Central Govt. organization for the quoted item is not eligible to participate in the tender during the period of blacklisting.**

2) Receipt of Tender

The sealed tender must be sent through Regd. Post/Speed Post/ Courier Services only.

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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23 Date: ____ / ____ / ____

3) Tender Cost: The Bidders have to download the Tender Documents directly from the Website available at www.sundargarh.nic.in. The Tender Paper cost fees of Rs.500/- by way of separate Bank Draft drawn in favor of "CITY HEALTH SOCIETY NUHM ROURKELA" payable at Rourkela.

4) E.M.D : The tenderer is required to submit the earnest money deposit amounting to Rs.20,000.00 (Twenty thousand) only in shape of bank draft from any nationalized bank in favour of "CITY HEALTH SOCIETY NUHM ROURKELA" payable at Rourkela

4.1 The E.M.D of the unsuccessful bidder will be returned only after finalization of the tender.

4.2 The E.M.D of the successful bidder on receipt of the Performance Security.

4.3 The E.M.D will be forfeited if the successful bidder will refuse to supply the indented manpower.

5) Terms & Conditions

5.1 The bidders are to submit their tenders in separate sealed covered envelopes for technical bid & price bid by superscribing Cover 'A' (Technical Bid) & Cover 'B' (Price Bid) and both the covers should be put into a third cover, which should be superscribed as **Expression of Interest for providing manpower (Support Staff -cum Attendant (Male) and Data Entry Operator**

5.2 Tenders shall be opened on due date and time as mentioned above in case the scheduled date is declared as Govt. holiday then such date shall automatically shifted to next working day.

5.3 The price bid will be opened only those bidders who have qualified in the technical bid & should be submitted as per format with signature & Seal.

5.4 Tender rate observing norms of labour Deptt, GoO as per revised rate (Take home remuneration Includes employee's share of EPF & ESI)

5.5 Preference will be given to the MSE/SSI units of the state of Odisha as per MSME Development Policy -2009 and IPR-2007.

5.6 In case of any tender amendment and clarification, responsibility thereon lies with the tenderer to collect the same from the Web site before the last date of submission of tender & purchaser shall have no responsibility for any delay/omission on part of the tender.

5.7 No. of manpower may be increased or decreased as per Approval in the PIP .

6) Documents to be submitted with the Technical Bid

- Tender form duly filled & signed by the Authorized signatory.
- Copy of PAN Card of the Agency/firm.
- Copy of Valid Labor License from the Labor Department.
- Copy of Valid ESIC Registration from the Employees State Insurance Corporation and last three months ESIC Payment Challan.
- Copy of the Valid EPF Registration from the Employees Provident Fund Organization and last three months EPF payment Challan.
- Copy of the Valid GST Registration Certificate & last GST Return along with last last three months GST Payment Challan.
- Copy of Proof of Annual Average Turnover : Rs. 50 Lakhs or more in the last three (3) financial years (2018-19,2019-2020 and 2020-21) duly certified by a chartered accountant.
- Copy ITR return file and Audit Report (audited financial statement) for last three financial year (2018-19,2019-20,2020-21)
- Proof of Work order of the for providing manpower of same category to any Govt. organization / Corporate Hospitals / PSU Hospitals / UN Agencies.(have to submit work orders only)



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- The bidder is required to provide a self declaration in an affidavit (as per annexure -1) that he has not been black listed by any Govt. organisation & he has gone through the tender document carefully and shall accept all terms and conditions of the document.

8) Payment. : Payment will be released by within 15 days submission of Bill with statement of Payment to the manpower, EPF deposit Challan and ESI Deposit Challan as per work certificate issued by the Authority.

10) Terms of Services of Contract: Other terms of service of contract as per Annexure IV

Memo No. 1978

Copy to the Office Notice Board, Rourkela Municipal Corporation, Rourkela/ ADUPHO, Sub-Divisional Hospital, Panposh, Rourkela/ Additional District Magistrate, Rourkela for general publication.

Additional district Urban
Public Health officer, Rourkela

Date: 25/04/2022

Memo No. 1979

Copy Submitted to the CDM&PHO Sundargarh for favor of information.

Additional District Urban
Public Health Officer, Rourkela

Date: 25/04/2022

Memo No. 1980

Copy Submitted to the Municipal Commissioner, RMC, Rourkela for favour of information.

Additional District Urban
Public health Officer, Rourkela

Date: 25/04/2022

Memo No. 1981

Copy submitted to the Mission Director, NHM, Odisha for favor of information.

Additional District Urban
Public health Officer, Rourkela.

Date: 25/04/2022

Additional District Urban
Public health Officer, Rourkela



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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23

Date: ____ / ____ / ____

TECHNICAL BID

(To be submitted in letter pad of the Agency/Firm COVER-1)

List of documents attached

Sl No.	Name of document attached	Submitted (Yes/No)
1	Name of the Firm/Agency with Complete Address	
2	Registration no. of the Firm/Company Year of Registration : (Furnish Photocopy of Firm/company registration certificate)	
3	Registered office Address of the firm /Agency Telephone No/Mobile : Fax No : Email ID :	
4	Name of authorized signatory (in block letters) Telephone number of authorized signatory Firm /Agency :	
5	Specimen signature of authorized signatory	
6	Bank Draft of Tender Paper Cost (Rs.500.00)(Name of Bank & date of EMD)	
7	Bank Draft of EMD (Rs.20,000/-)(Name of Bank & date of EMD)	
8	PAN (Furnish self attested Photocopy of PAN Card)	
9.	TAN (Furnish self attested Photocopy of TAN Card)	
10.	GSTN (Furnish self attested Photocopy of GST registration certificate)	
11.	ESIC Registration (Furnish Self Attested Photocopy of ESIC Registration Certificate & ESIC payment Challan)	
12.	E.P.F Registration : (Furnish Self attested copy of EPF Registration Certificate & last three Months payment Challan)	
13.	Registration Certificate(Labour) No : (Furnish Self attested photocopy of labour registration certificate)	
14.	Copy of Proof of Annual Average Turnover : Rs. 50Lakhs or more in the last three (3) financial years (2018-19,2019-2020 and 2020-21) duly certified by a chartered accountant.	
15.	Copy ITR return file and Audit Report (audited financial statement) for last three financial year (2018-19,2019-20,2020-21) Proof of Work order of the for providing manpower of same category to any Govt. organization / Corporate Hospitals / PSU Hospitals / UN Agencies.(have to submit work orders only)	

(Handwritten signature)



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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23

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16.	The organization have to submit the Affidavit (<i>On original Stamp Paper of relevant value certified by Notary</i>) as per <i>annexure III</i> with the following clauses: 01. Our organization has not been blacklisted by any Government Organization. 02. Our organization does not have any legal suit /criminal case pending against it for violation of PF/ESI/MW Act or any other law. 03. Our organization agrees to abide by all terms & conditions of tender. 04. The price quoted by our organization is inclusive of minimum take home pay mentioned in the tender, all statutory charges, administrative charges & taxes .	
17	Whether have any track record of contract termination of the previous assignments for providing personnel to NHM, Odisha / Any adverse report of performance under H&FW Dept., GoO / blacklisted by any State / Central Govt. organization.(Yes/No)	

DECLARATION

I / we hereby certify that the terms and conditions given with the tender call notice have been read Carefully and acceptable to me/us and that the information furnished above is full and correct to the best of my /our knowledge. I / we understand that in case of any deviation in the above statement at any stage, my/our Firm/Agency will be **blacklisted** by your office and will not have any dealing with your office in future.

(Signature of the authorized signatory)

Seal

Place:

Date:



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Letter No: _____ / CPMU-NUHM- RKL/ 2022-23

Date: ____/____/____

Financial Bid

(To be submitted in COVER-2)

MONTHLY RATE

(Rate per person per Month inclusive of all statutory liabilities)

I. Monthly Rate per Person (Excluding GST)

Sl. No	Manpower Type	Type of Labour	Monthly Rate per Person (Rs.)					GST as applicable
			*Take home Remuneration including Employee PF & ESI as per \Labour Rate for 26 days in a month	EPF (Employer's Share 13.36%)	ESI (Employer's Share 3.25%)	**Service Charge	Total Monthly CTC (excluding GST)	
			1	2	3	4	5	6=1+2+3+4+5
1.	Data Entry Operator	Skilled						
2.	Support Staff -cum- Attendant (Male)	Un-Skilled						

- **Minimum take home remuneration of Manpower should be paid as per the tender rate observing norms of labour Deptt, GoO as per revised rate (Take home remuneration Includes employee's share of EPF & ESI)**
- The bidder is required to quote the price (**Service Charge**), which is reasonable and commercially feasible.

Date :

Signature of the Authorized Person

Place :

Full Name

Seal

Note:

1. The total rates quoted by the tendering agency should be inclusive of all statutory liabilities in force at the time of submission of bid.
2. The payment shall be made on conclusion of the calendar month.
3. The salary may be transferred to the bank a/c of the concerned staff.



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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23 Date: ____/____/____

DECLARATION FORM
ANNEXURE-III

I /Wehaving
 My/our.....office
 at.....do declare that I / We
 have carefully read all the terms & conditions of tender of the _____,
 Odisha for the supply of manpower for the post of support Staff and Data Entry
 Operator for CHS,NUHM Rourkela,sundargarh district. The approved rate will remain
 valid for a period of one year from the date of approval. I will abide with all the terms
 & conditions set forth in the tender paper Reference no.

**I/We do hereby declare that I/We have not been de-recognised / black
 listed by any State Govt. / Union Territory / Govt. of India / Govt.
 Organisation / Govt. Health Institutions for supply of Not of Standard
 Quality(NSQ) items / part-supply / non-supply.**

I/We agree that the Tender Inviting Authority can forfeit the Earnest Money
 Deposit and or Security Deposit and blacklist me/us for a period of 5 years if,
 any information furnished by us proved to be false at the time of inspection /
 verification and not complying with the Tender terms & conditions.

**I / We further declare that I / We possess valid Labour license / authorized
 distributor bearing no.Valid upto I /
 We..... do hereby declare
 that I /we will supply the _____ as per the terms, conditions &
 specifications of the tender document.**

Signature of the bidder:
 Date:
 Name & Address of the Firm:

Affidavit before Executive Magistrate / Notary Public.



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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23

Date: ____/____/____

Annexure-IV

Terms & Conditions

1. The agreement shall commence from the date of service actually provided and shall continue till the end of one year i.e. 12 calendar months unless it is curtailed or terminated by the authority owing to deficiency of service, substandard quality etc or change in requirements.
2. The Agreement shall automatically expire on expiry of one year from the date of actual service provided unless extended further by the mutual consent of the manpower service provider and authority.
3. The agreement may be extended. On the same terms and conditions/consideration or with some additions/modifications to the terms and condition/consideration, for a further specific period mutual agreed upon by the manpower service provider and authority.
4. The manpower service provider shall not to transfer, assign, pledge or sub-contract its rights and liabilities under this agreement to any other agency or organization by whatever name by called without the prior written consent of the authority.
5. City Programme Management, NUHM, Rourkela at present has tentative requirement for 01 no of Support Staff –cum-Attendant (Male) for City Programme Management Unit, Rourkela & 06nos. Support Staff –cum-Attendant (Male) for the Urban Primary Health Centre (DAV MAC, UFWC, Bondamunda, Koelnagar, Chhend, Sector-06). The requirement of the authority may further increase or decrease marginally, during the period of initial contract also and the tender would have to provide additional manpower services, if required on the agreed terms and conditions.
6. The manpower services provider will be bound by the details furnished by if to the authority while submitting the tender or at subsequent stage. In case, any of such documents furnished by it is found to be false at any stage, it would be deemed to be breach of terms of agreement making if liable for legal action besides termination of the agreement.
7. The authority reserves the right to terminate the agreement during initial period also being heard, giving 15 days prior notice to the Manpower Service Provider, being an opportunity to show cause for any breach of contact or violation of agreement.
8. The persons deployed under CPMU shall be required to report work as per the instruction of the ADUPHO, Rourkela & CPM/APM/CAM/PA respectively.
9. The persons deployed under UPHCs shall be required to report work as per the instruction of the concerned Medical Officer.

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(Department of Health & Family Welfare, Govt. Of Odisha)



Letter No: _____ / CPMU-NUHM- RKL/ 2022-23

Date: ____ / ____ / ____

10. The manpower services provider shall nominate a coordinator who shall be responsible for immediate interaction with the authority so that optimal service of the persons deployed could be availed without any disruption.
11. The entire financial liability in respect of manpower services deployed in the City Programme Management Unit shall be that of the manpower service provider and the ADUPHO, Rourkela will no way be liable. It will be the responsibility of manpower services provider to pay to the person deployed a sum not less than the minimum rate quoted in the financial bid and produce such evidence as may be required by the authority.
12. For all intend and purpose, the manpower service provider shall be "Employer" within the meaning of different Rules & Acts in respect of manpower so deployed. The persons deployed by the manpower service provider shall not have any claim whatsoever like employer and employee relationship against the ADUPHO Rourkela.
13. The manpower service provider shall be solely responsible for the redressal of grievances or resolution of disputes relating to persons deployed. The ADUPHO Rourkela, in no way, be responsible for settlement of such issues whatsoever, in case the grievances of the deployed person are not attended to by the manpower service provider the deployed person can place their grievance before a joint Committee consisting of the ADUPHO, Rourkela and an authorized representative of the manpower service provider.
14. The ADUPHO Rourkela shall not be responsible for any financial loss or any injury to any person deployed by the manpower service provider in the course of their performing the functions/duties, or for payment towards any compensation.
15. The persons deployed by the manpower service provider shall not claim nor shall be entitled to pay, perks and other facilities admissible to regular/confirmed employees during the currency or after expiry of the Agreement.
16. In case of termination of this agreement on its expiry or otherwise, the persons deployed by the manpower service provider shall not be entitled to and shall have no claim for any absorption in regular or other capacity.
17. The person deployed shall not claim any benefit or compensation or absorption or regularisation of deployment with office under the provision of Rules & Acts. Undertaking from the person deployed to this effect shall be required to be submitted by the manpower service provider.
18. The manpower service provider must be registered with the concerned Govt. Authorities, i.e. Commissioner, provident fund authorities, Employees State Insurance Corporation etc and a copy of the registration should be submitted. The manpower service provider shall comply with all the legal requirements for obtaining license under contract (regulations and Abolition) Act,1970 if any, at his own part and cost.

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OFFICE OF THE ADDITIONAL DISTRICT URBAN PUBLIC HEALTH OFFICER, ROURKELA

ନଗର କାର୍ଯ୍ୟକ୍ରମ ପରିଚାଳନା ଯୁକ୍ତି, ଜାତିୟ ସହରାଞ୍ଚଳ ସ୍ୱାସ୍ଥ୍ୟ ମିଶନ, ରାଉରକେଲା

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19. The manpower service provider shall provide a substitute well in advance if there occurs any probability of the person leaving the job due to his/her own personal reasons. The payment in respect of the overlapping period of the substitute shall be the responsibility of the manpower service provider. The manpower service provider shall be responsible for contributions towards provident fund & employee state insurance, wherever applicable.
20. The persons deployed by the manpower service provider should have good police records & not criminal case should be pending against them, and such verification should be sought by the authority after receiving the resume of the personnel.
21. The persons deployed should be cordial & efficient while handling the assigned work & their action should promote goodwill & enhance the image of ADUPHO Rourkela. The Manpower Service Provider shall be responsible for any act of indiscipline on the part of the persons deployed.

LEGAL:

1. The persons deployed shall, during the course of their work be privacy to certain qualified documents & information which they are not supposed to divulge to third parties. In view of this, they shall be required to take oath of confidentiality & breach of this condition shall make the manpower service provider as well as the person deployed liable for penal action under the applicable laws besides, action for breach of contract.
2. The manpower service provider shall be responsible for compliance of all statutory provisions relating to minimum wages payable to different types of worker in respect of the persons deployed by it in the City Programme Unit, NUHM, Rourkela. The ADUPHO, Rourkela has no liability in this regard.
3. The manpower service provider shall also be liable for depositing all taxes (EPF, ESI and GST as per Govt. Rule), levis, cess etc on account of service rendered by it to the Department or office concerned to the concerned tax collection authorities, from time, as per the rules & regulation in the matter. The manpower service provider shall maintain all statutory registers under the law & shall produce the same, on demand, to the authority of the ADUPHO Rourkela.
4. The tax deduction at source (TDS) shall be done as per provisions of income Tax Act/Rules/Cess etc as amended from time to time and a certificate to this effect shall be provided by the City Programme Management Unit as per the law.
5. The service provider should adhere to the Orissa Labour Act as well as EPF group insurance rules and to submit the ESI card of each worker engaged by him to ADUPHO, Rourkela within 60 days from entering into this agreement/commencement of service whichever is earlier.
6. In case, the manpower service provider fails to comply any terms and conditions of the contract and creates liability of the authority, shall indemnify the authority else the authority reserves the right to deduct the same from the dues/security of the manpower service provider.



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(Department of Health & Family Welfare, Govt. Of Odisha)



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7. The Agreement is liable to be terminated because of non-performance, deviation of terms and condition of contract, non-payment of remuneration of employed persons and non-payment of statutory dues. The ADUPHO Rourkela has no liability towards non-payment of remuneration to the persons employed by the manpower service provider and the outstanding statutory dues of the service provider to statutory authorities.

Financial:

8. The successful tender will have to deposit a performance security Deposit of 5% of the contract value in the form of Bank Guarantee from any Nationalized Bank drawn in favour of the City Health Society NUHM Rourkela covering the period of contract, In case , the contract is further extended beyond the initial period, the bank guarantee will have to be determined renewed by the successful tenders. The amount of performance security deposit is to be determined by the authority taking into account the contractual obligation of the manpower service provider.
9. In case of breach of any terms and conditions attached to this agreement, the performance security deposit of the manpower service provider shall be liable to be forfeited besides annulment of the agreement.
10. The manpower service provider shall raise the bill, in triplicate, along with attendance sheet duly verified by concerned City Accounts Manager, CPMU, NUHM, Rourkela in respect of the persons deployed and submit the same to the prescribed authority in the first week of the succeeding month. As far as possible the payment will be released by the second week of the succeeding month.
11. The claims in the concerned month bills regarding Employees State Insurance, Provident Fund and GST etc should be necessarily accompanied with documentary proof pertaining to the previous month bill. A requisite portion of the bill or whole of the bill amount shall be held up till such proof is furnished, at the discretion of the ADUPHO, Rourkela. However, this term will be not applicable to the first three months bill submission.
12. The amount of penalty calculated @Rs.100.00 per day on account of delay, if any, in providing a suitable substitute for the period beyond three working days by the manpower service provider shall be deducted from its monthly bills in the succeeding month.
13. The worker engaged by the service provider must wear a standard uniform along with Identity Card issued by the service provider and the expenditure shall be borne by the service provider.
14. The authority reserves the right to withdraw or relax any of the terms and condition mentioned above so as to overcome the problem encountered at a later stage.
15. In the event of any dispute arising in respect of the clauses of the agreement the same shall be resolved through negotiation. Alternatively the dispute shall be referred to the next higher

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authority or the retaining advocate of the Rourkela Municipal Corporation for his decision and same shall be binding on all parties.

- All disputes shall be under the jurisdiction of court at the place where the undersigned office is located shall be settled up through the retaining advocate of Rourkela Municipal Corporation.
- The salary must be released to the bank a/c of the concerned worker on monthly basis. A copy of the payment/transfer sheet must be submitting to the O/o the undersigned on regular basis.

End of Term & Condition

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REQUIRED ELIGIBILITY CRITERIA FOR DATA ENTRY OPERATOR :

1. She/he should be above 18 years of age and not exceeding 35 years.
2. Minimum educational qualification: Graduate with PGDCA or equivalent qualification in Computer Application.
3. Should have a typing speed of minimum 30 WPM in English and well conversant with Computer operation and essentially well trained in MS-OFFICE, INTERNET. Preference may be given to those have both English & Odia Typing.
4. Knowledge of English both written along with sound communication skills in Odia/Hindi Language
5. Minimum Take home pay: **To be quoted by the bidder observing norms of labour Deptt.**
(Includes employee's share of EPF & ESI but excludes Employer's share of EPF & ESI)

N.B: The tender inviting authority reserves the right to ask the successful bidder to provide a pool of staffs from which suitable staffs shall be selected as per the criteria as mentioned above.

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