



TENDER NOTICE

No 2319 / ESTT-XIII-123/2025

Date 22.08 / 2025

Sealed tenders are invited from reputed Manpower Agencies/ Service Providers to provide 23 nos. manpower (18 nos. for Blocks & 5 nos. for Zilla Parishad) for handling MGNREGS and RH related works for a period of one year on contract basis. The engaged of Manpower Agencies/Service Provider Firm shall be made through two Bid systems i.e. Technical & Financial Bid separately. The Technically qualified Manpower Agencies / Service Providers Firms can only participate in the Financial Bid.

For details please visit our website in www.boudh.odisha.gov.in.

1. Last date of receipt of Sealed Bid is on 15.09.25 up to 5.00 PM through Registered/ Speed Post only.
2. Opening of Bid papers is on dated 16.09.25 at 12.30 PM

By order of Collector


Chief Development Officer-cum-EO,
Zilla Parishad, Boudh

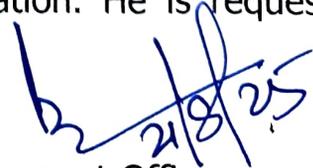
Memo No 2320 / Date 22.08 / 2025

Copy to DIPRO, Boudh for information and necessary action.


Chief Development Officer-cum-EO,
Zilla Parishad, Boudh

Memo No 2321 / Date 22.08 / 2025

Copy to the DeGM, Boudh for information. He is requested to web-host the same in www.boudh.odisha.gov.in.


Chief Development Officer-cum-EO,
Zilla Parishad, Boudh

SCOPE OF WORK AND GENERAL INSTRUCTION FOR BIDDERS

1. The Zilla Parishad, Boudh requires the services of reputed, well established and financially sound Manpower Service Provider Firms (hereinafter Manpower Service Provider) to provide ACPs, MGNREGS Assistants & DEOs on contract basis for day to day official work under MGNREGS and BPCs, BPAs, DPC, DPE & CCE on contract basis for day to day official work under RH.
2. The contract for providing the aforesaid Manpower Service is likely to commence after selection of the service provider by the selection committee and would ordinarily continue for a period of one calendar year from the date of execution of agreement. The contract of Service Provider Firm may be extended or curtailed subject to requirement and satisfactory performance by the Firm. The Zilla Parishad, Boudh. However, reserves the right to terminate this contract at any time after giving Fifteen days notice to the selected Service Provider.
3. The tentative requirement is of 8 MGNREGS Assistants (6 in blocks and 2 in ZP), 3 DEOs in block & 3 ACPs in blocks under MGNREGS and 1 DPC in ZP, 1 DPE in ZP, 1 CCE in ZP, 3 BPCs (1 in each block) & 3 BPAs (1 in each block) under Rural Housing. The requirement may increase or decrease in any / all the categories as per requirement of Blocks and ZP.
4. The tender document can be downloaded from the official web site of Boudh i.e www.boudh.odisha.gov.in. The cost of tender paper is Rs. 5000/- (Rupees Five Thousand) only payable in shape of DD drawn in favour of Zilla Parishad, Boudh payable at Boudh.
5. The interested Manpower Service Providers may submit their tender document complete in all respects along with Earnest Money Deposit (EMD) of Rs.25,000/- and other requisite documents through Registered / Speed Post by dt. 15.09.25 upto 5.00 PM in the following addresses: Chief Development Officer-cum-EO, Zilla Parishad, Boudh, AT- Mursundhi, District-Boudh, PIN- 762014.
6. The various crucial dates relating to "Tender for providing Manpower Services to the Zilla Parishad, Boudh are as below last date and time of receipt of the sealed Tender documents by Speed Post/Registered Post : dt. 15.09.25 up to 5.00 PM.

Date and time for opening of		
1	Technical Bid	
2	Financial Bid of eligible tenders	

Likely date for commencement of work: After finalization of tender

7. The sealed tender shall be of two bids system i.e. Technical Bid and Financial Bid. The interested agencies are advised to submit two separate sealed envelopes super scribing.
 8. "Technical Bid for providing Manpower Services to Zilla Parishad, Boudh" and "Financial Bid for Providing Manpower Services to Zilla Parishad, Boudh". Both these sealed envelope should be kept in a third sealed envelope superscribing "Bid papers for providing Manpower Services to Zilla Parishad, Boudh.
 9. The Technical bid must be accompanied with the Earnest Money Deposit (EMD) of Rs.25,000 /- (Rupees Twenty Five thousand) only in the form of Demand Draft drawn in favour of Chief Development Officer-cum-EO, Zilla Parishad, Boudh payable at Boudh failing which the tender shall summarily be rejected.
 10. The successful bidder shall have to deposit a Security Deposit of Rs.50,000/- (Rupees Fifty Thousand) only in the form of Fixed Deposit Receipt (FDR)/Demand Draft issued in favour of Chief Development Officer-cum-EO, Zilla Parishad, Boudh payable at Boudh covering the period of contract, within seven days of signing of the agreement. In case, the contract is further extended beyond the initial period, the Bank Guarantee will have to be renewed accordingly by the successful bidder.
- The bidding Manpower Service providing Firm are required to enclose self attested photocopies of the following documents, along with the Technical Bid, failing which their bids shall summarily be rejected and will not be considered any further.
- a) Registration certificate of the applicant's organization
 - b) Copy of PAN/GIR card
 - c) Copy of the IT returns filed for the last financial years.
 - d) Copies of EPF and ESI Certificate
 - e) Copy of Service Tax registration Certificate.
 - f) Computation of Income Statements of last financial years.
 - g) Labour Registration Certificate.
 - h) GST certificate along with up to date clearance copy.

11. Any conditional bids shall not be considered and will, out rightly be rejected at the very first instance.
12. All entries in the tender form should be legible and filled up clearly. If the space for furnishing information is insufficient, a separate sheet duly signed by the authorized signatory may be attached. No overwriting or correction is permitted in the Financial Bid Form. In such cases, the tender shall be liable for rejection. However, correction, if any, in the Technical Bid Application must be initialed by the person authorized to sign the tender bids.
13. The Technical bids shall be opened on the scheduled date and time i.e. at 12.30 P.M on dt. 16.09.25 in the office of the Chief Development Officer-cum-EO, Zilla Parishad, Boudh, in the presence of the bidders or their authorized representatives.
14. The Financial Bid of only those bidders shall be opened whose Technical bids are found to be in order. The Financial bids shall be opened at 3.00 PM on dt. 16.09.25 in the office of Chief Development Officer-cum-EO, Zilla Parishad, Boudh in the presence of the bidders or their authorized representatives, and anyone who wishes to be present on the spot at that time.
15. The Collector-cum-CEO, Zilla Parishad, Boudh reserves the right to cancel all bids without assigning any reason.

TECHNICAL REQUIREMENTS FOR THE TENDERING MANPOWER SERVICE PROVIDER

1. The tendering manpower service provider should fulfill the following technical specifications.
 - a) The registered office or branch office of the manpower service providers should be located within the jurisdiction of the state of Odisha. The manpower service provider should provide the name, designation and contact number of the person to liaise with.
 - b) They should be registered with the appropriate registering authorities within the District/State.
 - c) They should have at least one work order of 50 lakh in providing manpower to Government Departments/ Public Sector /Private Companies
 - d) They should be registered with Income Tax and Service Tax Department.
 - e) They should be registered with appropriate authorities under Employees Provident Fund and Employees State Insurance etc.
 - f) They should have any other regulatory clearances as specified by Central & State Govt. from time to time.
 - g) The agency should furnish their Computation of Income Statements for last financial year.
 - h) The agency should fulfill all the statutory compliance of Finance Department, Government of Odisha as stipulated from time to time. The rate quoted by the firm should be adequate enough to cover all the statutory dues of Government. Any firm quoting nil or abnormally low service charges (less than a whole number), unless otherwise allowed to, will be rejected
 - i) The selected firm is liable to comply with all the terms and conditions stipulated by Government from time to time during the agreement in force.
 - j) In case more than one bidder quote(s) the same price, draw of lot to nominate the L1 bidder shall be adhered to.
 - k) The sealed tender shall be of two bids system i.e. Technical Bid and Financial Bid. The interested agencies are advised to submit two separate sealed envelopes superscripting. "Technical Bid for providing Manpower Services to Zilla Parishad, Boudh" and "Financial Bid for Providing Manpower Services to Zilla Parishad,

Boudh." Both these sealed envelopes should be kept in a third sealed envelope super scribing "Bid papers for providing Manpower Services to Zilla Farishad, Boudh." Three separate envelope one each for Technical Bid, Financial Bid and DD etc shall be made which shall be inserted in one separate envelope super scribing in the top of the envelope "Tender Notice for proving manpower service to ZILLA PARISHAD, Boudh" and submitted along with the Tender Document by following the above procedure.

- l) The Black listed Firm(s) shall out rightly be rejected. An undertaking by bidder should be furnished that, their firm(s) have never been blacklisted in any district (with affidavit).
- m) Preference will be given to the local firms having registered office in the Boudh District.

**TECHNICAL REQUIREMENTS FOR MANPOWER TO BE DEPLOYED BY
SUCCESSFUL MANPOWER SERVICE PROVIDER IN THE ZILLA
PARISHAD, BOUDH**

- i. He/ She should be above 18 years of age and not be above 40 years as on the date of agreement.
- ii. The minimum Educational Qualification for ACPs, MGNREGA Assistants, DEOs, DPC, DPE, CCE, BPCs and BPAs shall be Graduation in any discipline with proficiency in Computers.

Level	Designation	Monthly Remuneration	Qualification	Total Person	Remarks
District	District Project Coordinator	Rs. 26885/-	University Degree with PGDCA and Tally	1	Preference Should be given Those who have work experience
District	District Project Executive	Rs. 11200/-	Intermediate with at least 6 months Diploma course in computer application	1	Preference should be given those who have work experience
District	Call Centre Executive	Rs. 11200/-	Must have passed Intermediate examination	1	Preference Should be given those who have work experience
Block	Block Project Coordinator	Rs. 25600/-	Graduation in Any discipline with computer knowledge	03	Preference Should be given those who have work experience
Block	Block Project Assistant	Rs. 11200/-	Intermediate with computer knowledge	03	Preference Should be given those who have work experience
District	MGNREGA Asst.	Rs. 12500/-	University Degree with PGDCA and Tally	02	Preference Should be given Those who have work experience
Block	ACP	Rs. 12500/-	University Degree with PGDCA and Tally	03	Preference Should be given Those who have work experience
Block	MGNREGA Asst.	Rs. 12500/-	University Degree with PGDCA and Tally	06	Preference Should be given Those who have work experience
Block	MGNREGA DEO	Rs. 11100/-	University Degree with PGDCA and Tally	03	Preference Should be given Those who have work experience

- iii. The candidate shall have functional knowledge of computers and be well versed in MS Office Software and internet. He should also be proficient in other standard packages and applications.

- iv. The candidate shall have working knowledge of English and Odia on computer.
- v. The candidates nominated by the qualifying firm shall be ready to report for work immediately after deployment by ZILLA PARIŞHAD.

TERMS & CONDITIONS

1. The Agreement shall commence from ----- and shall continue till "..... (One year) unless it is curtailed or enhanced due to deployment, breach of contract etc. or change in requirements.
2. The Agreement shall automatically be terminated date i.e. expiry of agreement period unless extended further by the mutual consent of the Manpower Service Provider and the Authority.
3. The Agreement may be extended, on the same terms and condition or with some additions deletions/ modification, for a further specific period mutually agreed upon by the Manpower Service Provider and Authority.
4. The Manpower Service Provider shall not be allowed to transfer, assign, pledge or subcontract, its rights and liabilities under this Agreement to any other agency or organization by whatever name be called without the prior written consent of the Authority.
5. The ZILLA PARISHAD, Boudh, at present, has tentative requirement of 8 MGNREGS Assistants (6 in blocks and 2 in ZP), 3 DEOs in block & 3 ACPs in blocks under MGNREGS and 1 DPC in ZP, 1 DPE in ZP, 1 CCE in ZP, 3 BPCs (1 in each block) & 3 BPAs (1 in each block) at ZILLA PARISHAD level on urgent basis. The requirement of the ZILLA PARISHAD, Boudh, may further increase or decrease marginally, during the period of initial contract and in such eventuality the bidder would have to provide additional manpower, if required on the same terms and condition.
6. The Manpower Service Provider will be bound by the terms and conditions as furnished by it to the Authority while submitting the tender or at any 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 it liable for legal action besides termination of the Agreement.
7. The Authority reserves the right to terminate the Agreement at any time after giving 15 days notice to the Manpower service provider.
8. The manpower service provider will have to deploy manpower within seven days of signing the agreement
9. The person deployed shall be required to report for work at 10.00 AM in the office of the Chief Development Officer-cum-EO, ZILLA

PARISHAD or such other Officer / Offices as may have been kept in charge of the Office Establishment of the Office concerned and would leave at 5.30 PM. He would not be paid any extra remuneration for additional work as and when required by ZILLA PARISHAD. In case, the person deployed remains absent on a particular day or comes late / leaves early on three occasions, proportionate deduction from the remuneration for one day will be made

10. The Manpower Service Provider shall nominate a coordinator who shall be responsible for immediate interaction with the ZILLA PARISHAD, Boudh, So that optimal services of the persons deployed could be availed without any disruption
11. The entire, financial liability in respect of manpower service deployed in the ZILLA PARISHAD Boudh or office concerned shall be that of the Manpower Service Provider and the ZILLA PARISHAD, Boudh & office concerned shall in no way be liable for any lapses. It will be the responsibility of the Manpower Service Provider to pay to the person deployed a sum not less than the minimum rate quoted in the financial bid and adduce such evidence as may be required by the ZILLA PARISHAD, Boudh or Office concerned for reimbursement of Bill of the firm for the succeeding month. If at any point of time it is noticed that the agency paying lesser remuneration to the candidates than the rate quoted, than the agreement shall be terminated and EMD & security etc deposits shall be forfeited forthwith
12. The payment of remuneration to the manpower has to be through bank account only. No cash payment shall be entertained
13. For all intents and purposes, the Manpower Service Provider shall be Employer within the meaning of all applicable laws in respect of manpower so deployed. The person deployed by the Manpower Service firm shall not have any claim whatsoever like employer and employee relationship against the ZILLA PARISHAD, Boudh or any office concerned
14. The Manpower Service Provider shall be solely responsible for the redressal of grievance or resolution of disputes relating to person deployed.

15. The ZILLA PARISHAD, Boudh 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
16. 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.
17. In case of termination of this Agreement in its expiry or otherwise, the persons deployed by the Manpower Service Provider shall not be entitled to and shall have no claim whatsoever for any absorption in regular or other capacity in ZILLA PARISHAD, Boudh or any offices attached to him /her.
18. The person deployed shall not claim any benefit or compensation or regularization of deployment with office under any provision of law. Undertaking from the person deployed to this effect shall be required to be submitted by the Manpower Service Provider.
19. The Manpower Service Provider must be registered with the concerned Govt. Authorities, i.e. Labour Commissioner, Provident Fund Authorities, Employment State Insurance Corporation etc. and a copy of the same shall be submitted. The Manpower Service Provider shall comply with all the legal requirements for obtaining License under Contract Labour (Regulation and Abilities) Act. 1970 if any, at his own part and cost.
20. 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 and Employees State Insurance, wherever applicable
21. The Person deployed by the Manpower Service should have good police records and no criminal case should be pending against them

22. The person deployed should be polite, cordial and efficient while handling the assigned work and their actions should promote good will and enhance the of the ZILLA PARISHAD, Boudh or office concerned. The Manpower Service Provider responsible for any act of indiscipline on the part of the person deployed

LEGAL

23. The persons deployed shall, during the course of their work be privy to certain qualified documents and information which they are not supposed to divulge to third parties. In view of this, they shall be required to take oath of confidentiality and 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.

24. The Manpower Service Provider shall also be liable for depositing all taxes, levies Cess etc. on account of service rendered by it to the ZILLA PARISHAD, Boudh or office concerned tax collection authorities from time to time, as per the rules and regulations in the matter. Self Attested photo copies of such documents shall be furnished to the ZILLA PARISHAD, Boudh.

25. The Manpower Service Provider shall maintain all statutory registers under the law and shall produce the same, on demand, to the authority of the ZILLA PARISHAD, Boudh or office concerned or any other authority under Law.

26. The Tax deduction at source (TDS) shall be done as per the provision of income Tax Act / Rule, as amended, from time to time and certificate to this effect shall be provided by the office concerned.

27. In case, the Manpower Service Provider fails to comply with any liability under appropriate Law and as result thereof, the ZILLA PARISHAD, Boudh of the office concerned is put to any loss / obligation, monetary or otherwise, the ZILLA PARISHAD, Boudh or the office concerned will be entailed to get itself reimbursed out of the outstanding bills or the performance Security Deposit of the Manpower Service Provider, to the extent to the loss or obligation in monetary terms.

28. Agreement is liable to the terminated because of non-performance, deviation of terms and condition of contract, non-

payment of remuneration of employed person and non-payment of statutory dues or for any other reason. The ZILLA PARISHAD, Boudh or office concerned will have no liability towards on-payment of remuneration to the person employed by the Manpower Service Provider and the outstanding statutory dues of the service provider to statutory dues of the service provider to statutory authorities. If any loss or damage is caused to the ZILLA PARISHAD, Boudh or office concerned by the person deployed, the same shall be recovered, the same shall be recovered from the unpaid bills or adjusted from the performance Security Deposit.

FINANCIAL

29. The Technical Bid should be accompanied with an Earnest Money Deposit (EMD) of (refundable without interest) Rs.25,000/- (Rupees twenty five thousand fifty) only in the form of Demand Draft drawn in favour of Chief Development Officer-cum-EO, Zilla Parishad, Boudh payable at Boudh failing which the tender of the concerned agencies/firms shall be rejected out rightly,
30. The Earnest Money Deposit in respect of agencies/firms which do not qualify the technical Bid (first state) or Financial Bid (Second competitive stage) shall be returned to them without any interest. In case of successful tender, if the agency fails to deploy the required manpower against the initial requirement within 30 days from date of placing the order, the EMD shall stand forfeited without giving any further notice.
31. The successful bidder shall have to deposit a Security Deposit of Rs. 50,000/- (Rupees Fifty Thousand) only in the form of Fixed Deposit Receipt (FDR)/ Demand Draft issued in favour of Chief Development Officer-cum-EO, Zilla Parishad, Boudh payable at Boudh covering the period of contract within seven days of signing of the agreement In case, the contract is further extended beyond the initial period, the Bank Guarantee will have to be renewed accordingly by the successful bidder.
32. In case of breach of any terms and condition attached to this agreement the performance Security Deposit of the Manpower Service Provider shall be liable to be forfeited besides annulment of the Agreement.

33. The Manpower Service Provider shall raise the bill, in triplicate, along with attendance sheet duly verified by the ZILLA PARISHAD, Boudh, 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.
34. The claim in bills regarding Employees State Insurance, provident fund and Service Tax etc. should be necessarily accompanied with documentary proof pertaining to the concerned bill of month. 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 ZILLA PARISHAD, Boudh or office concerned.
35. The amount of penalty calculated @Rs.100 per day on account of delay. If any, providing a suitable substitute for the period beyond three working days by Manpower Service Provider shall be deducted from monthly bills in the succeeding month.
36. 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.
37. 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 Authority or controlling officer for his decision and the same shall be binding on all parties.
38. All disputes shall be under the jurisdiction of the court located in Boudh District.
39. The successful bidder will enter into an agreement with Collector-cum-CEO,ZP, Boudh for supply of suitable and qualified manpower as per requirement of the ZILLA PARISHAD, Boudh on the above terms and conditions.

DOCUMENTS TO BE PROVIDED WITH TECHNICAL BID

1. Application Technical Bid
2. Attested copy of registration of agency.
3. Attested copy of PAN/GIR Card
4. Attested copy of the last year IT return filed by agency.
5. Attested copy of the Service Tax registration Certificate.
6. Attested copy of the PF Registration Letter / Certificate.
7. Attested copy of the ESI registration letter / Certificate.
8. GST certificate along with up to date clearance copy.
9. Certified document in support of the financial turnover the agency.
10. Certified documents in support of entries in column 13 of Technical bid application.
11. Copy of the terms and conditions at pages 10 to 15 in Tender Document with each page duly signed and sealed by the authorized signatory of the agency in token of their acceptance.
12. Original Demand Draft / Pay Order amounting Rs. 25,000/- towards EMD.
13. Income Statements for the last financial year.

DOCUMENTS TO BE SUBMITTED BY THE SUCCESSFUL AGENCY BEFORE
DEPLOYMENT OF MANPOWER

1. List of manpower shortlisted by agency for deployment in Zilla Parishad, Boudh, containing full details i.e. date of birth, marital status, address, educational qualifications etc.
2. Bio-Data of all candidates.
3. Any other document considered relevant.

APPLICATION - TECHNICAL BID

For Providing Manpower Services to Zilla Parishad, Boudh

1. Name of Tendering Manpower Service Provider (Attach Self attested Photo/ ID Card/ PAN/EPIC/DL/Pass Port

2. Details of Earnest Money Deposit: DD No. _____ date _____ of _____ drawn on Bank

3. Name of Proprietor / Partner / Director:

4. Full Address of Registered Office: _____

Telephone No _____

FAX No. _____

E-mail Address _____

5. Full Address of Operating / Branch Officer:

Telephone No _____

FAX No _____

E-mail Address _____

6. Name & Telephone No. of Authorized Officer/ Person to liaise with Field Office

(s): _____

7. Banker of Manpower Service Provider (Attach certified copy of statement of A/c for the last Financial Year): _____

8. PAN/ GIR No. (Attach attested copy): _____

9. Service Tax Registration No. (Attach Attested copy): _____

10. EPF Registration No. (Attach attested copy):

11. ESI Registration No. (Attach attested copy):

12. Financial Turnover of the tendering Manpower Service Provider for the last Financial Year:

13. Additional Information, If any (Attach Separate Sheet if space provided in insufficient):

14. Give details of the major similar contracts handled by the tendering Manpower Service Provider during the last financial year in the following format.

(If the space provided in insufficient, a Separate Sheet may be attached)

Sl. No.	Name of Client, address, telephone & FAX No.	Manpower services provided		Amount of contract in Lakhs	Duration of contract	
		Type of manpower provider	No.		From	To

15. Additional information if any (attach separate sheet, if required)

Date:

Place:

Signature of Authorized person

Full Name: _____

Seal: _____

DECLARATION

- i. I, _____ Son/ Daughter / Wife of Sri Proprietor/ Director/ Authorized Signatory of the Service Provider, mentioned above that, I am competent to sign this declaration and execute this tender documents.
- ii. I have carefully read and understood all the terms and conditions of the tender and undertake to abide by them
- iii. The information/ documents furnished along with the above application are true and authentic and to the best of my knowledge and belief. I/ We do hereby undertake that furnishing of any false information / fabricated document would lead to rejection of my tender at any stage besides accruing of liabilities onwards prosecution under appropriate law.

Date:

Place:

Signature of Authorized person

Full Name: _____

Seal: _____

APPLICATION - FINANCIAL BID

For providing Manpower Assistance to Zilla Parishad, Boudh

- i. Name of Tendering Manpower Service Provider: _____
- ii. Rate per person per month inclusive all statutory liabilities, taxes, levies, cess, etc: _____

Sl. No.	Name of the post	Monthly take home remuneration per	EPF (employee contribution)	EPF (employer contribution)	ESI	Other statutory dues if any	Service charge	GST	Total person	Total amount

Date:

Place:

Signature of Authorized person

Full Name: _____

Seal: _____

Notes:

- i. The total rates quoted by the tendering agency should be inclusive of all statutory / taxation liabilities in force at the time of entering into the contract.
- ii. The payment shall be made on conclusion of the calendar month only on the basis of no. of working days for which duty has been performed by each manpower.
- iii. The nominated firm shall produce EPF/ESI statement towards testimony regarding deposit of EPF/ ESI of staffs every month only after which bill for the succeeding month shall be proceeded.