

अंचल कार्यालय  
६६/४ए, ईसीआर रोड  
पाक्कमुदयानपेट  
पुदुच्चेरी & ६०५००८



ZONAL OFFICE  
66/4 ECR Road  
Pakkamudyanpet  
Puducherry-605008

**INDIAN BANK**

**ZONAL OFFICE: PUDUCHERRY**

**TENDER FOR**  
**ENGAGEMENT OF SECURITY AGENCIES OF REPUTE**  
**BOTH**  
**DGR SPONSORED/REGISTERED AND PRIVATE SECURITY AGENCIES**  
**FOR DEPLOYMENT OF ONE Ex SERVICEMEN DRIVER FOR LAWSPET**  
**BRANCH IN PUDUCHERRY ZONE**

**IMPORTANT DATES**

**DATE OF ISSUE OF TENDER : 07.04.2022**

**LAST DATE OF SUBMISSION OF TENDER : 22.04.2022 BEFORE 3 PM**

**DATE OF OPENING OF TENDER : 22.04.2022 AT 4 PM**

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ZONAL OFFICE  
66/4 ECR Road  
Pakkamudyanpet  
Puducherry-605008

**TENDER FOR ENGAGEMENT OF SECURITY AGENCIES OF REPUTE, BOTH DGR SPONSORED/REGISTERED AND PRIVATE SECURITY AGENCIES FOR DEPLOYMENT OF EX SERVICEMEN DRIVER FOR LAWSPET BRANCH UNDER PUDUCHERRY ZONE .**

Indian Bank Zonal Office, Puducherry, invites sealed offers under two bid systems from reputed Private Security Agencies (PSAs) for providing Ex Servicemen driver for Lawspet Branch in Puducherry Zone.

**Name of the Work:**

Engagement of Security Agencies for Providing Ex Servicemen driver for Chest van in Lawspet Branch.

Period of Issue of Tender : 07.04.2022  
Last Date for Submission of Tender : 22.04.2022 BEFORE 3 PM  
Date /Time of Opening of Technical Bid : 22.04.2022 AT 4 PM  
Earnest Money Deposit : **Rs 3000/-** (Rupees Three thousand only) by crossed Demand Draft payable at Puducherry drawn in Favour of Indian Bank Zonal Office, Puducherry

Sealed applications are invited on behalf of Indian Bank Zonal Office –Puducherry for the above mentioned work from Private Security Agencies. The applications shall be opened at the Zonal Office at the above specified time. The tenderers / authorized representatives are requested to be present at the time of opening, if they so desire. Indian Bank reserves the right to reject any or all the applications without assigning any reason thereof.

Conditional tenders, late tenders and tenders without EMD will summarily be rejected. Any tender received open, or not meeting all the tender conditions is liable to be rejected.

The **Bank is not bound to accept the lowest tender** and reserves the right to accept or reject any or all the tenders without assigning any reason whatsoever.

Submission of a tender by a tenderer implies that he has read this notice and other contract / tender documents and has made himself aware of the scope, specifications, conditions, liabilities and duties bearing on the execution of the contract.

It is clarified that there is no employer – employee relationship between the Bank and the contractor in the engagement of ex-servicemen driver and that the contract is not a contract for employment.

**Central Minimum Wages** will be applicable for this tender.

  
Deputy Zonal Manager

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## **INSTRUCTIONS TO PRIVATE SECURITY AGENCIES (SECURITY SERVICE)**

### **1. Bid Submission Process**

Interested parties shall submit their offers in sealed covers super scribed as “Technical Bid” for providing Ex Servicemen driver for chest van in Lawspet Branch in Puducherry Zone.

**Part 1- Technical Bid for Ex Servicemen driver Services.** **Technical bid**, in a separate sealed envelope, super-scribed “**Technical Bid - Engagement of Private Security Agencies for Providing Ex Servicemen driver for chest van in Lawspet branch in Puducherry zone**” and shall contain the details required to be furnished by tendering Agencies, as enumerated under the heading Eligibility Criteria of this document. The EMD of Rs 3,000/- (Rupees Three Thousand Only) to be submitted separately through **DEMAND DRAFT** only favouring, **Indian Bank**, payable at Puducherry drawn in Favour of Zonal Office, Puducherry has to be enclosed in absence of which the bid will be rejected.

**Part 2 – Financial Bid for Ex Servicemen driver Services.** **Financial bid**, in a separate sealed envelope should be super scribed as ‘**Financial Bid – Engagement of Private Security Agencies for Providing Ex Serviceman driver for chest van in Lawspet branch in Puducherry zone**’ and shall contain nothing but price aspects without any conditions. The Financial bid is for providing Ex- and Ex Service men driver for currency chest van in Lawspet branch in Puducherry Zone.

The above sealed Bids should be placed in a sealed envelope which should be super scribed “**Tender for Service men driver for chest van in Lawspet branch in Puducherry zone**” should be addressed to “**The Deputy General Manager, Indian Bank Zonal Office, 66/4, East Coast Road, Pakkamudyanpet, Puducherry-605008** and should be submitted to the Zonal Office in person or by way of Post / Courier latest by 3.00 pm on 22.04.2022.

Tender should be submitted within the **prescribed date and time**. Offers received late will not be accepted. Indian Bank will not be responsible for any postal/courier delays.

Interested Agencies may collect the blank Tender form in person from **Indian Bank Zonal Office, 66/4, East Coast Road, Pakkamudyanpet, Puducherry-605008**

The successful bidder shall give an undertaking that he would abide by the provisions of **Employees Provident Fund and Miscellaneous Provision Act 1952 and ESIC Act, 1948.**

The Bank reserves the right to verify any information/document furnished by the Tenderer should the circumstances so warrant in the overall interest of the Bank.

Tender submitted in accordance with the terms & conditions and complete in all respects & as per Performa only will be considered. The word ‘Bank’ indicated in this notice and enclosed documents would mean **‘INDIAN BANK’**”.

The tender shall remain valid for acceptance for a period of **90 days** from the date of its opening. If any Contractor / Agency withdraws its tender upon award of

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contract / during the contract period, then the Bank shall be at liberty to forfeit the Earnest Money Deposit and Security Deposit.

The PSA engaged will have to enter into a written service level agreement with the bank; the agreement will seek to retain an appropriate level of control over the security agency/ service provider (vendor) and the right of the bank to intervene with appropriate measures to meet legal, statutory and regulatory obligations.

The Bank reserves the right to reject any / all applications without assigning any reason whatsoever and also to confirm authenticity of the facts submitted by the bidders.

**2. EVALUATION PROCESS: Tenders will be evaluated in the following stages:**

**Stage I: Technical Bid**

Technical Bid will be opened at the date and time specified. Incomplete Offers, i.e., offers not accompanied by the mandatory documents as mentioned in the tender and Tenders received from any Blacklisted Agencies by the Bank or any other Public Sector Bank document shall not be considered for evaluation, tender summarily rejected and EMD shall be returned.

The Tenders will be evaluated against the stipulated minimum eligibility criteria purely based on valid documentary proof submitted by the PSAs. Tenders not complying with all the eligibility criteria at the time of submission of tender documents will be rejected. It is Bidders responsibility to provide authentic proof with documents, for all the parameters mentioned in the section “**Technical Criteria**”, duly stamped and signed.

The Technical Bid should be complete in all respects and contain all information asked for in this document. It should not contain any price information. **(If price information is given in Technical Bid, it will be rejected)**. It should comprise of the following:

- Covering letter on the prescribed format (**Annexure-I**).
- Earnest Money Deposit of Rs 3,000/- in the form of DD favouring Indian Bank, payable at Puducherry drawn in Favour of Indian bank Zonal Office, Puducherry.
- PSA profile as per **Annexure II**.
- Details of reference sites as per **Annexure-III**.

**Stage II: Financial Bid**

Financial bids received from the shortlisted/Technically qualified agencies shall only be considered for evaluation. The Financial Bid should contain all relevant rates and charges and the rates should be quoted per driver in Indian Rupees only for ex-servicemen driver in the specified format as per **Annexure -IV**. The rates quoted in the Financial Bid should be as per the Minimum Wages notified by the Chief Labour Commissioner (Central), Govt. of India, Ministry of Labour & Employment, and New Delhi from time to time including other wage components. Date and time of opening of Financial Bids shall be intimated by way of email to the eligible Agencies.

**3. Splitting of Order:**

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The Bank can split the order amongst the Private Security Agencies who have been identified as L1 vendors. However, where the work is less and if Bank finds that it will be suitable to manage the work with only one vendor then the entire work can be allotted to only one vendor at the discretion of the Bank.

**4. Period of Contract:**

The Engagement shall be **for initial period of one year and extendable thereafter, year wise for a maximum of two years at the same rates and conditions at the option of the Bank subject to satisfactory performance of the Agency and also keeping the option of clause mentioned in para below.**

**Bank will reimburse to the PSA the net impact due to increase in minimum wages and / or Dearness Allowance by the Government of India on submission of claim with documentary proof.**

If the performance is found unsatisfactory at any point of time, the contract is liable to be rescinded by the Bank.

**5. Notice of termination :**

The Bank reserves the right to terminate the contract at any point of time during the period of Engagement by serving a notice of 30 days on the agency with or without assigning any reasons thereof.

**6. Earnest Money Deposit**

Earnest Money Deposit of Rs.3,000/- (Rupees Three Thousand only), in the form of Demand Draft drawn in favor of Indian Bank, payable at ..... **The EMD should be enclosed with the Technical bid.** Offers not accompanied with Earnest Money Deposit of Rs.3, 000/- will not be accepted. **Bank guarantee in lieu of Earnest money deposit will not be accepted.** No interest will be payable on the EMD. The EMD will be returned to the unsuccessful bidder. EMD will form part of Security Deposit of successful bidder.

**7. Security Deposit:**

The Bidder, whose rate is accepted will be required to furnish an **equivalent to one month's billing amount** in the form of a Demand Draft favoring Indian Bank. The EMD amount in such case will form part of Security Deposit. The EMD and Security Deposit shall be encashed and kept with Bank separately during the period of contract. The EMD of Bidder, whose rate is accepted, shall be forfeited in case he does not remit the Security deposit as mentioned above of the Contractual amount within 7 days from the date of issuance of work order.

**8. Agreement Between the PSA and the Bank:**

The successful Bidder should execute Agreement with the concerned Branch on non-judicial Stamp Paper of appropriate value on the standard agreement form of the Bank as given at **Annexure-V**. It is understood that the PSAs, who are willing to offer their drivers' services in response to this Tender have read all the terms and conditions and have agreed to all the Terms & Conditions without any modifications. In all practical purpose, branch will be the nodal office for deployment of ex-servicemen driver.

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**9. Validity of Offer:**

The offer will be valid for a period of 90 days from the date of opening of tenders.

**10. No Commitment to accept any or all tenders:**

The Bank reserves the right to accept / reject any or all tenders received without assigning any reasons thereof.

**11. Clarifications:**

For any clarifications, regarding the tender at any stage the details of the contact persons are given below.

Name	Capt M Muruganand
Designation	Chief Manager
Telephone No.	9442204638
E-mail id	zopuducherry@indianbank.co.in

**12. Miscellaneous:**

The Bidder shall be bound to perform the work during the contract period at the rates and amount quoted. On acceptance of the bid, the name of the authorized representative of the Contractor who would be responsible for taking instructions from the Bank shall be communicated to the Bank.

Any tax in respect of this contract shall be payable by the Contractor / Agency only and the Bank will not entertain any claim whatsoever in this respect except **Goods and Services Tax (GST)**.

The Contractor / Agency shall give a list of his relatives working with Indian Bank along with their designations and addresses.

No former employee of Indian Bank is allowed to work as a Contractor or as an employee of the Contractor within one year of his retirement / resignation from the Bank's Service, without prior permission of the Bank. The Contractor has to give a declaration to this effect. This contract is liable to be cancelled if either the Contractor or any of his employees is found at any time to be such a person who had not obtained the permission of the bank as aforesaid before submission of the tender or engagement in the Contractor's service.

Canvassing in connection with this bidding process is prohibited and the tender submitted by the Contractor / Agency who resort to canvassing will be black listed.

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## **ELIGIBILITY CRITERIA**

### **1. Technical Criteria**

The preliminary evaluation will be done on the following parameters and Tenders from Private Security Agencies not conforming to these parameters will be rejected.

- a) The Private Security Agencies should be either registered company, registered partnership firms or Proprietorship of repute for providing Private Security Guards' services.
- b) The Private Security Agencies should have at least one office of their own with telephone, fax and email facility in the jurisdiction of the Zonal Office and having their own supervisors at that place (Proof to be submitted).
- c) The Private Security Agencies should have valid license in accordance with Section 4 and section 7 of Private Security Regulation Act 2005 to operate in the Union Territory of Puducherry. **Merely submission of application to licensing authority will not be entertained.**
- d) To be registered with respective Guard Boards (In States - wherever applicable).
- e) The PSA should be in business since last 5 years as on 22.04.2022.
- f) PSA should have a track record of Providing Ex Serviceman Armed Guards with weapon / Ex-servicemen drivers to Public Sector banks for at least 3 years as on 22.04.2022(Copy of the deployment orders to be provided).
- g) It should have audited balance sheet of last three years. For the previous FY, provisional certificates from CA will also be considered).
- h) The PSA should have a sound financial record. It should not have incurred loss in any year in the last three years. (Audited Balance sheet to be submitted to support this. For previous FY provisional certificates from CA will also be considered).
- i) PSAs should have Registration under Shops & Establishments Act.
- j) PSAs should have a valid certificate from ESI Corporation.
- k) PSAs should have a valid certificate under EPF & Misc. Provisions Act 1952.
- l) PSAs should have documents **proving** compliance of Minimum Wages Act 1948 and other Labour laws and rules (Wage slip, payment made to ESI, PF organizations should be produced).
- m) PSAs should have Income Tax PAN and should have submitted their Income tax return for last three years (For previous FY provisional certificate from CA will also be considered).
- n) PSAs should have their own infrastructure for training their guards or have documentary evidence for arrangement with recognized training institute(s)

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for getting their Guards trained before deployment with firing practice once in a year.

- o) PSAs should have credible Supervisory Infrastructure.
- p) PSAs should have on its rolls minimum 100 Security Guards (combined armed as well as unarmed) as on 22.04.2022. (Attach proof with PF Number, ESIC Number, Bank account Number and the PF and ESIC Registers of the guards as on 22.04.2022.
- q) **The following aspects will be given due weightage:**
  - i. Being Registered / sponsored by Director General of Resettlement, Ministry of Defence, R K Puram, New Delhi.
  - ii. Providing such services to Public Sector Banks and Public Sector Undertakings

## 2. Manpower Criteria:

The driver deputed by PSA for deployment should conform to the following norms beforehand:-

1. He should be an ex-servicemen personnel.
2. He should not be above 50 years at the time of deployment. Age bar of 50 years is relaxed for the existing guards / drivers, who were already on the job and were deployed in our Bank's Branches before attaining the age of 50 years. However, new branches are to be deployed ex-servicemen drivers below 50 years of age. **The services of deployed ex-servicemen driver will not be allowed to continue beyond 60 years under any eventuality.**
3. The ex-servicemen driver deployed by the PSA will be in proper, presentable uniform of PSA while on duty.
4. The ex-servicemen driver should not be in Low Medical Category i.e. should be physically fit and mentally sound in all respects. Medical category recorded in the discharge book of the ex-servicemen only will be considered.
5. The outsourced Ex-servicemen driver should have driving license in his name permitted to operate transport vehicle.
6. The duty of the Ex-servicemen driver will be to operate the cash van on all working days if required on holidays also for distribution of cash to the branches.



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**Annexure – I**

**(Letter to the Bank on the PSA letterhead)**

**To,**  
The Deputy General Manager  
Indian Bank,  
Zonal Office  
Puducherry.

Dear Sir,

**Subject: Your Tender for Deployment of Ex Service men driver for chest van in Lawspet branch of Puducherry Zone.**

With reference to your tender notice dated on 07.04.2022, having examined and understood the instructions, terms and conditions forming part of the tender document, we hereby enclose our offer for Ex-servicemen driver Services as detailed in your above referred tender.

- 1 We confirm that we have not been disqualified/black listed by any Bank/PSUs/ other Government Organisation for deployment of Security Guards whether armed or un-armed.
- 2 We further confirm that the offer is in conformity with all the terms and conditions as mentioned in the Tender.
- 3 We also confirm that the offer shall remain valid for 90 days from the last date of submission of the tenders.
- 4 We hereby confirm that we have read the terms and conditions given in the tender document and fully agree to them. We shall deploy the drivers in conformity to the criteria of Ex-servicemen drivers and release payment to the drivers as per wage components specified by the Bank.
- 5 We understand that the Bank is not bound to accept the offer either in part or in full and that the Bank has the right to reject the offer in full or in part without assigning any reason whatsoever.
- 6 We enclose herewith Demand Drafts for Rs 3,000/-/- (Rupees Three Thousand only) towards EMD favouring Indian Bank Zonal Office and payable at Puducherry. Details of the same are as under:

	<u>EMD</u>	<u>Tender Fees</u>
1 DD No.		
2 Dated		
3 Name of Issuing Bank & Branch		
4 Amount		

Yours faithfully,

Authorized Signatory  
(Name & Designation, seal of the firm)

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**Annexure - II**

**PSA PROFILE**

**1. General Information**

1	Name of Applicant	
2	Status of Applicant ( Company, Partnership, Prop etc)	
3	Address of the Registered Office	
4	Address of the Local office	
5	Name of the Contact Person	
6	Date Of Incorporation	DD MM YYYY
7	Age of the company as on .....	___ Years ___ Months
8	PF Registration Number	
9	GST Number	
10	ESIC Code	
11	PAN No.	
12	TAN No.	
13	Total No of Guards (Armed & Unarmed) as on .....	
14	Date since when Armed Guard Being Provided to a Public Sector Bank.	
15	PSARA Licence Number and Validity	

**2. Details of Services being provided in the Public Sector Banks (Provide details of last three years)**

Name of Bank	Zone	State	No of Guards	Date of Start of Business

**3. Financial Details**

Year	Audited Balance sheet provided	Turn Over of the Company	Profit of the company
.....	<b>Yes/No</b>		
.....	<b>Yes/No</b>		
.....*	<b>Yes/No</b>		

\* For FY ..... provisional certificate from CA will also be considered.

I / We have read the instructions appended to the Performa and I / We understand that if any false information is detected at a later date, any contract made between ourselves and Indian Bank on the basis of the information given by me / us can be treated as invalid by the Bank and I / We will be solely responsible for the consequences.

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I / We agree that the decision of Indian Bank, in selection of PSAs will be final and binding to me / us.

All the information furnished by me/us above here is correct to the best of my/our knowledge and belief.

I / We agree that I / We have no objection if enquiries are made about the work listed by me / us here in above and/or in the accompanying sheets.

Place:

Date:

SIGNATURE:

Name & Designation & seal of the  
Company.

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**List of Enclosures (Certified photocopy of)**

<b>S no</b>	<b>Document</b>	<b>Tick if Enclosed</b>
1	Certificate of Registration Of Company /Partnership Deed etc	
2	Incorporation Certificate	
3	Shop and Establishment Certificate of Local Office	
4	Certificate of Registration with Income Tax Authorities	
5	Certificate of Registration for GST	
6	Certificate of Registration with EPF	
7	Certificate of Registration with ESIC	
8	Certificate of Registration with PSARA	
9	Audited Balance sheet & P&L Statement for last three FYs (For previous FY provisional certificate from CA will also be considered)	
10	Copies of Turn over Certificate Tax Returns and Assessment orders for last three FYs (For previous FY provisional certificate from CA will also be considered)	
11	Letter of Engagement with Public Sector Banks (Enclose letter/Work Orders).	
12	Training Infrastructure Records. Please furnish the agreement with the training center or declaration of own training center as the case may be for the state for which the bidding is being done.	
13	ISO Certificate, if applicable	
14	Copy of Valid PASARA License	
15	Proof of having 150 Employees In the company ( Documents to be supported by Name of Employee , Location of the employee, EPF Number , ESIC Number, Bank account details of the employee clearly stating the Bank Account Number , Bank Name and Branch)	
16	EPF Register of employees of last 12 months.	
17	EPF Challans of last 12 months	
18	ESIC Challans for last 12 months	
19	ESIC Registers of last 12 months	
20	Proof of transferring the salary of the drivers through Bank Transfer (details of last 12 months)	
21	GST payment record for past one year	
22	Letter for Authorised signatory on behalf of PSA for submission of tender document and signing of Agreement, if empanelled at later stage, on behalf of PSA.	

NOTE: In ABSENCE of any of the information/enclosures OR any FAKE, WRONG, FICTICIOUS, FALLACIOUS, etc. reporting, the tender will be rejected. The Vendor shall produce/provide original of any document, required by the Bank for verification.

DATE:

SIGNATURE:

DESIGNATION :

NAME OF THE FIRM / AGENCY WITH OFFICE STAMP

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**Annexure III**

**Details of the Reference Site of the company**

S no	Name of the Public Sector Bank/ Organization	Address	Name of the Contact Person & contact number	Details (PO No and Date of the First PO).	Total No of deployments as on date
1					
2					
3					
4					
5					
6					

Place:

Date:

SIGNATURE:

Name & Designation & seal of the Company

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**Annexure - IV**

**FINANCIAL BID – ONE Ex SERVICE MEN DRIVER**

<b>SR. NO.</b>	<b>DESCRIPTION</b>	<b><u>Ex SERVICE MEN DRIVER</u></b>
1)	BASIC (MINIMUM WAGES)+ VDA for ONE MONTH	
2)	Employees State Insurance (ESI) @ 3.25% of Ser 1	
3)	E.P.F. @ 13% of Sr. No. 1 (Up to Rs 15000)	
4)	BONUS @ 8.33% of Sr. No. 1 as notified – only if applicable.	
5)	Uniform Charges @ (amount in Rupees)	
6)	Uniform Maintenance (amount in Rupees)	
	<b>Sub Total – A (1 to 6)</b>	
7)	Service Charges (includes administrative and Supervisory Charges) (amount in Rupees)	
8)	<b>Total ( Ser 1 to 7)</b>	
9)	GST as applicable of Ser 8	
10)	<b>Grand Total</b>	

We hereby confirm that the Basic plus VDA quoted above is not less than the current minimum wages stipulated by the Ministry of Labor and Employment, Government of India and that other mandatory charges, i.e., EPF, ESI, EDLI & Bonus etc. are in conformity with the provisions of the respective Acts. We further agree that the Financial Bid will be rejected if any of the above rates and amount is not in compliance with the respective statutory laws.

SIGNATURE:

DATE:

DESIGNATION :

NAME OF THE FIRM / AGENCY WITH OFFICE STAMP

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**Instructions for filling up Financial bid**

- a) Bidders have to submit the price bid in the standard format only provided by the Bank. Bank reserves the right to reject the bids which have not been submitted in the standard price bid format.
- b) ***There will not be any change in the rate agreed upon. However Bank will reimburse to the PSA the net impact due to increase in minimum wages and / or Dearness Allowance by the Government of India on submission of claim with documentary proof.***
- c) ***Engagement of Ex-servicemen driver will be for initial period of one year and thereafter renewable every year for further period of two years at the same rates and conditions at the option of the Bank subject to satisfactory performance of the Agency and also keeping the option of the clause (b) above.***
- d) Monthly wages to be arrived at as per provisions of the latest **Central Govt.** notification on Minimum Wages for Chennai city. The minimum rate of wages **includes** the wages for **weekly day of rest** also. Hence monthly basic wages plus variable Dearness Allowance (VDA) will be calculated on 26 days as per prevailing Act and Rules.
- e) All statutory and social security obligations like, **EPF, ESI, Bonus** (minimum 8.33 of Basic + DA) etc. at applicable rates at present are to be necessarily added. **Price bids without the above statutory and social security obligations or with incorrect provisions are liable to be rejected.** It is the contractor's responsibility to ensure that all statutory payments and wages as per Central minimum wages are paid to the ex-servicemen driver.
- f) **From ser 5 to ser 7, reasonable amount has to be filled. Financial Bids with Abnormal / Nil amount will not be considered.** It is the contractor's responsibility to ensure that drivers are provided with proper uniform and are properly turned out for duty.
- g) *Quote not in conformity of Central minimum wages will be summarily rejected.*
- h) GST will be extra at applicable rates.

Place:

Date :

Signature of the Authorized Person

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**Annexure-V**

**SUGGESTED FORMAT OF  
AGREEMENT FOR PROVISION OF SECURITY SERVICES**

This Agreement is entered on the \_\_\_\_\_ day of \_\_\_\_\_ between \_\_\_\_\_ Bank represented by Shri \_\_\_\_\_ hereinafter referred to as first party (which expression shall wherever the context so admits means and includes administrators, assignees etc.)

AND

The Private Security Agency M/s \_\_\_\_\_ represented by its (designation) Mr. /Mrs./Ms \_\_\_\_\_ and having its office at \_\_\_\_\_ hereinafter referred to as the PSA which expression shall wherever the context so admits means and includes administrators, assignees as the second Party.

Whereas the first party requires the Service of Private Security Agency for providing ex-servicemen drivers for safe transportation of cash to and from its Branches / currency chests.

Whereas the PSA which is a Security Agency providing security services has agreed to provide Ex Servicemen driver to the First Party as per the requirements.

Whereas the PSA and the First Party have agreed to enter into a service contract for a period of \_\_\_\_\_ months w.e.f. \_\_\_\_\_ till \_\_\_\_\_ for the purpose of providing security services on the terms and conditions as mentioned hereunder.

Now therefore this agreement witnesseth as under:

**General:**

1. The Ex-servicemen driver employed by PSA at its own expenses shall be provided with necessary uniform, outfit etc. as per their job assignments for effective discharge of services to the Bank and ensure that the uniform is worn while the driver is on duty. The driver shall wear clean uniform and look presentable while on duty.
2. Contractor shall perform the Services hereunder as an independent contractor and furnish such Services in its own manner and method, and under no circumstances will any employee, agent, or representative of the Contractor be considered an employee of the Bank. The Parties hereby agree that no terms of this Agreement shall be construed as to portray an employer-employee relationship between the Parties and that both the Parties are acting independently and at their discretion.



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3. The PSA agrees and undertakes that the services provided by the ex-servicemen driver shall be to the entire satisfaction of the Bank and the PSA will make it clear to the driver that the latter are employee of the PSA and they shall have no claims against the Bank and the Bank shall not be liable to wages, salary, compensation and any statutory benefits due to the ex-servicemen driver under the labour law and other legislation and the PSA shall be responsible for providing such amenities to its employees admissible under the law/rules/service conditions.
4. The PSA shall ensure that the Ex Servicemen driver shall be deployed at the Branch during business hours i.e. 0930 Hrs to 1730 Hrs (8 Hrs). The PSA shall issue deployment letter, furnishing details of wages to driver under copy to respective Branch Manager and Zonal Manager as per Annexure – V (A).
5. The PSA shall be paid a sum of Rs. ....(Rupees..... only) per ex-servicemen driver per month for the services provided by the company on submission of the proper invoice by the company by 10th day of the following month. The Bank shall not make any payment to the ex-servicemen driver. payment will be made to the PSA only.
6. The PSA shall issue a letter of deployment to the ex-servicemen driver under copy to respective branch Manager containing details of wage components and net salary to be paid and credited to his SB account after statutory deductions to ensure transparency.
7. The PSA shall credit the wages of driver deployed at our branch to the SB account of the driver only maintained in Indian Bank. In case account is not with Indian Bank, the next very month account will be opened by PSA.
8. The PSA shall ensure that the ex-servicemen driver shall wear prescribed uniform of the PSA, proper Photo Identity Card, Name Tab, etc. the driver shall not take any alcohol or intoxicants and smoke during the duty hours.
9. The PSA shall ensure that the ex-servicemen driver shall be conversant with the use of Fire Extinguishers and shall take necessary action in case of activation of fire Alarm System / emergency.
- 11 The PSA shall be responsible for his ex-servicemen driver in observing all security and safety regulations and instructions as may be issued by the Bank to the PSA from time to time. The PSA shall have the right to appoint and to take appropriate disciplinary actions against his ex-servicemen to fulfill his obligations under this agreement provided due process is followed and the action is in accordance with Industrial Employment (Standing Order) Act, 1946 and the Bank is kept informed.

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- 12 If any driver provided by the PSA is found to have committed misconduct or misbehavior, the Bank shall have the right to ask the PSA to remove such driver without questioning the decision of the Bank. The Bank shall be entitled to restrain such driver from entering the Bank premises. Thereafter the PSA shall have to provide a suitable substitute within 24 hours.
- 13 The PSA shall ensure that the ex-servicemen driver reports to the nominated Officer in the branch.
- 14 The PSA shall ensure that no familiarity develops between the ex-servicemen driver and the First Party Staff. Further the PSA shall ensure that the ex-servicemen driver do not indulge in any activities including money transactions, which may tarnish the image of the First Party.
- 15 The PSA should ensure that the ex-servicemen driver shall not accept any eatable, tea, coffee, tobacco from the strangers.
- 16 The driver provided by the PSA shall be medically fit, mentally sound with good physique and not be suffering from any contagious / major disease. The age of the ex-servicemen driver so provided should not be above 50 years.
- 17 However, the PSA shall not in any capacity employ any ex-servicemen driver of doubtful integrity or any person whose antecedents are not verified by the PSA. PSA shall submit due diligence certificate along-with police verification & certificate of having undergone requisite training as per PSARA Act at the branch where the ex-servicemen driver is sent for deployment by the PSA.
- 18 The security supervisor from PSA shall report to concerned reporting official at least twice a month besides surprise checking of the driver for the purpose of briefing / debriefing or whenever called for.
- 19 The PSA shall ensure that at no point of time during the prescribed duty hours, the driver will leave his place of duty. The PSA shall arrange to send a reliever wherever the regular ex-servicemen driver is on leave.
- 20 The PSA shall maintain up to date record of driver as per the Shops & Establishment Act and will discharge all obligations under various labour laws viz. EPF Act, Gratuity, Bonus Act, Workmen's Compensation Act, Contract Labour ( Regulation & Abolition Act) etc or under any other State / Union Legislation in respect of ex-servicemen driver engaged by PSA.
- 21 The PSA shall comply with all provisions of laws of the land applicable while providing the ex-servicemen driver to the First Party.

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- 22 The PSA shall take full responsibility for all acts of commission and / or Omissions by their ex-servicemen driver posted at the Branches and will meet all liabilities arising out of such situations.
- 23 The PSA will change the ex-servicemen driver immediately on instructions from the First Party if the performance of that particular ex-servicemen driver is not acceptable or found physically / medically unfit and decision of the First Party will be final in this regard.
- 24 The PSA will provide an ex-servicemen driver only to perform the assigned duty efficiently.
- 25 Neither the PSA nor any of their drivers will have any claim against the First Party for any liability arising out of any commission/ omissions caused by the driver while on duty except the hiring charges payable to the PSA.
- 26 In return for a fixed wages / rates (mentioned in TENDER wage chart) for the ex-servicemen driver, the PSA will at its own risk and cost provide services of driver as per the requirements of the First Party purely on contractual basis.
- 27 The PSA shall be absolutely responsible for the payment of salary, all other statutory obligations for the driver(or their dependants ) employed on account of salary / wages, bonus ,arrears, employment, terminal benefit, compensation and other claims whatsoever and the First Party has no connection in relation to such matters.
- 28 PSA shall be responsible for fulfilling the requirement of all statutory provisions of relevant enactments viz. Minimum Wages Act, Payment of Wages Act, Industrial Disputes Act, Gratuity Act, Contract Labour (Regulations and Abolition) Act and all other labour and industrial enactment at their own risk and cost in respect of all ex-servicemen drivers by PSA. The Bank shall be indemnified for any action brought against it for any violation/non-compliance of any of the provisions of any of the acts, etc. hence non compliance or violation of any of these provisions of any of the Acts will be treated as breach of contract and shall lead to the termination of the contract. The PSA shall maintain all records required to be maintained under statutory enactments and the PSA shall submit to the Bank a certificate every month to the effect that PSA has and is complying with all the statutory regulations as said heretofore.
- 29 In case of any mishap sustained by the ex-servicemen driver of whatsoever nature (minor/ major/ fatal including death during the course of the duty) the responsibility of granting compensation , if any, on that count will be that of PSA and not of the First Party.

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- 30 If for any reason, compensation, costs etc are paid by the First Party the same shall be reimbursed by the PSA to First Party without any demure, including interest at ruling rates till settlement.
- 31 In case, the Bank, its officers / employees /staff suffer loss of any nature or if any loss or injury is suffered by any person on the branch premises/campus or any death is caused on account of /by the ex-servicemen driver provided by the PSA for not following security/safety regulation/instructions and/or negligence of the driver and/or if any mishap/accident/ deliberate or otherwise of any kind is occasioned by the driver posted at the branch, the PSA shall be primarily liable to make good the loss for all criminal, civil, tortuous, monetary liability or claim arising out of such incident/mishap/accident. Bank shall have the right to recover such losses from the dues payable to the PSA and/or security deposit, in case Bank is caused to bear such loss.
- 32 The PSA shall ensure that the duties of the ex-servicemen driver at the First Party premises are strictly adhered to as framed by the First Party's requirements. The PSA shall ensure that the ex-servicemen driver detailed have read & understood the duties.
- 33 In the event of theft, robbery, dacoity or pilferage of the First Party's property or materials, the PSA shall actively assist the First Party for the investigation of the case and if negligence/ connivance of the ex-servicemen driver is established such loss due to theft should be made good by the PSA.
- 34 In case of any property loss / injury to any including First Party's staff due to negligence of the PSA ex-servicemen driver / or due to dereliction of duty or inattentiveness of the driver , all liabilities arising out of such incidents will be fully met by the PSA.
- 35 For verification of the antecedents of all the ex-servicemen driver, a system should be in place for which an undertaking should be forwarded by the PSA for the First Party's record.
- 36 The PSA shall furnish the names & permanent and local address of the ex-servicemen driver being posted at First Party's premises from time to time along with the latest photographs, thumb impression and signatures and Mobile numbers.
- 37 The ex-servicemen driver provided by the PSA shall not be treated as the Bank's staff for any purpose whatsoever. The PSA shall be responsible for strict compliance of all statutory provisions of relevant labour laws applicable from time to time in carrying out the job. The Bank shall not be liable to any penalty under relevant labour rules, enactment or related regulations for which the PSA is responsible under the law. However, if the

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Bank is forced to pay any cost of any nature on account of the service provider's liabilities, the said cost shall be recovered from the dues payable to the service provider and/or security deposit held by the Bank. In such case, where appropriation of the claim paid by the Bank is made from the security deposit held by the Bank, the PSA shall make good the deficit so caused in the security deposit amount at the earliest. (Bank reserves the right to invoke the performance bank guarantee furnished by the PSA for realization of the claim / dues Bank has been made liable to pay due the negligent act and/or dereliction in duty by the ex-servicemen driver provided by PSA)

- 38 The PSA shall furnish the proof of having paid the wages, EPF, ESI, Bonus and other allowances to the ex-servicemen driver engaged by them within one week of the disbursement of the wages to them. Any deviation in this regard will be treated as violation of the contract and the contract will be terminated by the First Party.
- 39 The PSA shall provide a letter to concerned branch manager as per draft letter provided by Bank regarding the take home salary due for the ex-servicemen driver (on latest pay structure) and pay through Bank account only.
- 40 This agreement with the PSA can be terminated at the discretion of the First Party at one month's notice.
- 41 The PSA shall ensure that all the ex-servicemen driver is subjected to Basic Training and Refresher Training programme on regular basis at its cost.
- 42 The PSA shall not appoint any sub-Service Provider for the work assigned to PSA without prior written permission of the Bank.
- 43 The PSA shall, at its own expenses, take workman's compensation insurance and he shall also obtain from his underwriter of such insurance a waiver of subrogation in favour of the Bank. The PSA shall further, at his own expense, register claims and pursue realization of all insurance claims. He shall produce proof of such insurance within a reasonable time from the date of award of Contract.
- 44 TDS shall be deducted from all payments made to the PSA as per rules and regulations in force and in accordance with the Income Tax Act prevailing from time to time.
- 45 The ex-servicemen driver of the PSA shall not be allowed to stay in the branch premises. In case of any exigency, permission should be taken from Bank Authorities.

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46 Issues, not specifically clarified in the contract, shall be settled with mutual consent between the PSA and the Bank, without vitiating the basic premises of the contract.

**INDEMNIFICATION.**

PSA shall indemnify, hold harmless and defend the Bank and its officers, employees and agents (“indemnities”) from and against any and all liability, loss, claims, demands, suits and causes of action of any nature on account of death, personal injuries, property loss or damage or any other kind of loss or damage, including all expenses of litigation, court costs, attorneys’ fees and expert witness fees which arise or are claimed to arise out of or in connection with this agreement or the performance of this agreement regardless of whether the injuries, death, or damages are caused or are claimed to be caused by the concurrent or contributory negligence of indemnities. PSA must, at its own expense, investigate all claims and demands, attend to their settlement or other disposition, defend all actions based thereon with counsel reasonably satisfactory to indemnities, and pay all charges of attorneys and all other costs and expenses of any kind arising from any said liability, damage, loss, claims, demands or actions. The indemnification obligations of PSA under this section survive the expiration or sooner termination of this agreement.

**Severability.**

Each provision of this Agreement is severable and if, for any reason, any provision or any part thereof is determined to be invalid and contrary to any applicable law, such invalidity shall not impair the operation of or affect those portions of this Agreement that are valid, but this Agreement shall be construed and enforced in all respects as if the invalid or unenforceable provision or part thereof had been omitted

We the above noted parties have signed this deed of agreement after duly understanding the contents of this deed on the date and place mentioned above.

\_\_\_\_\_  
For Bank (With seal)  
First Party

\_\_\_\_\_  
For PSA  
Second Party.

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**Annexure – VI A**

**(Letter to the Branch Manager on the PSA letterhead)**

**Ref No:**

**Date:**

**To,**  
The Branch Manager  
Indian Bank,  
\_\_\_\_\_Branch,

Dear Sir,

**Subject: Deployment of Ex Servicemen driver at your branch**

This has reference to Zonal Office letter No.-----dated ----- regarding Engagement of our Security Agency for deployment of Ex Servicemen driver at your Branch. In this connection we have deputed Shri ----- Employee ID No -----Adhaar Card No-----S/o Shri----- Resident of-----Police Station-----Distt.----- to your branch along with copies of following document duly verified at our end:-

- 1 PSA Id Card details:
- 2 Adhaar Card:
- 3 Antecedent verification report from concerned Police Station
- 4 Certified copy of Discharge Book
- 5 Driving Licence No
- 6 Area of jurisdiction and Validity of licence up to:

We undertake to pay the following wages components to the ex-servicemen driver deployed within 10<sup>th</sup> of every month through the personal bank account of concerned ex-servicemen driver as per agreement terms & conditions set and wage structure approved by Bank.

<b>Sl.No.</b>	<b>DESCRIPTION</b>	<b>Ex Servicemen Driver</b>
1)	BASIC (MINIMUM WAGES)+ VDA for 04 days in a week.(Monday,Thursday,Friday)	
2)	BONUS @ 8.33% of Sr. No. 1 (if applicable) as notified	
3)	Uniform Charges (amount in Rupees)	
4)	Uniform Maintenance (amount in Rupees)	
5)	<b>Total - A</b> (1 to 4)	
6)	EPF Employee Share @ 12% of Up to 15000/-	
7)	ESI @ 0.75% of Sl 1	
8)	<b>Total Deduction- B</b> (6 to 7)	
9)	<b>Net Salary to be credited to drivers's account (A-B)</b>	

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We also undertake to regularly deposit EPF from the date of deployment of ex-servicemen driver as received from your Bank along with his share to EPFO.

The ex-servicemen driver deployed at your branch has been fully briefed about duties to be performed as per terms and condition of agreement. For any complaints/issues regarding the services of deployed ex-servicemen driver or any deficiency at our end you are requested to bring it to our notice for immediate remedial action.

We further assure that all statutory payments shall be done to concerned offices and wages to ex-servicemen driver without any complaints. In case of default payment/under payment, Bank will be free to take action against us as deem appropriate.

Assuring our best services.

Yours faithfully,

Authorized Signatory  
(Name & Designation, seal of the firm)

Copy to :  
The DGM  
Indian Bank  
Zonal Office  
\_\_\_\_\_

For information & Record please.

Authorized Signatory