

इंडियन बैंक



Indian Bank

इलाहाबाद

ALLAHABAD

अंचल कार्यालय, नागपुर
Zonal Office Nagpur

INDIAN BANK
ZONAL OFFICE NAGPUR

TENDER FOR
ENGAGEMENT OF SECURITY AGENCIES OF REPUTE
BOTH
DGR / REGISTERED AND PRIVATE SECURITY AGENCIES
FOR DEPLOYMENT OF UNARMED GUARDS
AT VULNERABLE BRANCHES UNDER NAGPUR ZONE OF THE BANK

IMPORTANT DATES

DATE OF ISSUE OF TENDER : 17 OCTOBER 2022
LAST DATE OF SUBMISSION OF TENDER : 07 NOVEMBER 2022
DATE OF OPENING OF TENDER : 09 NOVEMBER 2022

TENDER FOR ENGAGEMENT OF SECURITY AGENCIES OF REPUTE, BOTH DGR /REGISTERED PRIVATE SECURITY AGENCIES FOR DEPLOYMENT OF FOUR UNARMED GUARDS AT VULNERABLE BRANCHES UNDER NAGPUR ZONE OF THE BANK.

Indian Bank Zonal Office, Nagpur, invites sealed offers under two bid systems from reputed Private Security Agencies (PSAs) for providing **Four Unarmed Guards** for guarding of Bank's Branches under the jurisdiction of Zonal Office Nagpur.

Name of the Work:

Engagement of Security Agencies for Providing **Four Unarmed Guards** under Nagpur Zone of the Bank. Details of requirement are appended:

Zonal Office Nagpur: 3 Unarmed Guards
Currency Chest Nagpur: 1 Unarmed Guard

Period of Issue of Tender : 17 Oct 2022 to 07 Nov 2022
Last Date & Time for Submission of Tender : 07 November 2022, up to 4.00 P.M
Date & Time of Opening of Technical Bid : 09 November 2022, 4.00 P.M

Earnest Money Deposit : Rs 25,000/- (Rs Twenty-Five Thousand only) by way of DD favouring 'INDIANBANK' payable at Nagpur.

Sealed applications are invited 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 security guards and that the contract is not a contract for employment.

Central Minimum Wages will be applicable for this tender.

Place: Nagpur
Date: 17 Oct 2022

Zonal Manager

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 **Unarmed Guards** for Bank’s Branches under Nagpur Zone.

Part 1- Technical Bid for Unarmed Security Guards Services. **Technical bid**, in a separate sealed envelope, super-scribed ‘**Technical Bid - Engagement of Private Security Agencies for Providing Unarmed Guards under Nagpur Zone**’ and shall contain the details required to be furnished by tendering Agencies, as enumerated under the heading Eligibility Criteria of this document. The cost of application Rs.500/-(inclusive of GST) (non-refundable) and EMD of Rs 25,000/- (Rupees Twenty Five Thousand Only). **Both Cost of application and EMD to be submitted separately through DEMAND DRAFT only, favouring Indian Bank, payable at Nagpur respectively**, has to be enclosed in absence of which the bid will be rejected.

Part 2 – Financial Bid for Unarmed Security Guards Services. **Financial bid**, in a separate sealed envelope should be super scribed as ‘**Financial Bid – Engagement of Private Security Agencies for Providing Unarmed Guards under Nagpur Zone**’ and shall contain nothing but price aspects without any conditions. The Financial bid is for providing Unarmed Guards for guarding of vulnerable branches under the jurisdiction of Nagpur Zone.

The above sealed Bids should be placed in a sealed envelope which should be super scribed **“Tender for Unarmed Security Guards”** should be addressed to “The Deputy/Asst General Manager, Indian Bank, Zonal Office, Nagpur and should be submitted to the Zonal Office in person or by way of Post / Courier latest by **4.00 PM on 07 November 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.

Tender forms will not be sent to any agency by post from our office.

Tender forms can be downloaded from Bank’s website www.indianbank.in that has to be submitted along with the Technical Bid, at the time of submission of Tender.

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 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**).
- DD for Rs 500/-(inclusive of GST), i.e. Cost of Tender Forms, if downloaded from Bank’s website.
- Earnest Money Deposit of Rs 25,000/- in the form of DD favouring Indian Bank, payable at Nagpur.
- 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 guard in Indian Rupees only for armed guard 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, 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. 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.

4. 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.

5. Earnest Money Deposit

Earnest Money Deposit of Rs.25,000/- (Rupees Twenty Five Thousand only), in the form of Demand Draft drawn in favour of Indian Bank, payable at NAGPUR. The EMD should be enclosed with the Technical bid. Offers not accompanied with Earnest Money Deposit of Rs.25,000/- 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.

6. 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.

7. 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 Armed Guards and/or Unarmed Guards' 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 guard.

8. Validity of Offer:

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

9. 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.

10. Pre-Bid Query:

For any clarifications / queries, regarding the tender, agencies may contact on email ID given below.

Pre-Bid Query / Clarification	Only up to 28.10.2022, by Email
E-Mail ID	zonagpur@indianbank.co.in

11. 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.

**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 state of Maharashtra. **Merely submission of application to licensing authority will not be entertained.**
- d) To be registered with respective Guard Boards (In States - wherever applicable) (Only applicable for Armed Guards).
- e) The PSA should be in business since last 5 years as on 31.03.2022
- f) PSA should have a track record of providing Unarmed Guards to Public Sector Banks for at least 3 years as on 31.03.2022 (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) for getting their Guards trained before deployment.
- o) PSAs should have credible Supervisory Infrastructure.



- p) The following aspects will be given due weightage:
- Being Registered / sponsored by Director General of Resettlement, Ministry of Defence, R K Puram, New Delhi.
 - Providing such services to Public Sector Banks and Public Sector Undertakings

2. Manpower Criteria:

The Unarmed Guard deputed by PSA for deployment should conform to the following norms before hand:-

1. He should be an Ex-Servicemen/Ex-Paramilitary Personnel (Only applicable only for Armed Guards).
2. He should not be above 50 years at the time of deployment. Age bar of 50 years is relaxed for the existing guards, 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 with unarmed guard below 50 years of age. **The services of deployed unarmed guard will not be allowed to continue beyond 60 years under any eventuality.**
3. The Unarmed Guard deployed by the PSA will be in proper, presentable uniform of PSA while on duty.
4. The Unarmed Guard should be physically fit and mentally sound in all respects.
5. The duty of the Unarmed Guard will be to keep a watch over persons visiting the Branch/Office premises where ever deployed.
6. Controlling and maintaining entry of customers/visitors/etc. to the branch/Office.

Annexure - I

(Letter to the Bank on the PSA letterhead)

To,
The Zonal Manager
Indian Bank,
Zonal Office Nagpur

Dear Sir,

Subject: **Your Tender for Deployment of Unarmed Guard for Nagpur Zone.**

With reference to your tender notice posted on your website with effect from _____, having examined and understood the instructions, terms and conditions forming part of the tender document, we hereby enclose our offer for Unarmed Security Guards' 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 guards in conformity to the criteria of Unarmed Guard and release payment to guard 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 (1) Rs 25,000/-/- (Rupees Twenty Five Thousand only) towards EMD and (2) Rs. 500/- (Rupees five Hundred only) towards tender document fees favouring Indian Bank and payable at Nagpur. 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)

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 Unarmed 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

Financial Year	Audited Balance sheet provided	Turn Over of the Company	Profit of the company
2018-19	Yes/No		
2019-20	Yes/No		
2020-21*	Yes/No		

* For FY 2020-21 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.



अंचल कार्यालय, नागपुर
Zonal Office Nagpur

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.

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

S no	Document	Tick if Enclosed
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 Guards 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

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

Annexure - IV

FINANCIAL BID –UNARMED GUARD

SL	DESCRIPTION	SECURITY GUARD (WITHOUT ARMS)
		Area A
1)	BASIC (MINIMUM WAGES)+ VDA, for 26 days	Rs.
2)	Employees State Insurance (ESI) @ 3.25%	Rs.
3)	E.P.F. @ 13%	Rs.
4)	BONUS @ 8.33%.	Rs.
A	Sub Total – A (1 to 4)	Rs.
5)	Service Charges (includes Administrative and Supervisory Charges) (Amount in Rupees)	Rs.
6)	Total (SL A + 5)	Rs.
*	GST as Applicable	Additional

Allowances-Bonus, ESI, EPF and others: Eligible Bonus to be paid atleast by **8th month of contract** and relevant proof to be submitted. Extract of Form D (if applicable) submitted to Labour Authority for having paid Bonus to be produced to the Bank. Firm will submit the proof of depositing the ESI and EPF contributions each month as described in the tender clauses. The firm will follow all the guidelines/ procedure as per the law applicable related to above mentioned allowances and for the payment of the wages.

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.

DATE:

SIGNATURE:

DESIGNATION :

NAME OF THE FIRM / AGENCY WITH OFFICE STAMP

**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 Security personnel 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 security guards.
- 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 guards 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

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 safe guarding its Branches.

Whereas the PSA which is a Security Agency providing security services has agreed to provide Unarmed Security Guards with weapon 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 SGs employed by PSA at its own expenses shall be provided with necessary uniform, outfit; arms etc. as per their job assignments for effective discharge of security services to the Bank and ensure that the uniform is worn while the SGs are on duty. The SGs 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.



3. The PSA agrees and undertakes that the security services provided by the security guards shall be to the entire satisfaction of the Bank and the PSA will make it clear to the security guards that the latter are employees 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 security guards 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 Unarmed guards shall be deployed at the Branches during business hours i.e. 0930 Hrs to 1730 Hrs (8 Hrs). The PSA shall issue deployment letter, furnishing details of wages to guard 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 security guard 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 security guards and payment will be made to the PSA only.
6. The PSA shall issue a letter of deployment to the Unarmed Guard 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 Unarmed Guards deployed at our branches to the SB account of the guards 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 Unarmed guards shall wear prescribed uniform of the PSA with Weapon, proper Photo Identity Card, Name Tab, Whistle etc. the guard shall not take any alcohol or intoxicants and smoke during the duty hours.
9. The PSA shall ensure that the Unarmed guard shall be conversant with the use of Weapon, Fire Extinguishers and shall take necessary action in case of activation of fire Alarm System / emergency.
10. In addition to their duty of providing security services the PSA guards will also be required to perform the following duties :
 - (a) Accompany cash remittance to and from the Branch.
 - (b) Keep vigil while on duty at the Branch.
- 11 The PSA shall be responsible for his SGs 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 AG 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.

- 12 If any AG 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 AG without questioning the decision of the Bank. The Bank shall be entitled to restrain such Unarmed Guard 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 Unarmed Guard reports to the nominated Officer in the branch.
- 14 The PSA shall ensure that no familiarity develops between the Unarmed guards and the First Party Staff. Further the PSA shall ensure that the Unarmed guards 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 Unarmed guard shall not accept any eatable, tea, coffee, tobacco from the strangers.
- 16 The guard 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 Unarmed guard so provided should not be above 50 years.
- 17 However, the PSA shall not in any capacity employ any AG 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 on the AG at the branch where the AG 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 guards 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 guard will leave his place of duty. The PSA shall arrange to send a reliever wherever the regular Unarmed guard is on leave.
- 20 The PSA shall maintain up to date record of guards 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 guards engaged by PSA.
- 21 The PSA shall comply with all provisions of laws of the land applicable while providing the guards to the First Party.



- 22 The PSA shall take full responsibility for all acts of commission and / or Omissions by their guards posted at the Branches and will meet all liabilities arising out of such situations.
- 23 The PSA will change the Unarmed guard immediately on instructions from the First Party if the performance of that particular Unarmed guard 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 Serviceman Unarmed Guard only to perform the assigned duty efficiently.
- 25 Neither the PSA nor any of their guards will have any claim against the First Party for any liability arising out of any commission/ omissions caused by the guard 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 Unarmed Guard, the PSA will at its own risk and cost provide services of guards 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 guards(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 AGs 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 guard 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.



- 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 AG provided by the PSA for not following security/safety regulation/instructions and/or negligence of the AG and/or if any mishap/accidental firing/deliberate or otherwise of any kind is occasioned by the SG posted at the branches, 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 guards at the First Party premises are strictly adhered to as framed by the First Party's requirements. The PSA shall ensure that the guards detailed at the particular post 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 guard 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 guard / or due to dereliction of duty or inattentiveness of the guard , all liabilities arising out of such incidents will be fully met by the PSA.
- 35 For verification of the antecedents of all the guards, 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 should ensure that the rotation of the guards at a particular post at least once in three months with prior permission from the First Party or on receipt of such advice from the First Party.
- 37 The PSA shall furnish the names & permanent and local address of the security guards being posted at First Party's premises from time to time along with the latest photographs, thumb impression and signatures and Mobile numbers.
- 38 The AGs 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 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 AG provided by PSA)

- 39 The PSA shall furnish the proof of having paid the wages, EPF, ESI, Bonus and other allowances to the security guards 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.
- 40 The PSA shall provide a letter to concerned branch manager as per draft letter provided by Bank regarding the take home salary due for guard (on latest pay structure)and pay through Bank account only.
- 41 This agreement with the PSA can be terminated at the discretion of the First Party at one month's notice.
- 42 The PSA shall ensure that all the guards are subjected to Basic Training and Refresher Training programme on regular basis at its cost.
- 43 The PSA shall not appoint any sub-Service Provider for the work assigned to PSA without prior written permission of the Bank.
- 44 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.
- 45 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.
- 46 The AGs 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.
- 47 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

Duties of outsourced Unarmed Guard at Branch sites:

The Unarmed Guard deployed at the branch shall work under the general supervision and direction of branch Manager. He will perform the following duties:-

- 1 Unarmed guard on duty shall remain vigilant at all time. He will remain in proper clean uniform of PSA maintaining personal hygiene.
- 2 Unarmed Guard will not permit any Arms & Ammunition inside the Branch by customers.
- 3 Unarmed Guard should not permit any person to enter with his/her helmet on or with any mask on.
- 4 In case anybody leaves behind any bag, or suspicious item etc, the armed guard on duty should immediately inform Branch Manager, Security Officer or Civil Police.
- 5 Unarmed Guard on duty should not handle complaints of customer for any reason whatsoever. However he will be courteous towards the customer.
- 6 In case of any unrest in the area, the guard should lower down the rolling shutter and inform the Branch Manager.
- 7 Unarmed Guard should handle customers diligently who visit the Branch in an inebriated condition.



- 8 Unarmed guard should not remain absent without prior permission from respective branch manager/Operation Manager. The PSA should provide suitable relief in exigencies.
- 9 Unarmed Guard should ensure that the Branch site/entrance is not obscured / blocked by parking heavy vehicles etc.
- 10 Unarmed Guard while at all times.
- 11 Unarmed Guard should not leave the place of his duty unless properly relieved.
- 12 Unarmed Guard will not allow unauthorized persons to enter inside the cash handling area, Strong Room, Cash Safe room and server room.
- 13 Unarmed Guard will not fill the forms/ cheque/withdrawal slips of the customers and will perform only the security related duties.
- 14 Unarmed Guard should have the contact numbers of concerned Police Station, Control Room, Fire Brigade, Ambulance, Security Officer, Branch Manager etc. He should also be conversant with action to be taken by him in various types of emergent situations.
- 15 Unarmed Guard should report any untoward incident to Branch Manager and own Security Agency supervisor and Bank's Security Officer.
- 16 Unarmed Guard should know how to use the fire fighting appliances in case of emergency.
- 17 The Unarmed guard will remain extra vigilant while escorting cash remittances.

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.

Annexure – V 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 Unarmed Guard at your branch

This has reference to Zonal Office letter No.-----dated ----- regarding Engagement of our Security Agency for deployment of Unarmed Guard at your Branch. In this connection we have deputed Shri -----Employee ID No - ----- Aadhaar 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 Gun Licence No
- 6 Area of jurisdiction and Validity of Gun licence up to:
- 7 DBBL Gun No.
- 8 Gun Cartridges (No.):

We undertake to pay the following wages components to the guard deployed within 10th of every month through the personal bank account of concerned guard as per agreement terms & conditions set and wage structure approved by Bank.

SL	DESCRIPTION	Security Guards (Without Arms)
		Area A
1)	BASIC (MINIMUM WAGES)+ VDA for 26 days	Rs.
2)	Employees State Insurance (ESI) @ 3.25%	Rs.
3)	E.P.F. @ 13%	Rs.
4)	BONUS @ 8.33%.	Rs.
A	Sub Total – A (1 to 4)	Rs.
5)	Service Charges (includes Administrative and Supervisory Charges) (Amount in Rupees)	Rs.
6)	Total (SL A + 5)	Rs.



*	GST as applicable	Additional
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We also undertake to regularly deposit EPF from the date of deployment of guard as received from your Bank along with his share to EPFO.

The Unarmed guard 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 Unarmed guard 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 guards 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/AGM : For information & Record please.
Zonal Office
